Health Equity Resources

Compiled and Annotated by the ANA-NY Health Equity Task Force

American Academy of Dermatology: Darker Skin Tones

Help for skin, hair, and nail problems that disproportionately affect people with a darker tone.

https://www.aad.org/public/darker-skin

AACN Health Equity

In April 2021, member deans with the American Association of Colleges of Nursing (AACN) endorsed a new set of competency standards for nursing program graduates to strengthen the ability of new nurses to address health equity. The AACN Essentials (2021) specifically call for nurses to design policies to impact health equity and structural racism within systems, communities, and populations and advocate for the promotion of social justice and eradication of structural racism and systematic inequity in nursing and society.

https://www.aacnnursing.org/5b-tool-kit/themes/health-equity

ANA Racial Reckoning Statement

On June 11, 2022, the ANA Membership Assembly, the governing and official voting body of ANA, took historic action to begin a journey of racial reckoning by unanimously voting to adopt the ANA Racial Reckoning Statement. This statement is a meaningful first step for the association to acknowledge its own past actions that have negatively impacted nurses of color and perpetuated systemic racism.

https://www.nursingworld.org/practice-policy/workforce/racism-in-nursing/RacialReckoningStatement/

ANA Resources for Change

The National Commission to Address Racism in Nursing and ANA are continuing to create resources for nurses to address racism in the workplace. Elevate your awareness of racism in nursing: with updated resources on this page.

https://www.nursingworld.org/practice-policy/workforce/racism-in-nursing/resources-for-change/

American Organization of Nurse Leaders (AONL): Building a Culture of Health and Promoting Health Equity: A Toolkit for Action

This toolkit provides step-by-step instructions on how to find and engage partners, stakeholders, and potential funders to address health equity and develop an action plan that advances health equity in their communities. Each section is a stand-alone and it is best to start with the section that most applies to your coalition's needs. This toolkit begins with an overview of health inequities.

https://www.aonl.org/resources/DEIB-Toolkit

CDC Health Equity Videos

CDC's Office of Health Equity (OHE) addresses health disparities across the nation through CDC's science and programs. The Office of Health Equity created a series of short informative videos on the topics of health equity and social determinants of health.

https://www.cdc.gov/health-equity/what-is/video.html

Collaborative for Anti-Racism & Equity (CARE)

This Collaborative started as a group of partners all working to understand and support the movement to address racism as a public health crisis. Over the past year, it has evolved and expanded, connecting partners who are advancing health and racial equity through research, communication, policy, advocacy, and the development of resources and frameworks. This is a space for anyone engaging in health equity, racial equity, and anti-

racism work to access essential resources to inform your work, whether you are just starting out or are further along in your journey.

https://herenow.org/

Developmental Disabilities & Oral Health

Developmental disabilities such as autism, cerebral palsy, Down syndrome, or others create challenges in accomplishing daily activities, especially self-care. People with these disabilities may need extra help to achieve and maintain good health, which includes oral health.

https://www.nidcr.nih.gov/health-info/developmental-disabilities

Future of Nursing 2020-2030: Nurses Role in Health Equity

Health equity is achieved when everyone has a fair and just opportunity to be as healthy as possible. Nurses are well positioned to play a major role in addressing the underlying causes of poor health by understanding and recognizing the wide range of factors that influence how well and how long people live, helping to create individual- and community-targeted solutions, and facilitating and working with interdisciplinary and multisector teams and partners to implement those solutions. Nurses have the potential to reshape the landscape of health equity over the next decade by expanding their roles, working in new settings and in new ways, and markedly expanding efforts to partner with communities and other sectors. But for the United States to make substantial progress in achieving health equity, it will need to devote resources and attention to the conditions that affect people's health and make expanded investments in building nurse capacity. Nursing schools will need to shift education, training, and mindsets to support nurses' new and expanded roles.

https://www.ncbi.nlm.nih.gov/books/NBK573898/

Health at every size (HAES): A concept to reduce weight-centric thinking and to promote body positivity

HAES is a methodology developed by the Association for Size Diversity and Health to promote size acceptance and body positivity, and to end weight discrimination and weight-centric thinking.

https://wellbeing.jhu.edu/blog/2023/02/20/health-at-every-size/

Human Impact Partners

Our mission is to develop leaders to transform the experiences, outcomes, and life options for children and families who have been historically underserved by our institutions and systems.

https://humanimpact.org/

IHI: What is health equity and why does it matter?

