

WE ARE IN THIS TOGETHER



N HEALTHY NURSE
HEALTHY NATION
leading the way to better health

Year Four Highlights 2020-2021

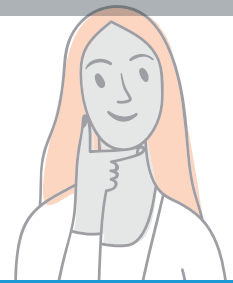
ANA  **ENTERPRISE**

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Healthy Nurse, Healthy Nation Year Four Highlights: 2020-2021



Healthy Nurse, Healthy Nation (HNHN), just like all of you, has had quite a year. A banner year, we might add! We welcomed new staff to the team, including our director, Katie Boston-Leary, and an experienced researcher, Alison Cuccia. An updated mission statement now notes that HNHN is “improving the nation’s health—one nurse at a time,” and our new tagline urges all nurses to “Inspire. Empower. Move.”

Under our new director, HNHN completed an extensive renew and refresh process. By engaging internal and external stakeholders, we learned what’s working and what needed improvement. Our first step was to convene an advisory committee. This group—composed of exemplar C/SNAs, organizational affiliates, healthcare facilities, schools of nursing, and other top subject-matter experts—contributes to the strategic goals of HNHN and the American Nurses Association (ANA) by reviewing and recommending HNHN activities, programs, and resources to facilitate nurse well-being and grow HNHN participation.

Our health-risk appraisal, the HealthyNurse® Survey, moved to an updated platform and now provides streamlined delivery and improved data presentation and display of the HealthyNurse Index Score. Challenges have updated graphics and tips. We continue to highlight participants and their health journeys, as well as HNHN partners, and we provide other fresh blog content, including financial health.

Increased media interviews, Twitter chats, podcast participation, and videos expanded our social media presence and engagement on Facebook (Healthy Nurse, Healthy Nation), Twitter (@HealthyNurseUSA), Instagram (HealthyNurseUSA), and Pinterest (HealthyNurseUSA). A 3-minute plus fun video showing a nurse using all HNHN has to offer is available on YouTube (bit.ly/3gZZxNC).

In this report, you’ll find an update of many of our efforts, including actions to support nurses’ mental health, funders’ support, and activities in each of the five domains. We hope you’ll feel inspired to work with us in enhancing nurses’ well-being!

Making mental health a priority

Mental health is an essential part of nurses’ well-being. Here are some Healthy Nurse, Healthy Nation™ (HNHN) initiatives in that area.

Strength through Resiliency Committee

This group of subject-matter experts, psychiatric nurses, researchers, and other interested parties

What is HNHN?

HNHN is a free nurse wellness program, open to everyone. Connecting nurses, nursing students, employers of nurses, schools of nursing, nursing organizations, and other stakeholders, we focus on five domains: physical activity, rest, nutrition, quality of life, and safety. Via an online platform and social media, we offer challenges, a health survey, discussion boards, contests, blogs, resources, and more! Launched in May 2017, HNHN now has over 238,000 participants and more than 580 partner organizations.

How to join HNHN

Individuals: Sign up at hnhn.org. You also can text healthy-nurse to 52-886 to receive our monthly challenge tips via text.

Organizations: Want to improve the health of your nurses? Join HNHN as a partner. It’s free and easy to join. Partners, depending on what level of engagement they choose, can receive unique benefits, such as de-identified, aggregated data from the HealthyNurse Survey, monthly newsletters, and wellness content. Learn more under the Partners tab on hnhn.org.



“In the face of COVID-19, the ANA Enterprise and the Healthy Nurse, Healthy Nation initiative continue to prioritize nurses’ physical, mental, and emotional health. We encourage employers, professional associations, and schools of nursing to share and amplify the vital HNHN resources that help nurses combat burnout, manage stress, and overcome trauma. Together, we can ensure our nursing workforce is at its peak health and wellness.”

