



# 2016 ANNUAL REPORT

# SAFETY 360

Taking Responsibility **Together**

## Focusing on a culture of safety

A culture of safety is what nurses want and strive for in their practice every day. It's about being able to provide health care for our patients and our communities that is safe, ethical, and of the highest quality possible. It also means collaborating to create a positive work environment that is as safe, respectful, and healthy for nurses as it is for patients.

Given its importance, the American Nurses Association (ANA) embarked on a yearlong initiative to help nurses learn more about what shapes a culture of safety and to provide them with strategies and resources to make their vision a reality. Our campaign theme was "Safety 360: Taking Responsibility Together."

This report reflects some of the campaign activities and other efforts we pursued on behalf of nurses and the patients we serve.

It was an eventful year. Early on, ANA addressed nurses' many questions about the Zika virus by holding a time-sensitive webinar and providing online resources. We ended the year by speaking out strongly for patients' access to equitable, affordable health care. In between, we took actions to help alleviate the opioid epidemic; presented up-to-date, relevant information on staffing, quality initiatives, and patient outcomes; and continued to advocate for both RNs and APRNs to practice to the full extent of their education, experience, and scope.

These pages feature nurses who helped us move our work forward. We are grateful for their contributions, as well as those of all our nurse members and the many nursing organizations that are our partners. Although our formal culture of safety campaign ended in December, ANA's commitment to securing safe, quality practice and work environments for nurses and patients is as strong as ever.

Sincerely,



**Pamela F. Cipriano**  
PhD, RN, NEA-BC, FAAN  
President



**Marla J. Weston**  
PhD, RN, FAAN  
Chief Executive Officer



**Debbie Hatmaker**  
PhD, RN, FAAN  
Executive Director

Using our strategic goals as a guide, what follows is a snapshot of ANA's work in 2016.

## Promoting healthy nurses, healthy environments

“I truly believe staffing is an art and a science, and there are many strategies that can be used to meet staffing goals. ANA's conference was packed full of good, reality-based information on staffing models and tools that nurses could bring back to their facilities to try. When I got home, I downloaded slides from many presentations to share with nurses at my organization. Some presenters even shared their failures, and how they went back to the drawing board to fix the problem.



“I always emphasize that it is important to track and trend staffing data against benchmarks, but it is really important to talk with staff nurses who are your 'true thermometers.' You have to hear the stories behind data, and clinical bedside nurses can tell you what needs to happen to have safe, quality patient care on their units.”

— Rita Barry, BSN, RN, Pennsylvania State Nurses Association member, presenter, and attendee at ANA's 2016 Conference

**Staffing and quality:** More than 1,400 nurses and other professionals attended the ANA 2016 Conference, “Connecting Quality, Safety and Staffing to Improve Outcomes,” held March 9-11 in Florida. The conference featured 50-plus sessions on topics

ranging from building patient satisfaction and improving workflow efficiency to addressing nurse fatigue and sharing innovative staffing solutions.

**Safety:** ANA partnered with Atlas Lift Tech to develop an electronic self-assessment tool that allows facilities to start or monitor their safe patient handling and mobility program, including addressing gaps and maintaining strengths. Incorporating ANA's Safe Patient Handling and Mobility: Interprofessional National Standards, the tool went live in October.



**Wellness:** ANA continued to help nursing students and RNs assess their own health, safety, and wellness through ANA's online Health Risk Appraisal, which closed in December 2016. The survey results from over 14,000 participants helped the association tailor its programs to better serve nurses. ANA also began pilot testing its Healthy Nurse, Healthy Nation™ Grand Challenge. This innovative effort to improve the nation's health, starting with its 3.6 million nurses, launched in May 2017.



## Leading in health care

“One of our primary responsibilities as nurses is to advocate for vulnerable and potentially vulnerable populations. Within the Individual Member Division we believed it was important to build more awareness about the challenges the LGBTQ population faces—such as discrimination and access to timely, safe, quality health care. We were thrilled that ANA selected our proposal for a dialogue forum as part of its Membership Assembly events.



“I know the power of ANA and that it’s the right organization to help us raise awareness, begin the dialogue, and work with academia and the larger nursing community to educate nurses about the needs of this diverse population. Health care is important to the quality of everyone’s life.”