A 33-minute video that informs the practice of nursing and other professions on the issues related to health equity with strategies and leadership's role in addressing the problem.

https://www.youtube.com/watch?v=NWNgUXyvDuo

James, K.F., Okoye, N. (2023). **Practical Strategies to Overcome Racial Bias in Nursing.** *Nursing for Women's Health*, 27(3) 173 – 178. This commentary article provides recommendations for nurses to challenge their own biases and beliefs related to race and to be advocates for their clients by interrogating the unjust practices that drive inequities so that we may progress toward health equity.

https://www.nwhjournal.org/article/S1751-4851(23)00081-8/fulltext

The Joint Commission: Health care equity accreditation resource center

The resource center is designed to provide information to help you on the journey to health care equity, regardless of where you are on the path. For example, it has basic information on how to screen for health-related social needs and how to stratify measures to examine health care disparities. We have included brief synopses of approaches used by other organizations (Snapshots) and videos of organizations' lessons learned (Soundbites). The resource center also has more advanced materials, such as examples of published, successful interventions to address common disparities that you may wish to implement in your organization and include in your action plan.

https://www.jointcommission.org/resources/news-and-multimedia/newsletters/newsletters/joint-commission-online/oct-26-2022/~/link.aspx?_id=036B0C9D141E4C6C90A12E31F26C3498&_z=z

Mind the Gap

A clinical handbook of signs and symptoms of Black and Brown skin. The aims of the project were to highlight the lack of diversity in medical literature and education.

https://www.blackandbrownskin.co.uk/mindthegap

National Equity Project

The National Equity Project (NEP) is a U.S. based national nonprofit organization. Since 1995, NEP has supported 100,000+ leaders in 1200+ schools, districts, state/federal education agencies and foundations to create conditions for youth thriving. We have impacted the learning environments of over 10 million young people. Services build culture, conditions, and competencies for excellence and equity in school systems, organizations, foundations, and communities. Learn more about our unique approach to equity leadership development and design, and how we can support you and your team.

https://www.nationalequityproject.org/

Organization for Nurse Leaders: A Tool Kit for Addressing Racism in Nursing and Healthcare

The Tool Kit provides resources and actionable strategies to help nurses and nurse leaders at all levels cultivate environments that are inclusive of diverse people and perspectives.

https://onl.memberclicks.net/assets/docs/DEIB/ONL-Tool-Kit-for-Addressing-Racism-in-Nursing-and-Healthcare.pdf

Park J, Saha S, Chee B, Taylor J, Beach MC. **Physician Use of Stigmatizing Language in Patient Medical Records**. (2021). *JAMA Netw Open,* 4(7):e2117052.

doi:10.1001/jamanetworkopen.2021.17052 This qualitative study of 600 encounter notes from 138 physicians found 6 ways that physicians express positive feelings toward patients in medical records, including compliments, approval, and personalization. This study also found 5 ways that physicians express negative feelings toward patients, including disapproval, discrediting, and stereotyping.

https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2781937

Safe States Alliance

The Safe States Alliance is a national non-profit 501(c)(3) organization and professional association whose mission is to strengthen the practice of injury and violence prevention. Our vision is to be the recognized leader and driving force in understanding and preventing injuries and violence.

https://www.safestates.org/page/HEresources

Washington Center for Nursing: Anti-racism resources

Racism is a persistent health threat. As a social determinant, racism drives differences in life opportunities, exposures, and stresses that relentlessly perpetuate and create new

cycles of preventable disparities in health care delivery and outcomes. Here is a list of resources recommended by the board for the Washington Center for Nursing and staff to help nurses, health care providers, and organizations work toward eradicating racism in health care delivery and work environments.

https://www.wcnursing.org/anti-racism-social-justice-resources/

Whitney, C., Greene, M.Z., Dudek, A. (2020). **Getting it right after getting it wrong: Using the AQUERY tool in conversation with transgender nursing students.**

Nurse Education Today, 94. The AQUERY tool was developed in response to a group of undergraduate nurse educators seeking guidance on how to repair an educator-student relationship after misidentifying a transgender student. The authors developed and refined the AQUERY tool through dialogic engagement sessions with nursing faculty and student stakeholders and pilot workshops with nurse educators. Importantly, the authors incorporated member group feedback from nursing students who had personally experienced gender identity, name, or pronoun misidentification.

https://doi.org/10.1016/j.nedt.2020.104560