— Ernest J. Grant, PhD, RN, FAAN

“HNHN is one of the best ways to support the nation’s nursing workforce and I commit to helping in any way I can.”

— Sue Ferguson, DNP, MBA, RN, CPHQ, NEA-BC
HNHN participant who has a passion for wellness

worked tirelessly throughout 2020. The committee was led by cochairs Bernadette Melnyk and Judy Davidson. Products and resources include webinars, mental health blogs, presentations, a series about nurse suicide in *American Nurse Journal*, and a comprehensive nurse suicide prevention/resilience website (nursingworld.org/practice-policy/nurse-suicide-prevention).

Student Ambassador Program

The American Association of Colleges of Nursing (AACN) partnered with ANA to help bring the many resources from HNHN to nursing students across the country via the HNHN Student Ambassador Program. By participating in the program, students were able to help meet local needs to mitigate burnout and stress affecting their mental health and well-being and to share critical resources and tools with fellow students.

Deborah Trautman, AACN's president and CEO, said, "Partnering with ANA Enterprise on the HNHN program has helped us sustain the health and well-being of the nation's nursing student population during these extraordinary times. By connecting students with available resources, AACN and ANA are working to ensure that nursing students are able to thrive as they complete their education and prepare to enter the healthcare workforce."



HealthyNurse Survey

Throughout this report, you'll find results of our HealthyNurse® Survey, comprising 101 questions covering all five HNHN domains. HNHN participants are prompted to take the survey annually to examine changes in their HealthyNurse index score over time. In this report, we examine health outcomes among those who completed the survey from March 1, 2020 - April 29, 2021 (during the COVID-19 pandemic) compared to those who completed the survey from January 1, 2019 - February 29, 2020 (before the COVID-19 pandemic).

Methods. Multivariate logistic and linear regression models were built for each outcome. Marginal effects were calculated for before (n=7,125) and during (n=5,400) the pandemic, controlling for age (17-30, 31-45, 46-60, 65+), race (non-Hispanic white, non-Hispanic Black, Asian/Pacific Islander, Hispanic, multiple races, and other), sex (male, female), and type of nurse (RN, APRN, LPN/LVN, student pre-RN licensure). Statistical significance was set to P=0.05.

Major findings. Compared to those surveyed before the COVID-19 pandemic, nurses surveyed during the pandemic had higher instances of anxiety disorder (20% vs 16%) and depression disorder (16% vs 14%). Over a third of nurses (34%) reported that they felt sad, down, or depressed for 2 weeks or more over the past 30 days during the pandemic, significantly higher than before the pandemic (29%). Unfortunately, many nurses fail to receive the emotional support they need.

Limitations. Data in the survey were collected using convenience sampling from active participants in the HNHN community, so results lack generalizability. Few respondents (~1%) completed the survey multiple times, so these results should be considered cross-sectional. Although we controlled for several demographic characteristics to increase internal validity of the analysis, causality cannot be inferred. This report examines trends and needs among our entire sample to guide future HNHN programming.

Ongoing resources

HNHN continues our partnership with the Headspace app, enabling HNHN participants to access a free 1-year subscription to Headspace PLUS, which promotes meditation, healthy sleep, mindful eating, and more. As of May 31, 2021, over 2,735 HNHN participants have accessed Headspace content, with the greatest engagement in meditation and sleep.

Making Healthy Nurse, Healthy Nation possible

In response to the needs of nurse wellness during the COVID-19 pandemic, the organizations that support HNHN did even more in 2020/2021.

American Nurses Foundation

"Nurses' physical and mental well-being have never been more important—to the profession and to every one of us who counts on nurses for healthcare and leadership. The Foundation and ANA's work together on behalf of nurses' health has been some of the most important in our history." — *Kate Judge, executive director, American Nurses Foundation*



In 2020, the Well-Being Initiative was launched by the American Nurses Foundation in partnership with ANA, the American Association of Critical-Care Nurses, the American Psychiatric Nurses Association, the Emergency Nurses Association, and the Association of peri-Operative Registered Nurses. The program offers free tools and apps to support the mental health and resilience of all nurses.

