

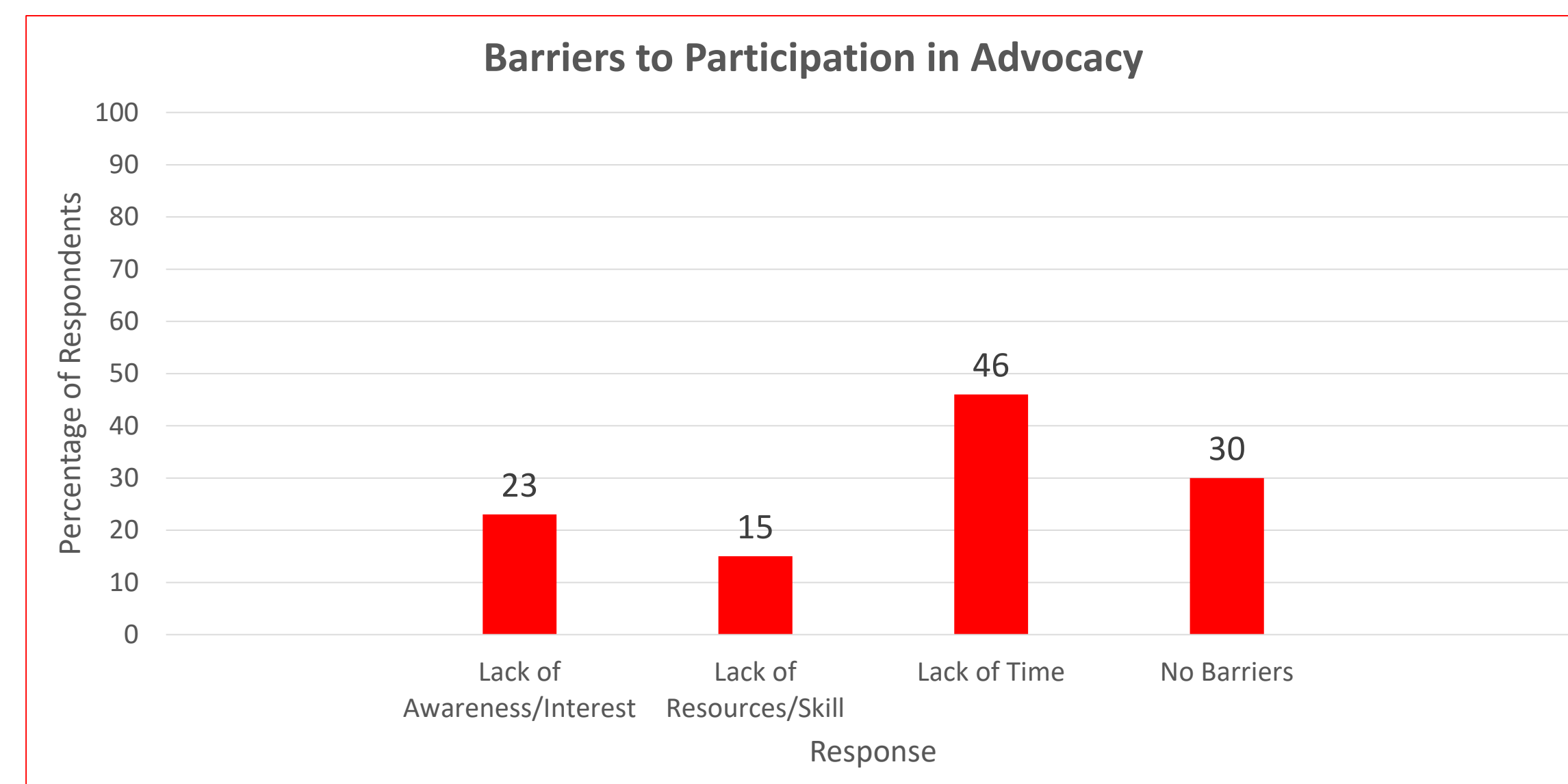
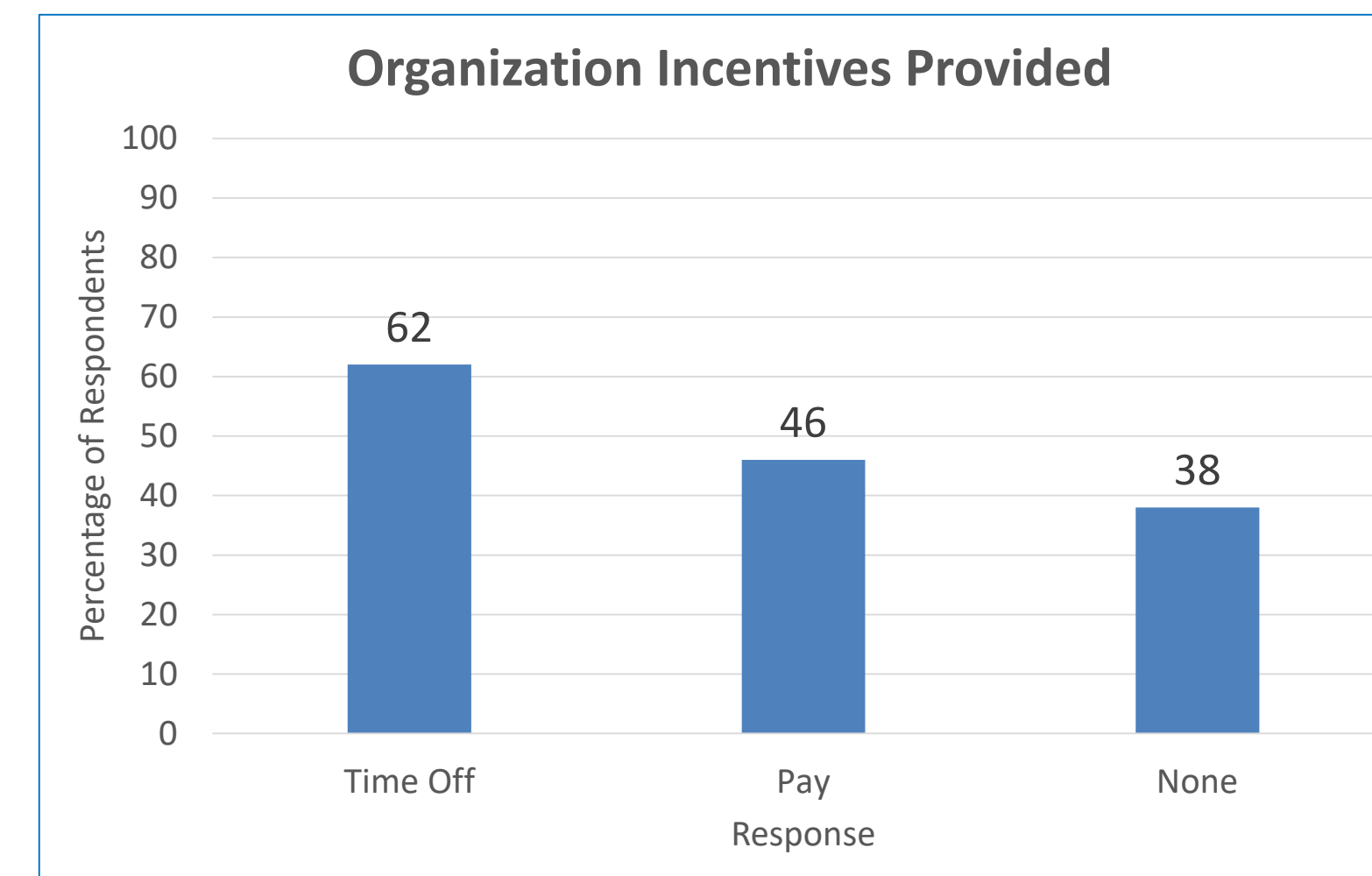
