

NURSES ON THE FRONTLINES OF COVID-19

CHALLENGING DISPARITIES AND DEFENDING THE PUBLIC'S HEALTH



Below is the full list of continuing education offered as part of our 2020 Convention.

Understanding the Triple Crisis: What Does it Mean for Nurses? (2.0 CH / .2 CEU)

Purpose Statement: New York is in the grip of three, overlapping crises: the COVID-19 pandemic, an economic collapse rivaling the Great Depression, and persistent systemic racism. Join us for a detailed look at each of these crises and what they mean for our union and our profession. In this workshop we'll go beyond the facts and figures, with frontline nurses and other healthcare professionals discussing how these crises have each impacted our work and how they are reshaping priorities for our healthcare system.

Learning Outcome: Participants in this program will identify the broader social and economic impact of the COVID-19 pandemic, as well as strategies to maintain nursing standards and mitigate adverse outcomes for our patients and communities.

Objectives: At the conclusion of this program, the learner will be able to:

- Discuss the economic dislocation created by the COVID-19 pandemic, how that has impacted the healthcare sector, and how it's affecting the communities we serve.
- Evaluate economic and healthcare policies that could offset the impact of COVID-19.
- Identify promising avenues for nurse advocacy with lawmakers and other public health officials.
- Identify the ways systemic racism affects nurses and our patients, and policies that would mitigate this adverse impact.

In the Trenches: COVID-19 Trends, Transmissions, and Treatments (2.0 CH / .2 CEUs)

Purpose Statement: Join us for an in-depth presentation about the way SARS-CoV-2 attacks the human body, how the virus is transmitted, and best practices for treating COVID-19 patients. Emerging research makes it clear that COVID-19 is much more than a respiratory disease. Clinical experts will discuss how the virus also attacks endothelial cells that line blood vessels and generates clots that impact several vital organs. We'll also hear the latest epidemiological research on airborne transmission of the virus, as well as how nurses are successfully treating the most severely impacted cases.

Learning Outcome: Participants will describe current best practices for treating COVID patients, and how to protect healthcare workers and the public from exposure to the virus.

Objectives: At the conclusion of the program, the learner will be able to:

- Describe how SARS-CoV-2 attacks the human body
- Explain our current understanding of COVID-19's long-term impact.
- Review the latest scientific understanding of how COVID-19 is transmitted, and what that means for public health policy and health and safety practices in healthcare settings.
- Discuss best practices for treating COVID-19 patients, and how a better clinical understanding of the virus can improve patient outcomes.
- Discuss the challenges nurses and hospitals faced with the first wave of COVID-19, and what nurses need to do to prepare for a resurgence.

- Discuss the current trends, transmissions, and treatments for patients suffering from the COVID-19 virus.

Organizing to Defend our Standards and Our Practice in the COVID Era (2.0 CH / .2 CEU)

Purpose Statement: Employers across New York are using the COVID crisis as a pretext for layoffs, unit closures, and violating our collective bargaining agreements. Join us for an in-depth discussion of the challenges nurses and other healthcare professionals are facing in their facilities—from staffing, to floating, to service cuts—and how healthcare workers are advancing our collective agenda in these unprecedented times. Participants will strategize and share lessons about what can bring their co-workers together to solve problems on the job.

Learning Outcome: Participants will describe best practices for preparing for a resurgence of COVID-19 while maintaining nursing standards and appropriate staffing levels.

Objectives: At the conclusion of this program, the learner will be able to:

- Develop appropriate nursing standards and policies for pandemic preparedness that maintain working conditions and benefits for professional staff.
- Develop a plan for ensuring employers adhere to staffing ratios that are contractually specified or conventionally recognized during a pandemic, with minimal use of floating nurses.
- Demonstrate how to counter employer attempts to circumvent nursing standards of practice during a pandemic.

Racial Justice: Foundation of a Strong Nurses Union (2.0 CH / .2 CEU)

Purpose Statement: COVID-19 has laid bare the deep racial inequalities in our nation's healthcare system, where Black and Latinx patients are more than twice as likely to be killed by the virus than white patients. Coupled with the unprecedented movement against police violence that emerged in the wake of George Floyd's murder, it's clear that nurses and their licensed professional colleagues must step up to challenge the systemic racism permeating our society. This workshop will examine the racial disparities impacting our patients and our communities, and how nurses and other healthcare workers are organizing in the workplace and beyond to combat racism and address the social determinants of health.