CeraVe

“As a dermatologist-developed brand rooted in the medical community, CeraVe is committed to supporting healthcare professionals and recognizes the vital role that nurses play in the healthcare system. Through its partnership with ANA and the HNNH initiative, CeraVe has been able to forge invaluable connections within the nurse community and reinforce its mission of providing nurses with the support they need and the recognition they deserve for the immeasurable impact they have on their patients.” — *Caitlin King, assistant vice president, CeraVe Marketing*

CeraVe recognizes the sacrifices nurses make every day and is dedicated to helping improve their quality of life with access to self-care. Acknowledging the need for hand sanitation supplies and the impact that increased washing has on the skin, CeraVe provided thousands of units of products, including hand sanitizer and moisturizers, to nurses and healthcare organizations in partner-

ship with HNNH. In addition, CeraVe contributed a blog on skin care that addressed skin barrier breakdown due to mask wearing and included education and tips for self-care.

Compass One Healthcare

“We know the present and ongoing challenges nurses face in healthcare, and we recognize their resiliency and focus on providing excellent care. We also embrace the opportunity to help improve their work environment and overall health by engaging with nurses more closely in our hospitals and through our contributions to HNNH and partnership with the American Nurses Association. We celebrate nurses for the vital work they do and for making a difference with their patients, coworkers, and communities.” — *Bobby Kutteh, CEO, Compass One Healthcare*

Realizing that nurses have responsibilities at home as well, Compass One Healthcare generously shared recipes and cooking videos with Chef Bal (aka the “Spice Goddess” and a Compass One ambassador) with HNNH participants. Through a series of blogs, Compass One informed nurses about how working with healthcare food and support services could lighten nurses’ load and improve patient care. Compass One also funded challenges centered on eating healthier and practicing gratitude.

Humana

“Humana and Healthy Nurse, Healthy Nation’s alignment on the commitment to the health and well-being of nurses creates a synergistic partnership that supports the nurse’s journey toward living a balanced healthy life. HNNH recognizes that prioritizing the health of nurses is critical to ensure they are able to positively impact their patients, families, and all those they influence.” — *Joanie Howard, MEd, BSN, RN, CMCN, clinical strategy and practice lead, Humana*

Humana powered three popular physical activity challenges focused on getting up and moving and included tips on increasing daily step counts, setting reasonable activity goals, reconnecting with exercise buddies, and identifying accountability partners. Additionally, Howard represents Humana on HNNH’s inaugural Advisory Committee.

Prudential

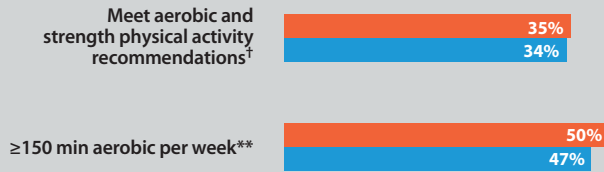
In 2020, Prudential powered the #GetFinanciallyFit series to improve financial wellness among nurses. This three-challenge series, which focused on financial preparedness, budgeting, and debt management, engaged over 5,000 HNNH participants. We look forward to further engagement as the partnership continues.



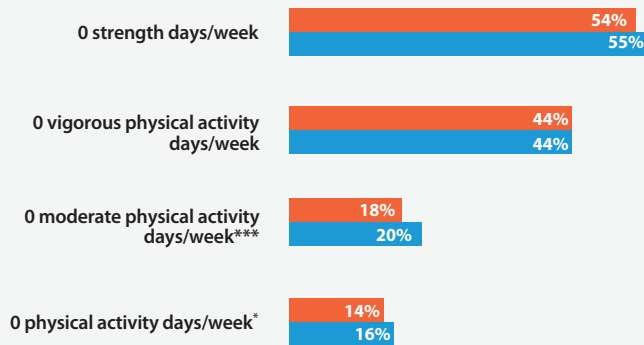
Powered by **Humana.** Physical Activity



