

ANA  ENTERPRISE

2023 ANNUAL IMPACT REPORT



OUR LEADERS' MESSAGE



Loressa Cole
DNP, MBA, RN, FAAN, NEA-BC
CEO, 2023



Debbie Hatmaker
PhD, RN, FAAN
Chief Nursing Officer

In 2023 and for the 21st consecutive year, the public ranked nurses and the nursing profession as the most trusted and ethical profession. Alongside this high honor, every nurse deserves a healthy work environment—an unrealized ideal for too many. In 2023, the ANA Enterprise family of organizations continued **our long-time quest to see all RNs—so essential to the nation’s health—fully valued** and thriving in positive practice environments.

As the American Nurses Association acted on policy and regulatory solutions to the nurse staffing crisis, **we expanded our resources and tools for individual nurses and organizations to counteract burnout** and improve nurses’ health and well-being.



The American Nurses Foundation’s Pulse on the Nation’s Nurses Survey Series has shown consistently that RNs younger and newer to practice experience the most stress and burnout. As ANA looks to these prospective leaders, our engagement with them in 2023 will advance in 2024 to **strategies and actions that ensure our membership portfolio remains relevant** and vital to them.

Our profession, the embodiment of the healing arts, has healing of its own to do, having for too long not acknowledged the lack of diversity and both systematic and individualized racism in our ranks.

Regrettably, ANA contributed to this legacy of injustice, which has harmed not only nurses of color but also our patients. In 2022 we acknowledged this wrong and embarked on a journey of reckoning, reconciliation, and asked for forgiveness—continued in 2023.



Our actions in 2024 and beyond will aim to restore and empower nurses and the nursing profession to fully embrace diversity and achieve health equity for all.

Our service to the nursing profession encompasses cutting-edge knowledge, practice updates, and ethical considerations conveyed in publications, in-person meetings, webinars, and continuing education content as well as through individual certifications and organizational designations and accreditations.

These programs and events reached hundreds of thousands of nurses in 2023 and raised the bar globally for excellence across practice settings and career stages, amplifying the American Nurses Credentialing Center’s status as the profession’s standard bearer.



In 2024, we look forward to substantive progress and outcomes in our quest to lead the profession to shape the future of nursing and health care and to achieve our vision—a healthy world through the power of nursing.



NURSES IN HEALTHY WORK ENVIRONMENTS

The American Nurses Association, along with our constituent and state nurses associations, is determined to see the nation's more than 5 million RNs in **better work environments, free from violence, burnout, and restrictions** that prevent them from providing optimal patient care.

In 2023, we advocated in force for legislative and regulatory safeguards against unsafe staffing and workplace violence.

We highlighted the staffing crisis to policymakers, the public, and health care leaders, and offered concrete solutions emphasizing the **right of all nurses to advocate for the solutions they find most suitable in their practice settings.**



In 2023,
400+ nurses
participated in **ANA Hill Day**
on Capitol Hill



“Every single day, nurses in organizations across the United States ration care because there’s not enough time for them to do what they know is right. **It’s time to end this moral distress by whatever means necessary**—staffing committees with direct care nurses, mandated disclosures of staffing levels, or legislated minimum ratios.”

— **Jennifer Mensik Kennedy**, PhD, MBA, RN, NEA-BC, FAAN
ANA President

NURSES IN HEALTHY WORK ENVIRONMENTS

We **supported legislation removing barriers to practice** and spoke against actions that threaten human rights and dignity or that compromise ethical standards of the nursing profession.

We anticipated a **new era of health care surging with AI tools and technologies** used to deliver care in new ways.

We served our members across practice settings and career stages with resources to **see them thrive professionally**, with mental and physical well-being, and we laid the groundwork for nurses to be fully valued in health care reimbursement systems.



Over 6 years,
1.9 million participants
Healthy Nurse, Healthy Nation™
+ Well-Being Initiative



“Our work to achieve appropriate staffing should be a lifelong initiative. We should be working on this for the rest of our careers and the people after us should be working on it. **This is a sea change. It’s not a moment.**”

— **Laura Reichhardt**,
MS, APRN, AGPCNP-BC
Hawai’i-ANA Member



“The COVID-19 pandemic highlighted the **critical importance of nurse leaders in policy and advocacy**. Nurse policymakers are the voice of their constituents, develop and champion legislation to improve health care, and advance the nursing profession.”

— **Darlene J. Curley**,
EdD, RN, FAAN
Utah Nurses Association
Member



“My mind is focused on what I need to do to ensure the success of those behind me. I’m not going to be in my current position forever, and **I want the person who replaces me to thrive.**”

— **Julian Gallegos**,
PhD, MBA, RN, FNP-BC,
CNL, FAUNA
Indiana State Nurses
Association Member



“Having **a solid connection between my state nurses association and ANA strengthens my commitment to ANA as the voice of RNs** and offers me opportunities to continue a long, active, and visible presence.”

