



Leadership in Health Policy for the Nurse Attorney

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Objectives

Identify three levels to impact policy

Discuss the impact of policy on health care, nursing practice, and business planning for nurses and nurse attorneys

Discuss key points to address when discussing advocacy with nurse-clients

Resources to prepare for policy advocacy

Identify how to network to impact policy



Consider your influence

- You are a problem solver
- You are a counselor
- You are a community resource
- You are a colleague
- You are a teacher
- You are an influencer
- You are an advocate



Consider who you influence

Clients	School systems	Judicial systems
Higher education	Community	Patients
Practitioners	Health systems	Families



Policy is all about people



Settlements
Dispute Resolutions
Regulations
Holdings
POLICY
Statutes
Business Formation
Course Work
Professional Organizations

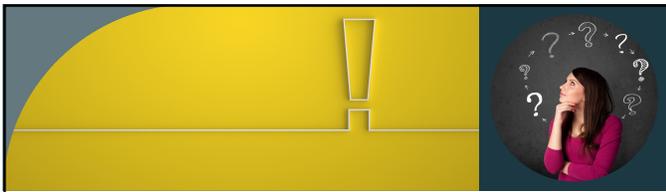
Where does your influence and those you influence interconnect?

The Policy Table

Anywhere policy is made or discussed.

- Legislature
- Government Agencies
- Law Firms
- Professional Organizations
- Boards of Nursing, Non-Profit Organizations
- For-Profit Organizations
- World Health Organization





Why are we talking about policy as lawyers?

The Model Rules of Professional Conduct

As a public citizen, a lawyer should seek improvement of the law, access to the legal system, the administration of justice and the quality of service rendered by the legal profession. As a member of a learned profession, a lawyer should cultivate knowledge of the law beyond its use for clients, employ that knowledge in reform of the law and work to strengthen legal education. In addition, a lawyer should further the public's understanding of and confidence in the rule of law and the justice system because legal institutions in a constitutional democracy depend on popular participation and support to maintain their authority. A lawyer should be mindful of deficiencies in the administration of justice and of the fact that the poor, and sometimes persons who are not poor, cannot afford adequate legal assistance. Therefore, all lawyers should devote professional time and resources and use civic influence to ensure equal access to our system of justice for all those who because of economic or social barriers cannot afford or secure adequate legal counsel. A lawyer should aid the legal profession in pursuing these objectives and should help the bar regulate itself in the public interest. (ABA, 2020, Preamble para. 6)



A Lawyer's Responsibility

Many of a lawyer's professional responsibilities are prescribed in the Rules of Professional Conduct, as well as substantive and procedural law. However, a lawyer is also guided by personal conscience and the approbation of professional peers. A lawyer should strive to attain the highest level of skill, to improve the law and the legal profession and to exemplify the legal profession's ideals of public service.

(ABA, 2020, Preamble para. 7)

A Self-Governed Profession

• The legal profession is largely self-governing. Although other professions also have been granted powers of self-government, the legal profession is unique in this respect because of the close relationship between the profession and the processes of government and law enforcement. This connection is manifested in the fact that ultimate authority over the legal profession is vested largely in the courts.

(ABA, 2020, Preamble para. 10)

Rule 6.1: Voluntary Probono & Publico Service

- (b) provide any additional services through:
 - (1) delivery of legal services at no fee or substantially reduced fee to individuals, groups or organizations seeking to secure or protect civil rights, civil liberties or public rights, or charitable, religious, civic, community, governmental and educational organizations in matters in furtherance of their organizational purposes, where the payment of standard legal fees would significantly deplete the organization's economic resources or would be otherwise inappropriate;
 - (2) delivery of legal services at a substantially reduced fee to persons of limited means; or
 - (3) participation in activities for improving the law, the legal system or the legal profession.

(ABA, 2020)

Nurses Social Contract with Society

• ANA Scope of Practice and Standards (2010) set the expectations that nurses would:

- Be sensitive to all
- Advocate for humane care
- Engage consumer alliances and advocacy groups
- Advocate for equitable health care
- Advocate for resources
- Advocate for judicious and appropriate use of products

(ANA, 2010)

7.3 Contributions through nursing and health policy development

*Nurses **must lead, serve, and mentor on institutional or agency policy committees within the practice setting. They must also participate as advocates or as elected or appointed representatives in civic activities related to health care through local, regional, state, national, or global initiatives***

(ANA, 2015, Provision 7, p. 28).