Data points

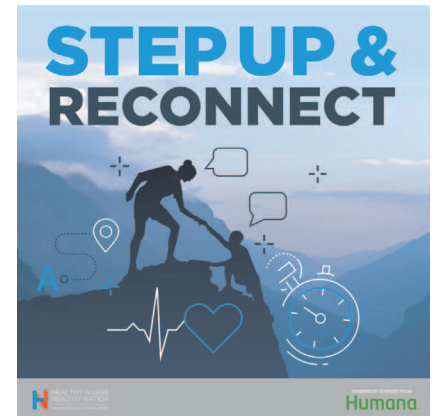


Physical activity per week



■ During COVID ■ Before COVID | *p<0.05 **p<0.01 ***p<0.001
†Recommended physical activity: 150 minutes of aerobic activity plus strength exercise twice per week.

swimming lap and restarting stationary bike riding. One nurse commented, “I push mowed a larger section and tried to not use the self-propel [lawnmower] as much to make me work a little harder!”



Another challenge, **Step Up & Reconnect**, encouraged nurses to explore creative ways to be more active. One participant chose forest bathing, others praised the benefit of walking outdoors.

Success!

“When you get out to the great outdoors, take that breath of fresh air, leave the stress of your job, you can experience the refreshment that only comes from being in nature,” says *Erika A. Borlie, DNP, MS, BSN, WHNP-BC, RN-C*. During the pandemic, Borlie and her daughter created an Olympics-style obstacle course in their backyard. She recommends nurses “find their tribe” by seeking out other people and communi-



From the community

Physical activity challenges for Healthy Nurse, Healthy Nation™ (HNNH) included **Stride-And-Seek**, which asked nurses to share what inspires them to keep moving. Nurses shared photos ranging from family members to wild animals to flowers and much more,



including comments such as, “[I am] happy that I am finally focusing on what matters most, which is my health.”



The challenge **Back 2 Basics** provided fitness tips for both indoor and outdoor physical activities. Nurses took up the challenge, pushing themselves in a variety of ways, such as adding an extra

Powered by **Humana.** Physical Activity

ties who are living healthy lifestyles.

"I feel like becoming a yoga instructor is another way I can fulfill my vision and mission for my life," says Sarah Abel, DNP, RN, CEN, FAEN. Abel, who also runs and cycles, suggests nurses take a 60,000-foot view what what they really want from their lives and don't let self-doubt to stop the pursuit of that vision.



Sarah Abel

"I have to make sure I'm well and as healthy as I can be," says Nicole Spencer, DNP, AGNP, APRN. "Anything that might make me a lesser version of myself will negatively affect my work." Spencer says that fitness provides many benefits for nurses, including mental clarity and physical wellness.



Nicole Spencer

When Valerie Morrison, DBA, MSA, BSN, RN, NEA-BC, was diagnosed with olfactory neuroblastoma, she took steps to ensure optimal health and ran the Marine Corp Marathon twice. She says that even small steps count and suggests nurses find what works for them and their lifestyle.



Valerie Morrison

Champions!

The *UT Southwestern Medical Center Living Well* program provides year-round resources and tools, including an online survey to help identify mental health needs and pandemic-specific strategies such as flexible options for childcare.

Molly Moran, MSN, RN, CCRN, inaugural co-chair of the HNNH Advisory Committee, helps run HNNH-Illinois, which held a virtual race across the state—individuals or relay teams could run or bike 210 miles east to west or 390 miles north to south.

ANA Enterprise has implemented several challenges linked to a free fitness tracker employees were given and provides resources, such as mental-health webinars, virtual walks, art therapy sessions, and gardening demonstrations, to promote wellness.

New partner!

The *National Association of Orthopaedic Nurses*, a new HNNH partner, held multiple wellness breaks during its virtual conference, including a yoga class and deep breathing meditation.