— **Jeri A. Milstead**,
PhD, RN, NEA-BC, FAAN
ANA-Ohio Member
ANA Hall of Fame Honoree

A NURSING PROFESSION THAT REFLECTS THOSE IT SERVES

The American Nurses Association envisions a more diverse nursing profession that better represents our patients and enables all nurses to thrive professionally, **bringing their whole selves to patient care, research, teaching, and leadership.**

Our concrete steps to achieve this began with ourselves. In 2022, we embarked on a journey of organizational reckoning with past practices and policies that harmed nurses of color and our patients. In 2023, our journey continued in meetings and substantive discussions with racial and ethnic minority nurses associations—to **apologize, seek reconciliation with, and ask forgiveness from nurses of color.**

We committed \$200,000 to support 10 projects selected by the National Commission to Address Racism in Nursing that enable **evidence-based programs and interventions aimed at dismantling racism in nursing.**

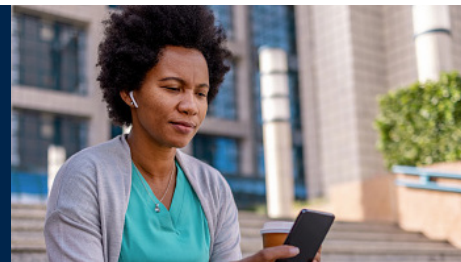
We adopted a position statement that empowers nurses with **tools to dismantle systemic racism wherever they practice** and replace it with a just and equitable culture.

We organized the Mary Eliza Mahoney Lecture Series in honor of the first professionally licensed African American nurse—a pioneering leader, innovator, and visionary in nursing practice and civil rights. Continuing in 2024, this series will examine **Mahoney's influence on contemporary nursing practice.**



Mental Health Trailblazers Podcast

3 Seasons
39 Podcasts
6,800 Listeners



In collaboration with the National Commission to Address Racism in Nursing, we sponsored a Project ECHO on Racism in Nursing, enabling nurses to have **consequential conversations that advance understanding and healing in the profession** across practice settings and career stages.



1,600+ participants
Project ECHO on Racism in Nursing



“When you think about all of the factors that influence someone’s mental health, racism is a factor that Black people can’t divorce themselves from. One of the things we’re trying to do in nursing schools and programs is have the **conversation about race with our students and show the impact of racism.**”

— **Christopher L. Coleman**,
PhD, MS, MPH, APRN-BC,
ACRN, FAAN
ANA Member
*Alumnus of the Minority
Fellowship Program at ANA—
Celebrating 50 years and
1,000 alumni in 2024*



“Mary Eliza Mahoney did more than simply pave the way for nurses of color. She laid our foundation and **set our trajectory on the journey towards racial reconciliation.**”

— **Vivienne Pierce McDaniel**,
DNP, MSN, RN
Virginia Nurses Association
Member
Speaker for “Service for
Humanity: The Life of Mary
Eliza Mahoney” inaugural
lecture series presentation



“What we’re trying to do is not just increase the number of Native American nurses working in tribal communities, but also **enhance the overall educational experience that uniquely supports Indigenous students.**”

— **Timian Godfrey**,
DNP, FNP-BC, FAAN
Arizona Nurses Association
Member



“If nurse leaders truly want to diversify leadership and the nursing workforce, they have to put in the effort. Mentorship has a lot to do with it. Mentors can provide **opportunities for us to gain experience and develop our leadership qualities.**”

— **Roxana Chicas**,
PhD, BSN, RN, FAAN
Georgia Nurses Association
Member

INVESTING IN NURSES

Anchored in the conviction that nurses are the key to a healthy world, the American Nurses Foundation invests in nurses and the nursing profession. We see nurses as **inspired and capable change-makers** and we contribute resources to research, test, and amplify their insightful solutions.

In 2022, we committed \$14 million to 10 **bold projects developed and led by nurses to transform nursing** for improved access, care, and outcomes for all. In 2023, our Reimagining Nursing Initiative grantees convened to exchange ideas and insights about how to scale change. In 2024, the most successful projects will advance to further implementation and dissemination across health care settings.

We granted \$5.5 million to support four inspired nurse-developed and led Reimagining Nursing Initiative projects that **document nurses' value to health care**—a necessary milestone to achieving reimbursement for nursing care.

We acted on results from our Pulse on the Nation's Nurses Survey Series showing nurses—especially those younger and newer to practice—remain saddled with stress and burnout. We invested in a three-year Stress and Burnout Prevention Program to **test tools and resources created by nurses for nurses** that use a common language to describe stress and normalize talking about it.



Over 4 years,
16 Surveys
200,000+ Respondents
Pulse on the Nation's Nurses Survey Series



We asked the provocative question, *Are nurses worth only one penny?* Our ground-breaking research showed that just \$0.01 of all private health care philanthropy goes to nurses—a **dynamic we're committed to upending**.

We fed **nurses' solution-finding superpowers**, supporting nurse developed innovations such as a first of its kind distal pharyngeal airway, and a comprehensive health assessment app for families and communities.