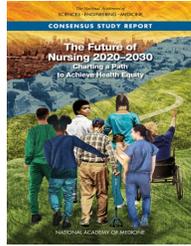
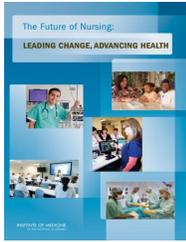
ANA Ethical Standards for Nurses

Where we can impact

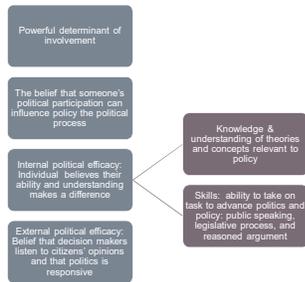
- Legislative cycle
- Regulation Comment and drafting
- Discussions with policy makers
- Work with professional organizations
- Work with non-profits
- Work with boards



Nurses have been empowered to lead



Political efficacy

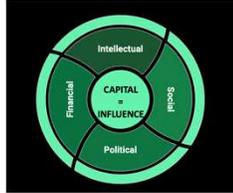


The Policy Cycle

- 1) RECOGNIZE & IDENTIFY THE PROBLEM
- 2) FORMULATE THE POLICY
- 3) IMPLEMENT THE POLICY
- 4) MONITOR & EVALUATE THE OUTCOME



Capital Building



Legislative Support

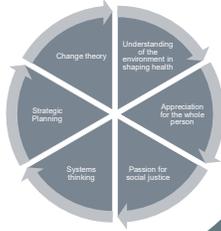
- Political Action Committees
- Drafting with legislators and their staff
- Involvement with legislative action teams
- Leading policy teams
- Providing and interpreting testimony
- Lobbying

Work with non-profits

- Board education
- Connections with policy makers and legislators
- Assessing and exploring impact
- Aligning goals with resources and time
- The voice of movement from "needs-based" solutions to programmatic changes that promote equity and social justice
- Remembering to build in the evaluation of the work to eliminate unintended consequences

Reflection Point: Why are you positioned to lead change?

- Ability to communicate clearly
- Advocacy skills
- Policy process knowledge
- Network of multi sector experts
- Participation in the generation of evidence and research
- Financial analysis & efficiency
- Inclusive team building

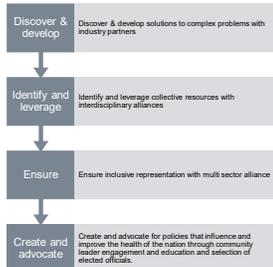


Amid a global crisis, nurses rose to duty to action to fill board seats!



- 9- 18 million nurse shortfall by 2030
- Aging workforce
- Increased work requirements to meet community needs during COVID
- Increased number of students attracted to nursing schools
- Rising challenges to achieve equity and diversity

Embracing the Opportunities



Promoting engagement with broader stakeholders

Industry partners

- Discover & develop solutions to problems

Interdisciplinary alliances

- Identify & leverage collective resources
- Ensure inclusive representation

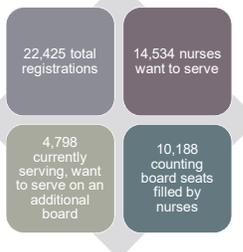
Multi sector alliance

- Create & advocate for policies that influences & improve the health for our nation

Community leaders

Elected officials

NOBC



TAANA Experience with NOBC

Board Seats Filled	5%	15	
Total Board Service	8%	24	
Want to serve	12%	33	3% Increase

Why board service now?