Nutrition

Powered by



Data points

Healthy food is available at my workplace*

During COVID



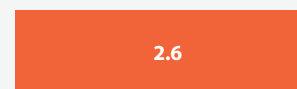
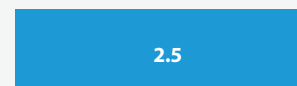
Before COVID



■ disagree ■ neither ■ agree | *p<0.001

Servings of fruit and vegetables per week

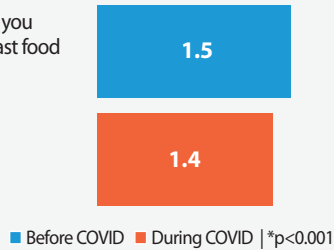
How many servings of fruits and vegetables do you typically eat per day?



■ Before COVID ■ During COVID

Number of meals in a week where food from a restaurant, fast food chain, or cafeteria is eaten

How many meals a week do you eat food from a restaurant, fast food chain, or cafeteria?*



BMI: Participants' average BMI during the pandemic as 27.58, comparable to prepandemic's 27.41. In both cases, about 39% were normal body weight, while 29% were overweight and 30% were obese; only 2% were underweight.

“What we put in our mouths is so important for the results we see in our body,” says *Sandra Scott, PhD, DNP, MSN/Ed, RN*. Scott’s open-heart surgery 2 years ago saved her life and prompted her to change her lifestyle for the better. That includes making healthier nutrition choices, such as frozen grapes instead of a bowl of ice cream for a sweet treat. She suggests nurses try recipes that use nutritious ingredients and herbs to enlighten their taste buds.



Sandra Scott

A change in health also prompted *Michael Jones, PhD, MBA, RN*, to rethink his diet when he was diagnosed with high cholesterol and high blood pressure. He also started to increase his physical activity. In the 7 years since those changes, Jones has lost 50 pounds—and kept the weight off. He recommends that nurses “set meaningful goals” and then create a plan to meet those goals.



Michael Jones

From the community

Nutrition challenges for Healthy Nurse, Healthy Nation™ (HNNH) included **Strengthen Your Immunity**, with one participant sharing they were taking vitamins C and D, drinking at least 68 ounces of water each day, and adding more fruits and vegetables to meals. Another wrote, “Been keeping up with my morning workouts and trying to up my water intake! Just got a bunch of fresh fruit and cottage cheese in my groceries!”



The challenge **Leveling Your A1C** pointed out that blood sugar levels are a good indicator of overall health, with diet, exercise, stress relief, and sleep all playing a role. Popular tips from participants were eating more vegetables, decreasing sweets, and increasing exercise. Others focused on fostering good eating habits, such as

eating slowly, keeping healthy snacks nearby, being mindful when eating, and planning meals in advance.



Success!