Learning Outcome: Participants of this program will understand how systemic racism impacts our patients and our communities, and strategies nurses can use to address racial disparities.

Objectives: At the conclusion of this program, the learner will be able to:

- Discuss the root cause of racial discrimination in America.
- Analyze the ways unconscious bias and seemingly neutral policies and practices contribute to discrimination in healthcare.
- Examine the systems and beliefs about people that foster bias, prejudice, and stereotyping.
- Develop strategies and actions to advocate for inclusive public policies and contractual provisions that protect the rights of all healthcare workers, patients, and those living within the communities we serve.

Building Nurse Political Power in New York (2.0 CH / .2 CEU)

Purpose Statement: Year after year, nurses are voted the most trusted profession. But in the aftermath of COVID-19, that has never been more true. This program offers nurses and their licensed professional colleagues concrete strategies for amplifying the voice of New York nurses. We will examine how building relationships with community allies and elected leaders can ensure nurses' immediate concerns are addressed, and hedge against adverse changes to our practice environments. These relationships, in turn, give nurses more leverage in the policy arena, including shaping legislation that improves nursing practice and safeguards patient care. We will discuss how elections are an important avenue for building political power, not just by electing

lawmakers who support issues important to frontline healthcare professionals, but also because it offers us a chance to have our voices heard on issues that impact our personal and professional lives as well as our communities.

Learning Outcome: Participants will understand how race, the social determinants of health and our lived experiences are shaped by elections and the benefits of public policies rooted in science that also address crucial concerns of frontline healthcare professionals.

Objectives: At the conclusion of this program, the learner will be able to:

- Understand the importance of voting for candidates at all levels of government whose views most closely align with the professional values of frontline nurses.
- Recognize how strategic alignments with coalitions, partnerships, organizations and individuals can address various social issues.
- Identify strategies on how to advocate with the public and amplify nursing's crucial concerns, including strategies on how to address social, economic and racial disparities.
- Identify strategies for building political power in support of nursing's crucial concerns.
- Develop a plan of action to get out the vote and support candidates who, in turn, will support policies addressing nursing's critical concerns.

Lessons from the Epicenter of COVID-19: Preparing for A Resurgence in New York (2.0 CH/.2 CEU)

Program Statement: Nurses and other healthcare workers have a right to demand a workplace free from hazards and prepared for the resurgence of COVID-19 based on the lessons we've learned from the first wave of the virus. Respect for workers' contractual rights, benefits, and safety does not have to be a casualty of this continued pandemic. This program will offer participants the tools they need to establish a new normal on the job, including workplace practices that will protect, rather than undermine, staff health and safety.

Learning Outcomes: Participants will identify best practices for pandemic preparedness and effective crisis management and post-incident evaluation.

Objectives: At the conclusion of the program, the learners will be able to:

- Identify hazard controls and PPE guidelines based on science and the precautionary principle.
- Analyze the results of pilot projects

initiated during the recent crisis, including ones focused on the migration to reusable equipment as opposed to single use, disposable equipment.

- Analyze academic research and other data drawn from frontline staff to develop new standards in precautions and protections for professional healthcare practitioners and their patients.
- Examine the structural and economic factors that have contributed to a lack of appropriate response to the pandemic.
- Develop a plan of action to establish preparedness built on a foundation of worker involvement.

Addiction: An Occupational Hazard for Nurses (1.0 CH/.1 CEU)

Program Statement: Professional research indicates that nurses have a higher risk for substance use disorders (SUD) than the general population. Addiction is a brain disease that alters the way nurses think. Co-occurring disorders, such as depression and PTSD, and genetics contribute to substance abuse. Although a substance use disorder is recognized as a brain disease, the stigma surrounding the disorder continues to exist. Nursing professionals in the workplace often do not recognize or realize the warning signs of a substance use disorder in their colleagues. Similarly, nurses with substance use disorders have impaired judgment and slower reaction times, which compromise their work performance, and they do not recognize themselves that they have a medical disorder. Nurses need to talk more openly among themselves, examine their complicit code of silence, and work together to develop a plan of action to provide compassionate care to their peers. In order to prevent burnout and compassion fatigue, nurses need to become more self-aware and prioritize our self-care to facilitate better care for our patients.

Learning Outcome: Participants will acquire knowledge necessary to recognize SUD in their colleagues while assisting them in getting the help they need.