— Dave Hanson, MSN, RN, ACNS-BC, NEA-BC, Individual Member Division chair

**Membership Assembly:** More than 300 attendees, including representatives and observers from constituent, state, and specialty nurses associations, engaged in dialogue forums and other activities at ANA’s Membership Assembly held in June in Washington, DC. Following one forum, eligible assembly representatives voted on recommendations calling on ANA, in part, to identify strategies to raise nurses’ competency in addressing the needs of the LGBTQ population, as well as ensure unwavering, culturally sensitive, unbiased, and nondiscriminatory care to this diverse community.



Nurses strategized in small groups during dialogue forums.

Among other actions, assembly representatives adopted recommendations to address substance use disorder in nursing—also the subject of a dialogue forum; a declaration calling for sensible gun control measures; and proposals to boost overall membership and to implement certain criteria for joining ANA as an organizational affiliate. Representatives re-elected President Pamela F. Cipriano and voted in other ANA officials.

**Recognition:** ANA recognized the achievements of 11 exceptional nurse leaders at a national awards reception held prior to the Membership Assembly. Among those honored were two inductees into ANA’s prestigious Hall of Fame: Patricia Ruth Messmer, PhD, RN-BC, FAAN, a Florida Nurses Association member; and Muriel Poulin, EdD, RN, FAAN, an ANA-Maine member.

**Influence:** For the second year in a row, ANA President Pamela F. Cipriano was named as one of *Modern Healthcare’s* “100 Most Influential People in Healthcare.” This awards-and-recognition program honors those in health care deemed most influential in their field by their peers and an expert panel. Cipriano also represented ANA on the global stage by participating in the World Health Assembly, which addressed issues such as antimicrobial resistance; tobacco control; and maternal, infant, and young child nutrition.



Eleven nurse honorees with President Cipriano: From left, John Lowe, Gloria Dobies, Patricia Messmer, Judy Huntington, Rose Constantino, Cipriano, Jacqlyn Sanchez, Patricia Ford-Roegner, Karen Bankston, Becky Patton, Muriel Poulin and Barbara Warren.

## Ensuring quality practice

“Our charge at the end of the day is to provide safe, competent, and compassionate care to whoever stands at our doors. So we need to understand patients’ differing backgrounds—their beliefs, values, and cultural practices—and communicate with them effectively. We can’t provide them with discharge information, for example, in a language or at a health literacy level they don’t understand and expect them to interact with the healthcare system safely and in a way that meets their needs.”



“Providing culturally sensitive care is a concept that was threaded throughout previous editions of ANA’s *Nursing: Scope and Standards of Practice*. But during the latest revision of the document, we decided to include a standard that speaks specifically to cultural congruence and how important it is for nurses to implement it into their practice to maintain a culture of safety.”

— Shena Gazaway, MSN, RN, member of the Georgia Nurses Association and the ANA workgroup that developed Standard 8 on culturally congruent practice

**Patient-centered care:** Following the publication of the revised ANA standards in 2015, Gazaway and other workgroup members have been instrumental in continuing to promote culturally congruent care among nurses nationwide. ANA emphasized this critical aspect of nursing practice by offering online resources and the National Nurses Week webinar, “Culturally Congruent Care: Why Diversity Makes a Difference,” which some 2,700 registered for and countless other nurses viewed.



**RN scope:** Nearly 250 nurses contributed to an ANA professional issues panel exploring barriers that prevent RNs from practicing to the full extent of their scope. Steering Committee members wrote a series of articles identifying barriers and offering recommendations that appeared in the September 2016 issue of *OJIN: The Online Journal of Issues in Nursing*.

**Advancing education:** ANA developed a new publication, *Nursing’s Leading Edges: Advancing the Profession through Specialization, Credentialing, and Certification*, which offers guidance on the APRN Consensus Model and its effective implementation and was published in January 2017. Nearly 14,400 nurses earned CE credit through ANA’s 265 live activities and independent study modules.

**Care coordination:** ANA assisted nurses in building their knowledge on care coordination through continuing education offerings, including the webinar, “Care Coordination: Capitalizing on the Nursing Role in Population Health.” To ensure more seamless, timely care, ANA and nurses nationwide advocated for passage of federal legislation allowing APRNs to order and make changes to care plans for home health services.