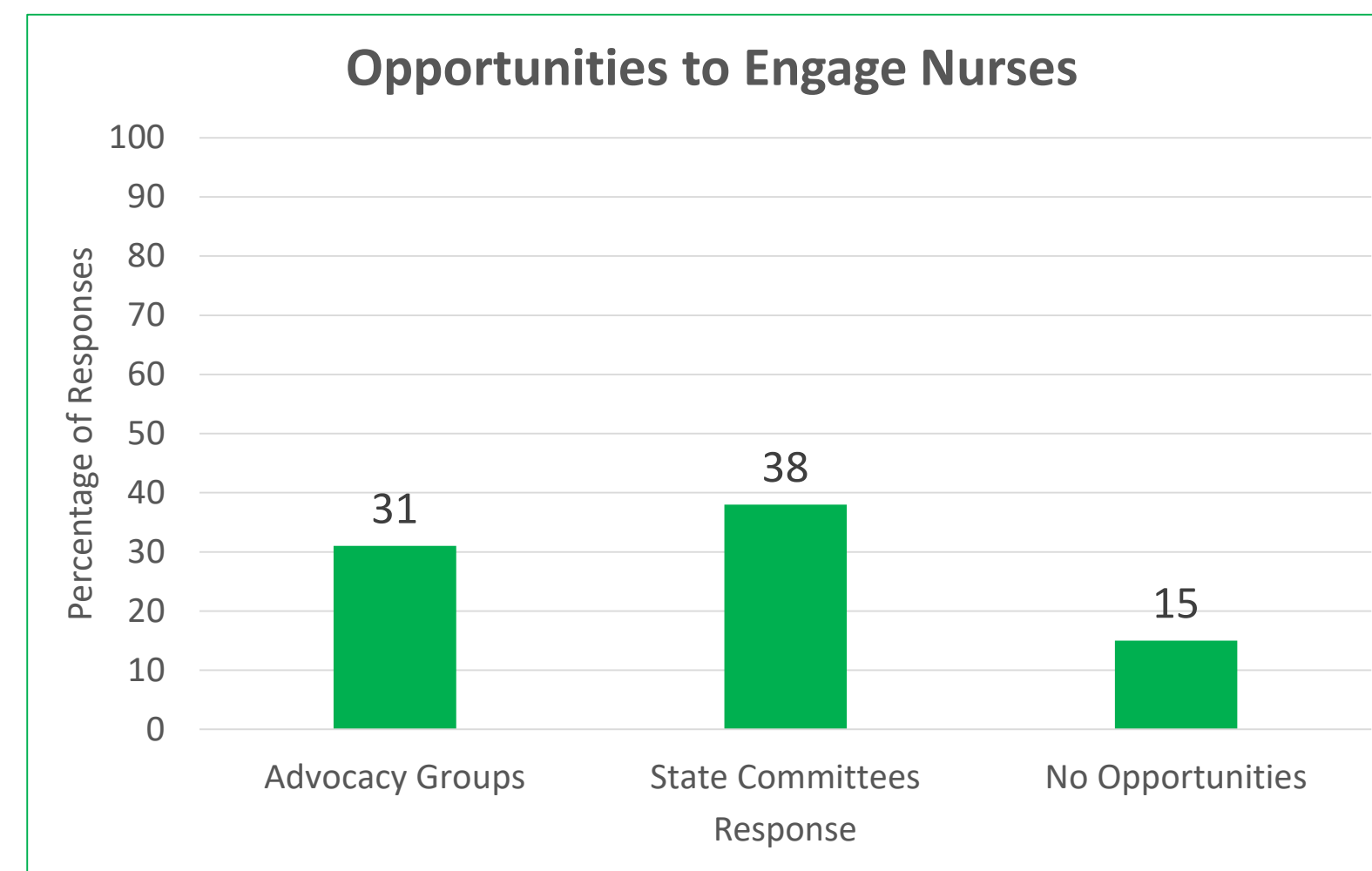
Exploring Health Organizations' Barriers to Advocacy