Objectives: At the conclusion of this program, the participants will be able to:

- Discuss the disease process of substance use disorder
- Identify supportive resources available to agencies, hospitals and for nurses who develop SUDs
- Describe legal implications of drug diversion and addiction on nursing license and describe the role that SPAN plays in getting nurses affected by SUD sober and back in the workplace
- Develop a plan of action to facilitate

prevention and early intervention methods for your unit

Strategies for Promoting Staff and Patient Safety in the Midst of A Mental Health Crisis (2.0 CH/.2 CEU)

Purpose Statement: For over a decade, hospitals across the state have been shuttering mental health services. Now in the midst of the COVID-19 pandemic, the crisis in mental healthcare is intensifying. Just when the demand for mental and behavioral healthcare is on the rise, facilities are reserving these units as fall-back COVID care units. Nurses and other healthcare workers will come together to discuss strategies that can expand mental health services for our patients while also protecting frontline staff from workplace violence.

Learning Outcome: Participants will identify strategies to expand mental health services and limit the risks of workplace violence.

Objectives: At the conclusion of the program, the learner will be able to:

- Discuss the root causes behind eroding mental and behavioral services in New York.
- Evaluate the need for mental and behavioral health services during the pandemic.
- Identify the safety and health hazards stemming from insufficient mental health services.
- Identify best practices for safeguarding frontline healthcare professionals.

Develop proposals and action plans to restore mental and behavioral health services.

The Shameful History of Racism in Medicine (2.0 CH/.2 CEU)

Purpose Statement: Although modern science has definitively established that there are no meaningful genetic differences between people, race-based medicine has a long, shameful history. Medicine has historically promoted the myth of race as a biological category, along with race-based hierarchies. Participants will discuss and analyze how hospitals continue to inappropriately use race to shape clinical decisions and care, from diagnostic algorithms to pain management guidelines.

Learning Outcome: Participants will understand the history of race-based medicine and how race is inappropriately used by healthcare providers to guide patient care.

Objectives: At the conclusion of the program, the learner will be able to:

- Recognize that healthcare providers use race and ethnicity to assess risk and guide clinical decisions.
- Recognize that using race and ethnicity guidelines creates disparate outcomes.
- Analyze the appropriateness of using race and ethnicity to inform clinical practice decisions and to reduce healthcare disparities.
- Identify social determinants of health that impact patient care.
- Identify the role of culturally competent care in mitigating disparate treatment.

Identifying Appropriate Staffing Levels for Your Hospital: An RN-Driven Approach to Investigation and Advocacy (2.0 CH/.2 CEU)

Purpose Statement: In hospitals across the country, including New York State, RN/caregiver staffing levels are being curtailed, to the detriment of our patients and our professional practice. There are examples of bedside nurses using collective bargaining to directly address staffing needs and preserve quality care. This program will examine how RNs and caregivers are using evidence-based research to determine optimal unit-by-unit staffing levels, and how to work within the collective bargaining framework to implement and maintain adequate staffing. We will discuss what data to request from hospital administrators, how to analyze it, and various methods for determining optimal staffing on specialized units. We will also review best practices for advancing RN/caregiver-developed staffing guidelines through collective bargaining and contractual provisions.

Learning Outcome: Participants will develop skills needed to become a member of a collectively bargained hospital staffing committee.

Objectives: At the conclusion of this program, the learner will be able to:

- Discuss the threat to patient care that comes from staffing shortages and how collective bargaining can be an effective tool to address this problem.
- List the steps to identify, assemble, and analyze the data required to develop effective staffing guidelines.
- Understand how to estimate the total number of RNs required to meet optimal unit-by-unit staffing guidelines, as well as the cost of any additional staff required to meet these standards.
- Advocate for RN/caregiver-developed staffing guidelines through the collective bargaining process and contractual provisions.

Medicare for All in the Age of COVID (2.0 CH / .2 CEU)

Purpose Statement: COVID-19 has demonstrated how harmful our fragmented, profit-driven health insurance system is. With millions of people at risk of losing their employer-based insurance, it's never been more clear that we need to treat healthcare as a fundamental human right, and establish a Medicare for All, single-payer system. Not only would such a system drastically reduce healthcare spending and improve healthcare outcomes, as recent research from Veterans Affairs demonstrates, a single standard of care for every resident of the US would also reduce the tragic racial health disparities COVID-19 has laid bare. This program will provide nurses with a clear picture of how a Medicare for All, single-payer healthcare policy would improve patient care, nursing practice, and other issues in the U.S. healthcare system. It will also address, as an example, the statewide single-payer proposal in the New York Health Act.