**Public health:** As a way to turn the tide on the opioid crisis in the United States, ANA joined with 40 other groups and the Obama White House to educate opioid prescribers nationwide. During an ANA-facilitated discussion at the Membership Assembly, participants shared their experiences and further informed the association about nursing’s role in combatting the opioid epidemic. ANA also produced an issue brief for nursing professionals, “The Opioid Epidemic: Addressing the Growing Drug Overdose Problem,” and worked to ensure new federal legislation included nurses as key providers in treating patients with substance use disorders.

## Advocating for patients and nurses

“I participated in ANA’s Lobby Day because I believe it’s important for nurses to meet our representatives in Congress face to face. It gives us the opportunity to explain who we are and what we do, and share real-life stories about patient care. Because I was able to speak with my representatives, I was able to get their backing for federal legislation that would allow APRNs to order home health services for patients, which is an important issue in my state.”



“As a nurse practitioner and clinical nurse specialist, I also joined with ANA to advocate for the VA rule giving APRNs full practice authority. We have a small veterans hospital in Delaware and not enough physicians to go around. As APRNs, we have the experience and knowledge to provide care to veterans and prevent further delays in their care.”

— Leslie Verucci, MSN, RN, CNS, CRNP-A, APRN-BC, President, Delaware Nurses Association, and past fellow of the American Nurses Advocacy Institute

**APRN practice:** Working with our partner organizations in the Veterans Access to Quality Healthcare Alliance, ANA rallied nurses and other stakeholders to participate in a social media campaign, which reached more than 300,000 people and drove a significant amount of traffic to the Veterans Affairs comment site on the proposed APRN rule.

Additionally, ANA co-hosted a press conference, published a Huffington Post blog, and submitted letters to the editor that were published in *The Washington Post* and *USA Today* supporting veterans’ access to timely, quality health care. In December 2016, the U.S. Department of Veterans Affairs released its final rule granting full practice authority to nurse practitioners, clinical nurse specialists, and certified nurse-midwives within the VA health system. ANA subsequently committed to continue advocating for certified registered nurse anesthetists to also practice to their full scope.

**National voice:** In addition to advocacy around the VA rule, nearly 350 Lobby Day participants headed to Capitol Hill to promote ANA-supported legislation, including measures on safe staffing and workforce education funding. Representing 47 states, they engaged in 250 Congressional visits. Further, virtual Lobby Day messages reached 80,000 people on social media.



Washington State Nurses Association members were among those sharing key messages on Capitol Hill.

**Political skill-building:** As a way to strengthen nurses’ political advocacy skills, ANA brought in a new class of 22 fellows from 18 states to participate in its yearlong, mentored program, the American Nurses Advocacy Institute.



Nearly 350 advocates made their mark on Capitol Hill during ANA Lobby Day in June.

## Engaging in action and support

**Healthcare transformation:** Quickly analyzing post-election discussions on health care, ANA shared its Principles for Health System Transformation with the incoming White House Administration, constituent and state nurses associations, affiliated specialty organizations, and grassroots activists. The overall message focused on upholding consumers' access to affordable, quality care and ensuring a well-prepared future healthcare workforce.



**Growth:** ANA saw a 6% increase in its national and state joint membership over the previous year, making it among the fastest growing professional associations in the United States. To assist newly licensed nurses, ANA held ongoing discussions and Job Hunting Town Halls in the New RNs online community, a forum where more than 9,000 members find career advice and support.



**Impact:** The ANA Political Action Committee raised more than \$237,000 in contributions from over 4,300 ANA members in 2016 to support candidates for federal office who demonstrated their belief in ANA's legislative and regulatory agenda. As a result of ANA members' contributions and extensive political advocacy, 83% of the 52 ANA-PAC-endorsed candidates—and 100% of PAC-supported incumbents—won their races in the 2016 election cycle.

Also displaying our bipartisan advocacy, ANA sent official representatives to both parties' national conventions and co-hosted events with other national health organizations.

### U.S Supreme Court:

In *Friedrichs v. California Teachers Association*, ANA called on the Supreme Court to uphold unions' right to collect fair share fees from nonmembers to support collective bargaining. ANA members engaged in grassroots efforts, and the case was sent back to the lower courts in March.



In *Whole Woman's Health vs. Hellerstedt*, ANA signed on to an amicus brief to uphold a woman's constitutional right to access safe and legal abortion services. In June, the court ruled in favor of the petitioners, *Whole Woman's Health*, and other providers.



