

# FUTURE OF NURSING™

## Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



*At the Intersection of Ageism and Racism:  
Nurses Promoting Health Equity*

**Erika Colón, BSN, RN** – President, National Association of Hispanic Nurses Greater Milwaukee Chapter

**G. Adriana Perez, PhD, ANP-BC, FAAN, FGSA**  
Assistant Professor and Senior Fellow, Leonard Davis Institute of Health Economics, University of Pennsylvania School of Nursing

2021 WCN Annual Conference  
Friday, September 17, 2021

### Panel Objectives



- Describe the impact of biases in workforce development on social determinants of health (SDOH) among older adults.
- Define "isms" and their relationship to social determinants of health (SDOH).
- Discuss how nurses and clinicians can "take action" on "isms" and SDOH in practice, education, and policy, within the context of the 2020-2030 National Academy of Medicine (NAM) Future of Nursing recommendations.
- Describe resources including the Campaign for Action's Health Equity Toolkit that serve as a guide for working in collaboration with diverse community partners to promote health equity.

### Social Determinants of Health



Figure 1  
Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	Quality of care
Medical bills	Playgrounds	Higher education		Stress	
Support	Walkability				
	Zip code / geography				

**Health Outcomes**  
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

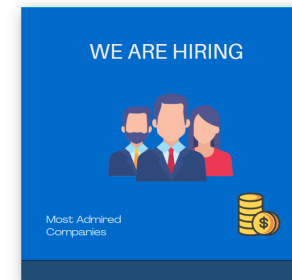
2018 Henry J. Kaiser Family Foundation



### Economic Stability/Financial Vitality



- **Employment**
  - Income
  - Health Benefits
  - Access to Care
  - Preventive Care
  - Social and mental benefits
    - Independence
    - Self accomplishment



**Employment and Social Determinants of Health** FUTURE OF NURSING™  
Campaign for Action



**Workforce Development**

- **Workforce Development**
  - Market Needs
  - Organization’s Needs
  - Supply and demand of Talent
- Train
- Retrain

**Who should we develop?**

2021 Wisconsin Center Nursing Annual Conference    September 17, 2021    5

**Bias and Workforce Development** FUTURE OF NURSING™  
Campaign for Action



We will train you

2021 Wisconsin Center Nursing Annual Conference    September 17, 2021    6

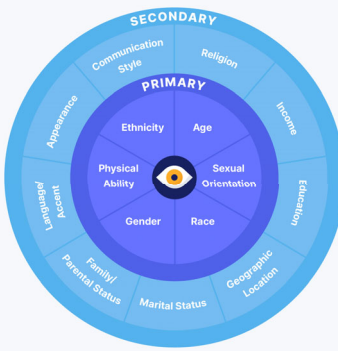
**Common Hiring Biases** FUTURE OF NURSING™  
Campaign for Action

**Biases - Shortcuts to process information**

- **Primary**
- **Secondary**

- **Primary**
  - Ethnicity
  - Age
  - Sexual orientation
  - Ability
  - Gender
  - Race

Protected Classes



2021 Wisconsin Center Nursing Annual Conference    September 17, 2021    7

**Biases Precedes “ISMS”** FUTURE OF NURSING™  
Campaign for Action



**Biases** ISMS

We hire people based on multiple factors.

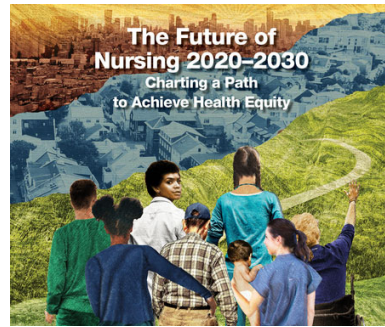
- Resume** -What a person has **done** in regards to education, employment history and experience.
- Past experiences**
- Conditioning**

2021 Wisconsin Center Nursing Annual Conference    September 17, 2021    8

**The Future of Nursing 2020-2030:  
Charting a Path to Achieve Health Equity (2021)**

FUTURE OF NURSING™  
Campaign for Action

*“Graduating students need to understand and apply knowledge of the impact of such issues as classism, racism, sexism, ageism, and discrimination and to be empowered to advocate on these issues for people who they care for and communities.”*



**The Aging Population (2020-2030)**

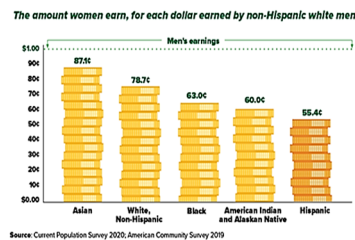
FUTURE OF NURSING™  
Campaign for Action

- In 2030, 73.1 million people or 21 percent of the U.S. population, including all baby boomers, will be older than 65 (Vespa et al., 2020).
  - Increasing numbers of people will age into their 70s, 80s, 90s, and beyond.
- The prevalence of multiple comorbid chronic is high among older people and greatly increases the complexity of their care (Figueroa et al., 2019).
- The old-age dependency ratio (the number of people aged 65 and over per 100 people aged 20–64) United States will increase from 21 in 2010 to more than 35 by the end of the decade (Vespa et al., 2020).

**Intersection of Ageism, Racism, Sexism and Health**

FUTURE OF NURSING™  
Campaign for Action

- Older women, more likely than men to live alone, twice as likely to be poor.
- At age 50, Black men & women still have lower life expectancies relative to their White counterparts.
- Among adults aged 65+, BIPOC individuals are much more likely than Whites to rely solely on Social Security for family income.
- American Indian, Alaska Native, & Latino elders, more likely to have limited formal education, lower income, and poorer health outcomes than the general population.
- Adversity over the life course, punctuated by low incomes and few assets, results in economic insecurity in old age.
- Older adults in rural areas are more likely than their counterparts living in urban areas to be poor; to experience social isolation; and to have significantly less access to fewer health and social resources, including mental health services.