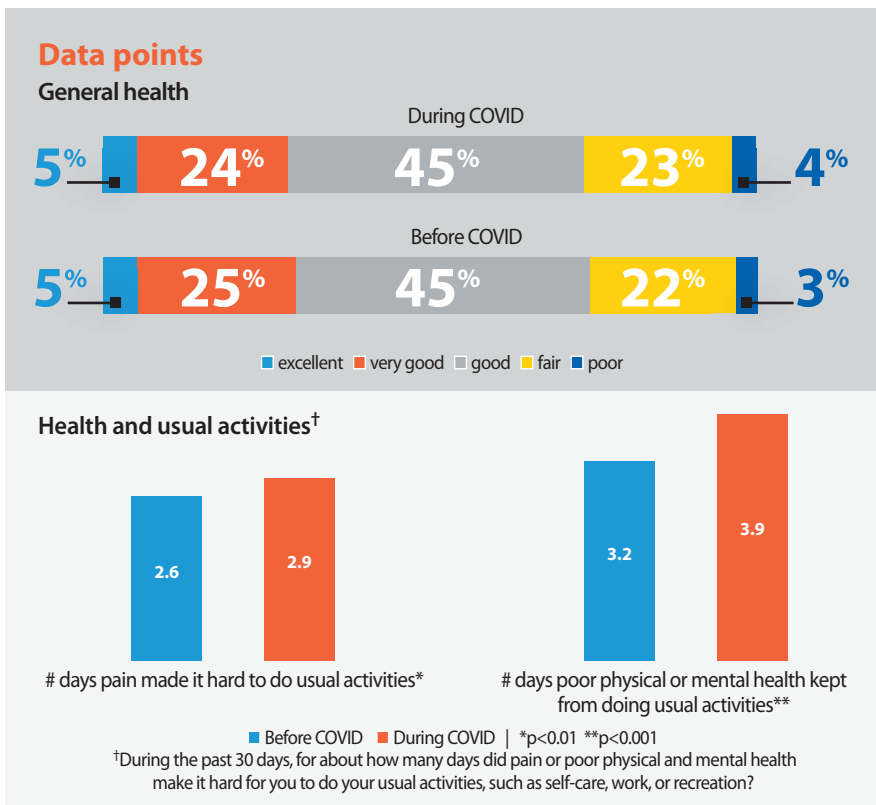
“Taking care of yourself is taking care of others,” says *Sacha Hall, MSN, RN-BC, LNC, FNE-A/P*, who sets a positive example of healthy behavior for her two children. Hall avoided GI surgery by switching to a pescatarian diet that alleviated her painful stomach issues.



Sacha Hall

Powered by **compass one**
healthcare

Quality of life



Most nurses (72% before the COVID-19 pandemic and 70% during the pandemic) put patients' safety and well-being above their own.

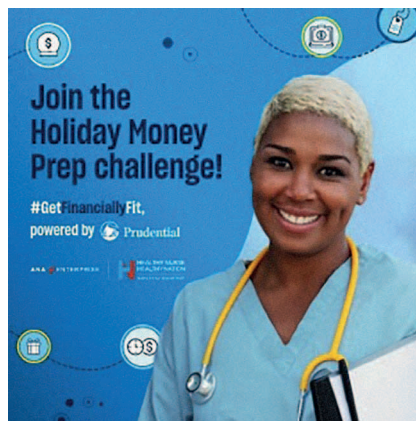
From the community

Participants engaged in a self-compassion challenge through **Show Yourself Kindness**. Many participants practiced gratitude by writing in a journal, sharing with others, or practicing self-care with



exercise and diet. One nurse wrote, "... trying to be mindful that there's a lot I cannot control. I can control how I react."

Other challenges included **Holiday Money Prep**, powered by Prudential, and **Decompress: Where's Your Happy Place**, powered by Compass One.



Success! "Being healthy isn't just for me—it's for my family," says *Kendra McMillan, MPH, RN*. "I want to be here for them." A diagnosis of pre-eclampsia reinforced McMillan's focus on a healthy lifestyle. She recommends that nurses don't feel guilty about putting themselves first sometimes and to find something to be grateful for. "Your life doesn't have to be perfect to find joy," she says.



Kendra McMillan

Painting provides clarity, relaxation, and peace of mind for *Regina Martin, MSN, BSN, RN*. "[P]ainting is as much of a meditation as anything else, and I get lost in the process," says Martin, who holds painting sessions with family and



Regina Martin

with colleagues as a team-bonding activity. She advises nurses to be open to new experiences—that’s how she discovered painting.



Matthew S. Howard

“A healthy mental lifestyle is so important to me right now,” says *Matthew S. Howard, DNP, RN, CEN, TCRN, CPEN, CPN*, who is a strong advocate for nurses’ mental health. Exercise, including walking the dog (which also provides emotional benefit) and connecting with friends and family (even if it’s virtually) are just two health promotion strategies he uses.

Champions!

Ochsner Health continues to support staff, including providing emotional support through their employee assistance program, facilitating employee participation in short resilience promotion activities), and giving staff a pocket card of self-care tips.

The *Georgia Nurses Association* is committed to helping its members through innovative strategies such as virtual support groups moderated by a psychology expert, virtual resiliency training, and articles on topics such as personal finance and retirement.