4 Pilot Organizations 15,000+ Nurses Stress and Burnout Prevention Program



“Being able to communicate more effectively is really important when it comes to patient safety in hospitals. **We've found a way to objectively measure and communicate nurses' concerns** among care teams so they can act together quickly to save patients sooner.”

— **Sarah Rossetti**,
PhD, RN, FACMI, FAMIA
Co-developer of CONCERN,
a pilot funded by the
American Nurses Foundation
Reimagining Nursing
Initiative



“I really enjoy working and making a difference in society. My wish to make **positive social changes requires vigilance and persistence**. So much work remains, and I wish to be a part of the solution.”

— **Irene Trowell-Harris**,
EdD, RN, Maj Gen USAF (ret.)
Virginia Nurses Association
Member
Founder of Dr. Irene
Trowell-Harris Endowed
Leadership Fund



“I'm fighting for families living in underserved communities, and for **health care access and equity, diversity, educational equity, inclusion, and accessibility** in health care and educational opportunities.”

— **Alita-Geri Carter**,
MSN, RN, CPNP-PC
Maryland Nurses
Association Member
Recipient of the 2023
Jeannine Rivet National
Leadership Award



“I hope that nurses will be at the table actively participating in creating innovative health care solutions. By pooling our collective ideas and experiences, nurses can contribute to **equitable solutions that enhance patient and community outcomes and streamline health care delivery.**”

— **Ryan J. Shaw**,
PhD, RN
North Carolina Nurses
Association Member
ANA Innovation Advisory
Board Member

ADVANCING EXCELLENCE IN NURSING GLOBALLY

The American Nurses Credentialing Center's certification, designation, and accreditation programs **touch the professional lives of hundreds of thousands of nurses world-wide** who strive for excellence against evidence-based standards. As the only nursing credentialing organization to attain ISO 9001:2015 certification, we exemplify high achievement against world-class standards.

We **contributed substantially to nursing workforce development, in the United States and globally.** The nearly 900 programs that we've accredited prepare nurses to transition to practice and provide continuing education to both nurses and other health care professionals.

We've credentialed more than 300,000 nurses, nurse practitioners, and clinical nurse specialists, according to the latest standards and practices. These exceptionally qualified nurses dedicate their expertise to enhancing their workplaces and improving patient care, creating a **ripple effect of enhanced quality and service excellence.**



240,000
CNE awarded



We supported more than 800 health care organizations in their quest to **sustain positive practice environments for many thousands of nurses and align nursing strategic goals to improve patient outcomes**, based on evidence-based standards.

We recognized the **extraordinary innovation and implementation prowess of nurses**, who developed technologies and services that improve care for substance use disorder and end of life decision-making, reduce health disparities for patients undergoing kidney transplant, and bridge the gap from hospital to home for children with complex health needs.



"I'm thrilled and honored to be a triple-certified, master's-prepared nurse executive through ANCC! My certifications have **solidified my commitment to the nursing profession and my professional credibility**, as I influence and lead my health center in caring and achieving health equity for the most vulnerable populations."

— **Julia Jurkiewicz**,
MSN, RN, NEA-BC, NE-BC,
AMB-BC



"Being a nurse at a Pathway to Excellence® designated hospital has been a **great opportunity to grow as a person and as a nurse**. The culture here helps facilitate professional growth, which helps improve patient care and helps nursing have a direct impact on the care we provide."

— **Jessie Perkins**, RN
Kentucky Nurses Association
Member



"The ANCC Magnet Recognition Program® ideals have been an **integral component of our structure for decades, and a long-time partner in our quest for and success in achieving excellence**. We're humbled and honored to be the first organization to receive Magnet with Distinction for our 7th consecutive designation."

— **Julie Swann**,
MBA, MHA, BSN, RN, NEA-BC
VP Patient Care Services and
Chief Nursing Officer
Emory Saint Joseph's
Hospital
Georgia Nurses Association
Member



"It's essential that we continue this movement to work collaboratively across states that have not accomplished full practice authority to **ensure all nurse practitioners can practice to the full extent of their education** and ensure patients' improved access to health care."

— **Linda Adams-Wendling**,
PhD, APRN, GNP-BC, NEA-
BC, CNE
Kansas State Nurses
Association President

WATCH

2023 BY THE NUMBERS

Our service to nurses and the nursing profession delivered tangible results in 2023. See our progress on key issues.



300,000+
Certified
Nurses




90% of participants agree that ANA products and workshops improve their nursing practice.



Delivered leadership, innovation, and ethics education to **235,000 nurses**



RNAction
28,000+ advocates
78,000+ advocacy messages



Reached 520,000+ nurses and health care leaders with content addressing racism in nursing.



ANA  **ENTERPRISE**
trusted voice for America's
5 million+
registered nurses

The ANA Enterprise thanks all nurses for their dedication to their patients, families, communities, and the profession. We deeply appreciate ANA members, nurses and organizations, and contributors who joined with us to create a healthy world through the power of nursing.



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