**Structural Racism: Fundamental Cause of Racial/Ethnic Inequalities Burdening Older Adults with COVID-19**

FUTURE OF NURSING™  
Campaign for Action

1. risk of exposure
2. weathering processes
3. health care access and quality

Journal of Gerontology: Social Sciences  
Volume 76, Number 10, October 2021, pp 1018-1028  
doi:10.1093/geronl/gnab118  
Advance Access published August 5, 2021

GERONTOLOGICAL SOCIETY OF AMERICA

Special Article

**The Color of COVID-19: Structural Racism and the Disproportionate Impact of the Pandemic on Older Black and Latinx Adults**

Marc A. Garcia, PhD,<sup>1,2\*</sup> Patricia A. Homan, PhD,<sup>1</sup> Catherine Garcia, PhD,<sup>1</sup> and Tyson H. Brown, PhD<sup>1</sup>

<sup>1</sup>Department of Sociology & Institute of Ethnic Studies, University of Nebraska-Lincoln; <sup>2</sup>Department of Sociology, Pepper Institute on Aging and Public Policy, Florida State University, Tallahassee; <sup>3</sup>Department of Sociology, University of Nebraska-Lincoln; <sup>4</sup>Department of Sociology and Center on Health & Society, Duke University, Durham, North Carolina.

\*Address correspondence to: Marc A. Garcia, PhD, Department of Sociology & Institute of Ethnic Studies, University of Nebraska-Lincoln, 704 Doherty Hall, Lincoln, NE 68583-0204. E-mail: mgarcia@unl.edu

Received April 21, 2020; Editorial Decision Date: July 26, 2020  
Decision Editor: Deborah S. Carr, PhD, FGSA

**Abstract**  
Objective: The aim of this evidence-based theoretically informed article was to provide an overview of how and why the COVID-19 outbreak is particularly detrimental for the health of older Black and Latinx adults.  
Methods: We draw upon current events, academic literature, and numerous data sources to illustrate how biosociological factors place older adults at higher risk for COVID-19 relative to younger adults, and how structural racism magnifies these risks for Black and Latinx adults across the life course.  
Results: We identify 3 prominent mechanisms through which structural racism operates as a fundamental cause of racial/ethnic inequalities in COVID-19 burden among older adults: (a) risk of exposure; (b) weathering processes; and (c) health care access and quality.  
Discussion: While the ongoing COVID-19 pandemic is an unprecedented crisis, the racialized health inequalities among older adults it has exposed are longstanding and deeply rooted in structural racism within American society. This knowledge presents both challenges and opportunities for researchers and policymakers as they seek to address the needs of older adults. It is imperative that federal, state, and local governments collect and release comprehensive data on the number of older adults who are impacted by COVID-19.

**Challenges & Opportunities for Nurses & Clinicians** FUTURE OF NURSING™  
Campaign for Action

- Currently, 6,671 board-certified geriatricians in the U.S. —1 for every 7,242 older adults.
- Fewer than 1.0 percent of RNs (0.4 percent) cited gerontology as the type of specialty care they provide in their primary employment position.
- Only 8.2 percent of NPs (just under 16,000) certified in gerontology.
- Disruptions in Care Delivery Associated with the Retirement of Baby Boom Registered Nurses
- ***“It is not enough merely to increase the number of RNs and APRNs during the decade ahead; rather, there is an urgent need to increase the numbers of nurses in gerontology...”(including those from historically excluded populations).***

2021 Wisconsin Center Nursing Annual Conference      September 17, 2021 13

**Taking Action: Recommendations, Resources for Collaboration** FUTURE OF NURSING™  
Campaign for Action

- **Education:** Nurses entering workforce must be well prepared for their role in addressing SDOH, reducing health inequities, particularly among older adults.
- **Research:** Agenda for Nursing Health Services
  - What are the roles and composition of teams caring for older people and frail adults?
  - How well educated and skilled are nurses in providing long-term care, etc.
  - How can collaboration be improved between nurses and public health and community partners to address SDOH?
- **Policy:** Identify and dismantle any form of ***“ism”*** in our profession and in health care.
- **Practice:** Building Coalitions To Promote Health Equity: A Toolkit for Action

Campaign for Action

ABOUT ISSUES OUR NETWORK NEWS RESOURCES GET INVOLVED Q

MAY 27, 2021

Equity Toolkit Helps Communities Take On Social Determinants of Health

The Health Equity Toolkit (updated May 2021) provides in one place the tools, resources, and information that nurses, as well as Action Coalitions and their partners, need to help their communities by tackling the social determinants of health—those conditions in which people are born, grow, live, work and age, including social and economic factors that have a great influence on people's health.

Created by the Future of Nursing: Campaign for Action, the toolkit is based on the nursing process—the five steps known as ADPIE.

Assessment

**Related Resources**

Establishment Secondary Indicators States that collect race/ethnicity data about their nursing workforce (by year)

Diversity of nursing doctorate graduates by gender

Diversity of nursing doctorate graduates by race/ethnicity

By Campaign for Action

**ISSUES** Building Coalitions Communities, Collecting Workforce Data, Improving Health Disparities Increasing Diversity in Nursing

<https://campaignforaction.org/resource/equity-toolkit-helps-communities-take-on-social-determinants-of-health/>

2021 Wisconsin Center Nursing Annual Conference      September 17, 2021 14

FUTURE OF NURSING™  
Campaign for Action

THANK YOU (GRACIAS!)  
WISCONSIN NURSES,  
SUPPORTERS &  
COLLEAGUES!

2021 Wisconsin Center Nursing Annual Conference      September 17, 2021 15