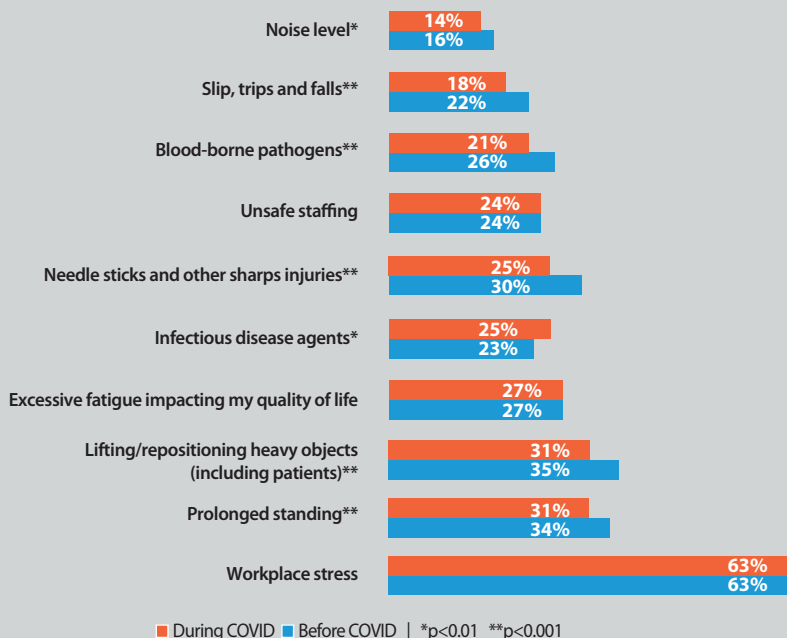


Ochsner Health

Safety

Data points

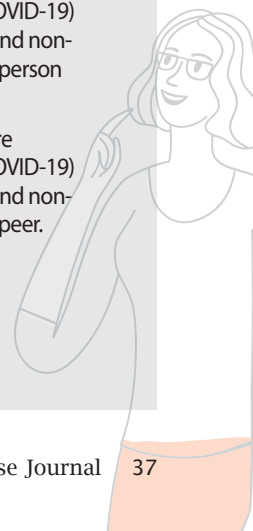
I am at significant risk for...



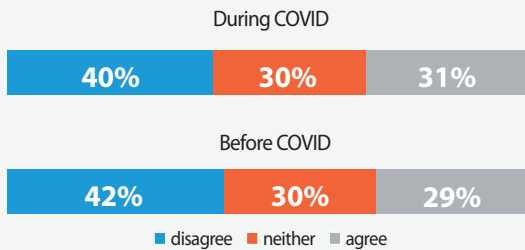
Experience with aggression and assault

In the past year...

- Both before and during COVID-19, 14% of nurses reported they had been assaulted by a patient or family member.
- Nearly 1 in 4 (23% before COVID-19, 24% during COVID-19) had experienced verbal and non-verbal aggression from a person of authority.
- Nearly a third (31% before COVID-19, 30% during COVID-19) had experienced verbal and non-verbal aggression from a peer.

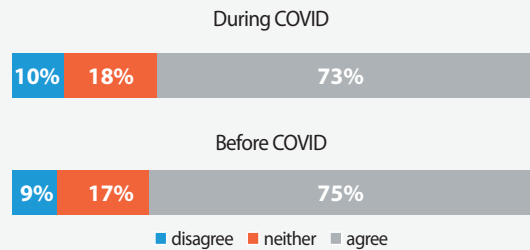


I am often assigned a higher workload than I am comfortable with*



*p<0.05

My employer values my safety and well-being*



*p<0.01

From the community

A safety challenge for Healthy Nurse, Healthy Nation™ (HNHN) was #EndNurseAbuse. Strategies for building a safer, more respectful workplace included engaging in self-care, appreciating coworkers, advocating for enforceable safety standards, and making safety from violence an advocacy priority. One participant commented, “[I]n times like what we are facing now, we need to remember that we are all a team with the same goals and we are all humans.”