- Social Isolation
- Quickly evolving science
- Increased stress in managing ADL's
- Mortality rate changes
- Systemic racism declared a health care crisis
- Social unrest
- Legal and policy changes

Resources to Prepare For Becoming a Trustee

- NOBC COMPETENCIES MODEL
- NOBC READINESS MODEL
- NOBC SUPPORT ROLES FOR BOARD SUCCESS MODEL

Tool for Evaluation of path to Nonprofit board service

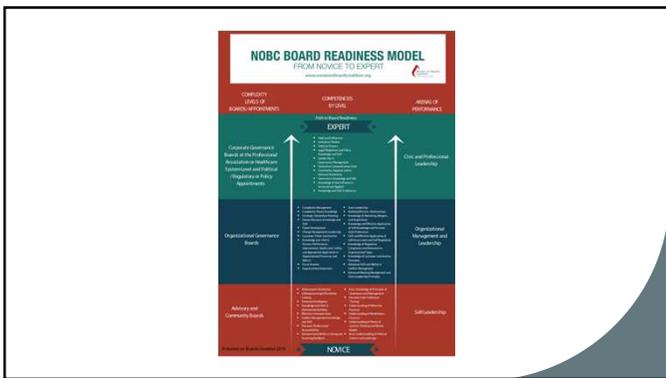


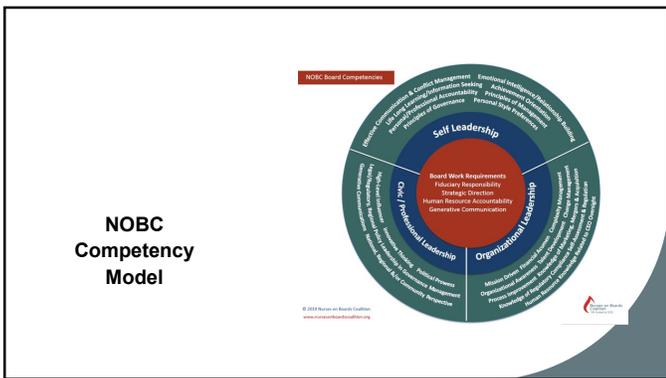
Resources to prepare for board service

NOBC Competencies Model

NOBC Readiness Model

NOBC Support Roles for Board Success Model





HOSPITAL BOARD	
Core Competencies of the Board as a Whole	
Board Member	
	Healthcare Executive
	Business owner &/or CEO
	CFE/CPA
	HR/Compensation/Benefits
	Legal (Medical Malpractice, Workers Compensation, Personal Injury, Labor)
	Growth Strategist/Innovator
	Insurance/Risk/Compliance
	Reengineering/Benchmarking
	Political Advocacy
	Banking/IT&M/Financing
	IT/Digital/ Social Media
	Academic
	Nursing &/or Physician
	Public Health
	Community/Workforce/ Life Sciences/Biosciences
	Private Start-up/Entrepreneur
	Cherity
	Local Resident
Member A	<input checked="" type="checkbox"/>
Member B	<input checked="" type="checkbox"/>
Member C	<input checked="" type="checkbox"/>

Empowering Impact on Communities through Board Service

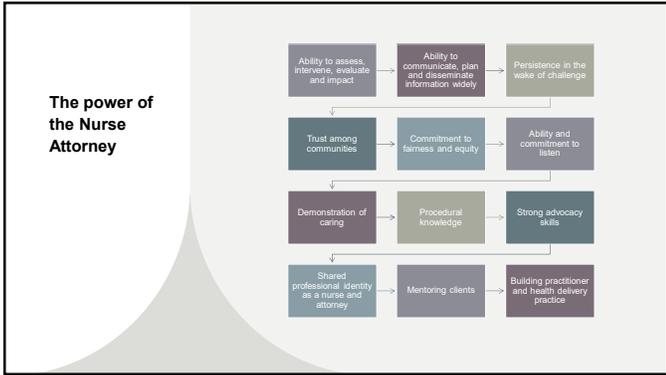
Five instructional videos and a companion workbook:

- Introduction
- Nurse Leadership to Advance Culture of Health in Communities
- Board Roles and Responsibilities
- Board Meeting Best Practices
- Building Your Board Profile through Networking and Marketing
- Successful Leadership Traits and Resources

<https://www.nursesonboardcoalition.org/empowering-nurse-leaders/>

Created by Texas Healthcare Trustees and the Texas Action Coalition, thanks to generous support from the Foundation of the National Student Nurses Association. Art illustrated by subject matter experts Kimberly McNally and Marion Spears Kerr.