**Culture of safety**  
It starts with YOU

**Celebration:** By May 6, over 11,000 nurses downloaded ANA's National Nurses Week Toolkit, which was organized around the theme "Culture of Safety: It Starts with You" and included banners, sample letters to promote National Nurses Week to the media and community, and tips for working with the media.



Past presidents of ANA gathered with President Cipriano to recognize the national association's 120th anniversary at a 2016 Membership Assembly event.

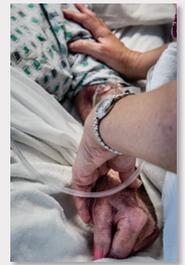
## Partnering for safe, quality care

**Infection control:** In June 2016, the Centers for Disease Control and Prevention (CDC) awarded ANA a \$1.4 million contract to enhance education and training in infection control for U.S. nurses. Leveraging existing and developing new partnerships, ANA, the CDC, and 20 nursing specialty organizations established the Nursing Infection Control Education Network to empower nurses to protect themselves and their patients. In addition, ANA and the Association for Professionals in Infection Control and Epidemiology launched the ANA/APIC Resource Center, a website that gives healthcare professionals quick access to resources on infection prevention strategies and evidence-based practices.

ANA also offered a free webinar on Zika preparedness and response in collaboration with the Association of Women's Health, Obstetric and Neonatal Nurses, the American College of Nurse-Midwives, the Nurse Practitioners in Women's Health, and a panel of healthcare experts.



**Patient care:** Throughout the year, ANA worked with the American Delirium Society to produce a resource-rich website and delirium prevention strategies. ANA and the Hospice and Palliative Nurses Association convened a professional issues panel aimed at promoting the integration of palliative care into all components and settings of the U.S. healthcare system. Nearly 250 nurses contributed to the development of the Call for Action: Nurses Lead and Transform Palliative Care, which was released in April 2017.



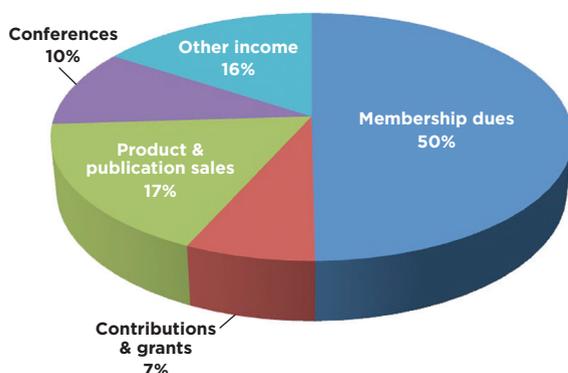
**Reach:** To strengthen and extend nursing's reach, ANA welcomed two new specialty associations as organizational affiliates (OAs): the American Pediatric Surgical Nurses Association and the Dermatology Nurses' Association. Currently 38 in number, OAs share information and collaborate on finding solutions to issues facing the nursing profession. Additionally, ANA facilitated appointments on national committees and into key roles, including with the CDC, the National Quality Forum, and the Agency for Healthcare Research and Quality. In total, 55 nurses were appointed and 20 more remained pending. On social media, ANA has more than 680,000 followers on its main channels.

**Working together:** Representatives from ANA's constituent/state nurses associations and the Individual Member Division came together Nov. 29 to Dec. 1 for the inaugural ANA Leadership Summit. Participants discussed emerging trends and issues also identified during the ANA Board of Directors' strategic planning session in April 2016, and determined opportunities for greater state-national collaboration.

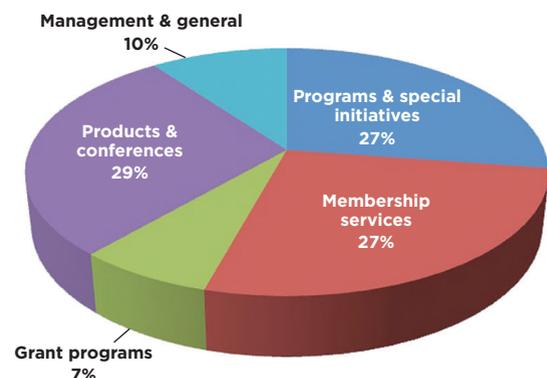
**Moving forward:** The ANA Board of Directors refined the direction of the association and approved ANA's mission, vision and 2017-2020 Strategic Plan that will allow ANA to be a true catalyst for transforming health care and advancing the nursing profession to improve health for all.

## Financials

OPERATING REVENUE



OPERATING EXPENSES



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