KIMBERLY MCILTROT, DNP, CPNP-PC, CWOCN; AMEERA CHAKRAVARTHY, MS, FNP-BC, ACNP-BC;
JEAN SEILER, RN, MA, BSN, CPPS, CPHQ & MELANIE DONAWAY, MSN, RN, CEN, CPEN

JOHNS HOPKINS UNIVERSITY SCHOOL OF NURSING, BALTIMORE, MD

UNIVERSITY OF MARYLAND SHORE REGIONAL HEALTH, EASTON, MD & UNIVERSITY OF MARYLAND SCHOOL OF NURSING, BALTIMORE, MD

Results



Innovative Ideas:

- Develop fellowship opportunity
- Provide mentors and role models
- Create educational programs
- Provide motivational speakers
- Start advocacy councils

Background

Nurses are positioned well to use their reputation, unique skill set and their collective strength to organize change but many underestimate their political power¹. Policy advocacy has been deemed an essential component of the nursing role at all levels of education². However, upon entering the workforce, a significant number of nurses remain disengaged from the process of policy advocacy³.

Objective

- Explore barriers to nurse advocacy through surveying of nursing leaders (NL).
- Develop targeted strategies to support NL promotion of advocacy activities among nurses.

Methods

12 item open ended exploratory questionnaire.

Conclusion

- Based on interviews conducted, 13 nurse leaders varied widely on their assessment of their knowledge on advocacy.
- Many described a lack of intra-hospital resources and noted that only a small percentage (~2-20%) of all nurses within a given hospital were engaged in advocacy due to scheduling challenges or personal commitment.
- The majority of the nursing leaders were aware of the benefits and suggested strategies to enhance nursing advocacy.

Next Steps

- Develop innovative leadership tool kit as a resource for nursing leadership to promote advocacy among nurses.
- Develop education module on the importance of advocacy tailored to all levels of nursing.
- Research advocacy barriers between middle management and upper management.
- Identify curriculum strategies in academia to promote advocacy sustainability upon employment.

Acknowledgement

We would like to thank nursing leadership and our mentors for their expertise with this project.

References

Available on request