Pushing past the barriers

- Do** -> *Do you know the answer? Partner with community leaders and advocacy for more transparency, accountability, and equity with health care community.*
- Advocate** -> *Advocate for your students to become involved with health care equity-related Student Nurses Association.*
- Point out** -> *Point out leadership strengths in students.*
- Encourage & invite** -> *Encourage & invite students to share their vision about policy debates at work.*
- Nominate** -> *Nominate students who are ready for board seats.*

Pushing out the boundaries to serve

- Who do you know that is connected to your passion?
- Who do your friends, colleagues and family know that connect to your passion?
- Who will you send that email, make that call or ask for an introduction to?
- When will you register with NOBC?

Nurse Attorneys lead & impact outcomes by building bridges to impact outcomes

- Informing policy makers
- Cross sector relationships
- Advocacy for healthy work environments
- Promotion of resource allocation dedicated to the health of caregivers
- Promotion of programs that promote workforce diversity
- Building bridges between communities, health systems and academe to address ineffective programs
- Supporting research that informs policy change

Different Boards For Different Passions

- Healthcare, education and non-profits
- For-profit
- Start ups – biotech, technology, etc.
- Large vs. small
- Geographic location



What is your passion?

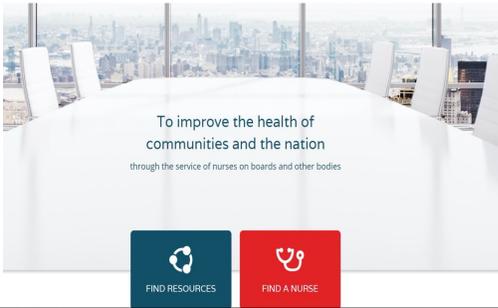
- Food insecurity
- Affordable education
- Building a strong work force
- Building cross sector relations
- Sponsoring young and diverse voices
- Mentoring emerging leaders
- Building inclusive environments
- Informing policy makers



Examples of Board Opportunities



NOBC Website
www.nursesonboardscoalition.org

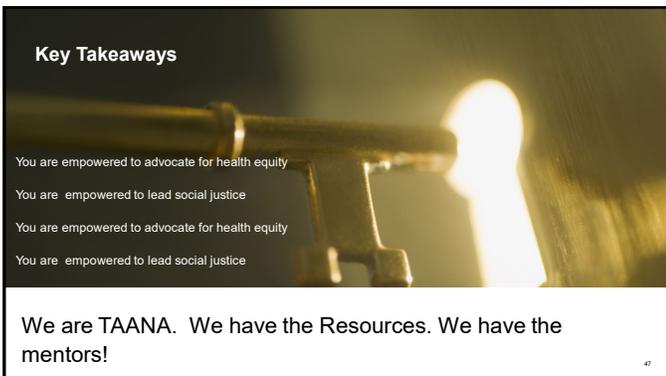


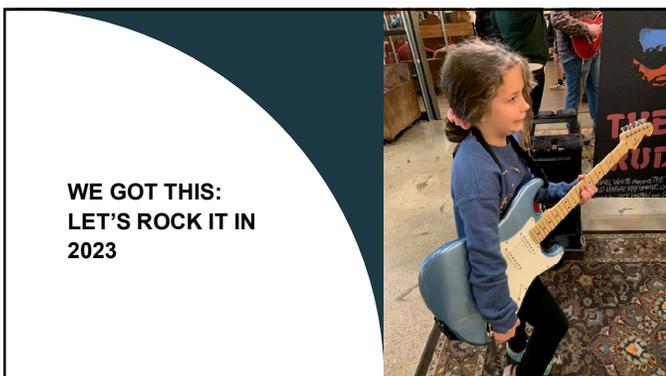
**ON BEHALF OF THE
GROUP &
OURSELVES: I
HOPE WE PASSED
THE AUDITION**

JOHN LENNON









Thank you for your personal and collective commitment to all you serve!



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Reference list available upon request