Melody Butler

As was the case in many healthcare facilities across the United States, staff at Rush Copley Medical Center, Rush University Medical Center, and Rush Oak Park Hospital had to scramble when the pandemic disrupted normal channels of communication with patients and families. Staff used phone calls and video conferencing with iPads to help fill the gap, but experiences such as witnessing family members saying good-bye to their dying loved ones via a phone call took a toll on nurses’ mental health. The organizations try to ease emotional distress through strategies such as pastoral care, a wellness cart, counseling, bereavement representatives, and rooms where nurses can go to decompress.

with a network of 1,300 nurses to encourage vaccine advocacy at the individual and community levels and to promote pro-vaccine legislation.



Champions!

The Kentucky Nurses Association (KNA) took helping nurses to the next level during the pandemic. That included working with the University of Louisville School of Engineering to create and distribute face shields for the state’s nurses. KNA also dedicates a section of its website to nurse well-being and holds a monthly virtual movie night, which showcases films related to healthcare and social justice. The organization’s efforts likely contributed to the overwhelming response of nurses volunteering for COVID-19 mass vaccination clinics.



Kentucky Nurses Association

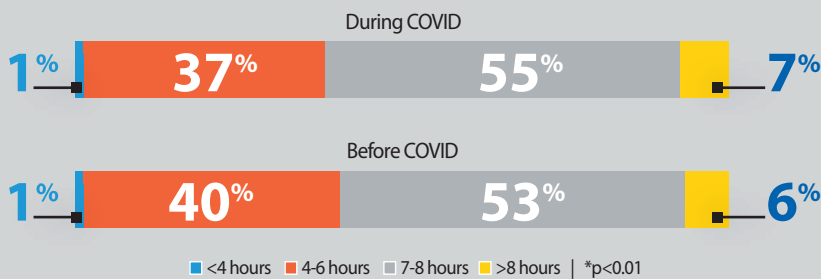
Success!

“If I can help prevent even one death from diseases like the flu, chicken pox, measles, or COVID, it’s worth it to me,” says Melody Butler, BSN, RN, CIC. “The ongoing challenge is educating the public about vaccines.” Butler, founder and executive director of Nurses Who Vaccinate, works

Rest

Data points

Number of hours slept (including naps) in a typical 24-hour period*



During the past 30 days, have nodded off or fallen asleep while driving*



for the same time each evening; when it goes off, she stops what she’s doing to get ready for bed. This consistent approach helps her get the proper amount of sleep. Ferguson also accepts imperfection: “There’s no perfection in living a healthy life, you just do the best you can.”



Sue Ferguson

From the community

Several of the challenges for Healthy Nurse, Healthy Nation™ (HNHN) have elements of rest integrated into them, including the **#WeAreinThisTogether Student Nurse Wellness Challenge**.

The challenge gave student nurses resources and tips for helping them to take care of themselves and focus on their goals. Several participants noted the value of rest, such as, “Today was a busy day ... I don’t tend to take naps, but today I made some time to take a quick nap, and it helped me feel recharged for the rest of the day.”

just part of Clayton’s overall well-being program, which includes healthy eating and “wogging,” a combination of walking and jogging.



Sonya L. Clayton

Laura Hall, RN, has made getting enough sleep a priority. She sleeps 8 hours each night and feels she has the entire morning to work out and focus on healthy habits. She advises nurses to “start small” and use incremental changes to reach their goals.



Laura Hall

“My biggest health challenge is getting enough sleep,” says Sue Ferguson, DNP, MBA, RN, CPHQ, NEA-BC. To meet the challenge, Ferguson sets an alarm

Success!

“At night I try to have at least 30 minutes of quiet time reading or doing something calming,” says Sonya L. Clayton DNP, MSN, RN, IBCLC, CCE. “I also talk to my prayer partner every day, and that connection is so reassuring.” That’s