Learning Outcome: Participants will be able to identify three problems that a single-payer system of healthcare could mitigate and prevent during the COVID pandemic

Objectives: At the conclusion of this program, the participants will be able to:

- Identify two problems for patients and nurses in the current U.S. healthcare system related to insurance
- Discuss how a single-payer (Medicare for All) policy might address the disparities and inequities in insurance coverage
- Discuss two policy changes in the proposed New York Health Act.

Tax the Rich, Save New York's Healthcare Funding (2.0 CH / .2 CEU)

Purpose Statement: Year after year, nurses have seen the impact of healthcare funding cuts, including patients losing access to care and hospitals closing. COVID-19 has created an economic collapse rivaling the Great Depression and significant cuts are looming for Medicare, Medicaid, and every other publicly-funded healthcare program. New York is currently facing upwards of \$25 billion in budget cuts, owing to our inadequate and inequitable tax system. Nurses and their professional colleagues are acutely aware of the need to fight for expanded investment in healthcare and other vital community services, at the same time we resist calls for cuts and austerity. This program will analyze a myriad of revenue-raising proposals that the state can implement to have the wealthiest New Yorkers pay their fair share to help save our state.

Learning Outcome: Nurses will understand various efforts to address wealth and income inequality and improve tax policy at the local, state and national level.

Objectives: At the conclusion of this program, the participant will be able to:

- Analyze the inequities in the current system of tax collection that ultimately supports healthcare funding.
- Discuss three strategies to address taxing inequities through political reform.
- Explain how equitably taxing the rich can infuse the healthcare system with more funding.

Nurses Leading the Way through the Current Crises (2.0 CH / .2 CEU)

Purpose Statement: Our country is facing an unprecedented triple crisis: the global COVID-19 pandemic, an economic collapse rivaling the Great Depression, and a political uprising for racial justice. In this current moment, nurses have been a prominent voice for policies to protect the public's health and safeguard our communities. It's critical that nurses take full advantage of their current public standing to advance bold political solutions that can actually address the very real social, racial, economic, and public health challenges we face. This program will analyze the crises and highlight opportunities for nurses to leverage their power to transform our economy and create a more just society.

Learning Outcome: Nurses will understand the current political landscape and how they can advocate for policies that will address the current crises.

Objectives: At the conclusion of this program, the participant will be able to:

- Discuss the triple crisis facing the United States, and how these inter-connected crises are affecting our patients and the healthcare system.
- Describe how nurses can effectively advocate for policies to reduce racial and economic inequalities and improve health outcomes in the communities we serve.

Delegate Orientation: Advancing Health and Leading the Future of Nursing in a Changing Healthcare Environment

Purpose Statement: Parliamentary procedure is a time-tested set of principles and a method for making democratic collective decisions. These rules enable convention participants to draft, debate and vote on proposals efficiently and in a way that protects the voice of the minority while respecting the decisions made by the majority. This program will offer RN participants the opportunity to analyze and set a strategic plan to address nursing's current unprecedented challenges: a deadly pandemic, an economic downturn leaving millions unemployed and financially strapped, and a nationwide uprising for racial justice.

Learning Outcome: Participants will be able to use Parliamentary Procedure and Robert's Rules at a nursing convention to collectively discuss issues of concern and make democratic decisions.

Objectives: At the conclusion of the program, the learner will be able to:

- Understand the basic principles of Roberts Rules of Order.
- Understand how a delegated convention makes resolutions and motions.
- Describe how these Robert's Rules and Parliamentary Procedures correlate with democratic decision-making.
- Describe the nature of our current healthcare, economic, and racial circumstances and challenges.
- Describe how attending a convention can result in developing a sustainable strategic plan that addresses nursing's primary concerns.

The New York State Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

These programs have been awarded contact hours through the New York State Nurses Association's Accredited Provider Unit.

The New York State Nurses Association is accredited by the International Association of Continuing Education and Training (IACET) as is authorized to issue the IACET CEU. The New York State Nurses Association is authorized to offer CEUs for these programs.

In order to receive CH/CEUs, all participants are required to attend the entire program, complete all in-session program assignments and quizzes/tests where applicable, complete evaluation forms, complete and return post-program questionnaires where applicable, and complete and return post-program checklists where applicable.

NYSNA wishes to disclose that no commercial support was received for these programs.

NYSNA program planners and presenters declare that they have no conflict of interest in these programs.