

# LIVE WELL NURSING

## NURSE'S NOTES- *Angela Mitchell, ACNO*



Nurses are fundamental in achieving health equity in the 21st Century. As we strategically plan on how we move the profession of nursing forward, it is imperative that we address very challenging issues such as systemic racism which leads to inequitable health outcomes for the individuals and community served, and limits advancement in nursing for minorities.

Racism is historically rooted in the nursing profession and continues today. On January 25, 2021, leading nursing organizations launched the National Commission to Address Racism in Nursing (The Commission). The Commission examines the issue of racism within nursing focusing on the impact on nurses, patients, communities, and health care systems to motivate all nurses to confront individual and systemic racism. The Commission is led by the American Nurses Association (ANA), National Black Nurses Association (NBNA),

National Coalition of Ethnic Minority Nurse Associations (NCEMNA), and National Association of Hispanic Nurses (NAHN). The commission defines racism as assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently cause moral suffering and physical harm of individuals and perpetuate systemic injustices and inequities (National Commission to Address Racism in Nursing, 2021).

On January 25, 2022, The Commission released the results from a survey of over 5,600 nurses with findings reporting 63% of nurses surveyed said that they have personally experienced an act of racism in the workplace with the transgressors being either a peer (66%), patients (63%), or a manager or supervisor (60%). In addition, over ½ of the nurses surveyed reported racism in the workplace has impacted their professional well-being (McClendon, 2022).

A major way to combat racism in nursing is to be mindful of unconscious biases. Also, it is important to avoid generalizations. Generalizations can cause people to act out of previous fear and pain letting emotions take control of reasoning. It is important to engage in self-reflection exploring why there are certain thoughts towards an individual asking, "Where did this originate from?", and "Is this a factual truth?" In addition, stop labelling others. See people as people. Eliminate ideas about superiority, inferiority, and where to place people on a hierarchy. Furthermore, support authenticity. Allow each person to be their authentic selves. Accept them with their differences. Don't force people to leave behind their uniqueness. Finally, manage perception. Consider how decisions and actions will impact or affect those not part of the decision process. Don't get caught up in *intent*. The receiver only knows *impact* of what was done (ANA Center for Ethics and Human Rights, 2018).

Racism is a longstanding public health crisis that impacts mental, spiritual, and physical health. Much work needs to be done for the nursing profession to exemplify inclusion, diversity, and equity resulting in antiracist practice and work environments. The Nursing Code of Ethics demands that we, as nurses, accept and care for people as they are. Combatting racism in nursing needs action at every level. Working together to recognize and address unfair structural and systemic practices, organizations, healthcare systems, and individuals can ensure the nursing profession exemplifies inclusivity, diversity, and equity (Racism in Nursing, n.d.).

ANA Center for Ethics and Human Rights. (2018). The Nurse's Role in Addressing Discrimination: Protecting and Promoting Inclusive Strategies in Practice Settings, Policy, and Advocacy. <https://www.nursingworld.org/~4ab207/globalassets/practiceandpolicy/nursing-excellence/ana-position-statements/social-causes-and-health-care/the-nurses-role-in-addressing-discrimination.pdf>

McClendon, S. (2022, January 25). NEW SURVEY DATA: Racism Within the Nursing Profession is a Substantial Problem. ANA. <https://www.nursingworld.org/news/news-releases/2021/new-survey-data-racism-in-nursing/>

National Commission to Address Racism in Nursing. (2021, April 6). ANA. <https://www.nursingworld.org/practice-policy/workforce/racism-in-nursing/national-commission-to-address-racism-in-nursing/>

Racism in Nursing. (n.d.). ANA. <https://www.nursingworld.org/practice-policy/workforce/racism-in-nursing/>

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## SUBMISSIONS

Please e-mail submissions (ideas, photos, articles, trainings, dates, accolades, local or national news, etc.) to:  
**davina.trejo-valdez@sdcounty.ca.gov**

For consideration in the next issue, please submit entries by close of business on July 21, 2023. Submission limits:  
125-275 words



# Philippine Independence Day 2023- Edgemoor

*By Melanie Ngo, OTR/L*

On June 8, 2023 Thursday Edgemoor had a Facility Wide Potluck + Celebration of the Philippines Independence Day in the Plaza! It was a wonderful event full of music, dances, karaoke, food, a Filipino show playing at lunch, and to top it off.. a parade throughout the facility for Edgemoor's residents showcasing many different traditional Filipino outfits and clothing followed by music. The program opened with the National Anthem and the Philippines Anthem with Welcome remarks by Lani Ngo, D+I Champion and the Master of Ceremonies by Kathy Gamboa. The Filipino performances, that were danced by Edgemoor staff, were the Ati-Atihan Dance, the Salakot Dance, the Kataka-taka Dance, and the Pinoy Ako, Pinoy Tayo Dance. Big thanks to Nursing Supervisor Kathy Gamboa and EVS Supervisor Joem Rondario who coordinated this event, as well as those working behind the scenes composed of Nursing, EVS, Dietary, TR and Edgemoor's D+I Champion. Potluck was an array of Filipino, American, Mexican foods from Edgemoor staff! They all helped make this Philippines Independence Day an amazing and memorable celebration!

Erin Chancler, Administrator of Edgemoor remarked that "It was absolutely wonderful. It was great to learn about the Filipino culture. The food was delicious and the dancing excellent. Thank you all for putting this together."

Lauri McNally, TR Aide said "a loved and appreciated this entire celebration event. I learned so much about Philippine customs and culture and I especially enjoyed everyone pointing out where they came from on the map. The entire event was magical, and I hope it will be an annual celebration. Thanks to everyone for a great experience."

Lani Ngo, OT Supervisor also added "Many happily jumped in to help from all departments. They all came together to make this a celebration happen. It truly embodied CSDFEA's motto: Living Together We Can All Make a Difference!"

Mabuhay! Hurrah!!



# Using Public Health Nursing as an Opportunity to Serve

*By Kenya Moses, PHN Supervisor*

Nursing affords us with an opportunity of carrying out the act of providing care that is culturally appropriate. Promoting fair treatment and having a mutual partnership with clients while covering regions that encompass many different communities is optimal in public health nursing.

As a supervisor in the maternal child health home visiting program, I am privileged to witness the public health nurses exercise practices that incorporate all the principles of diversity, equity, and inclusion. Working in an environment where nurses are empowered to contribute their perspectives and experiences foster an inclusive environment in the workforce. It is important that we are practicing inclusion internally as well as externally.

As a minority, I believe that it is extremely important to work in public service doing everything possible to live and work to bridge gaps and serve underrepresented communities. During my time as a home visiting nurse, I do recall an instance where my client's eyes lit up with excitement when I walked in to see her for the first time. There was immediately a mutual unspoken understanding of what the moment meant to both of us being African American females. The trust was quickly established and made an easy partnership moving forward with her plan of care. It was important to me to make sure that she felt that there was an equitable exchange with no judgement. It naturally became my responsibility to be a mentor and an example for this young lady. Diversity in nursing recognizes the importance of creating a work force that represents the diversity of the population it serves. Knowing and appreciating the richness of cultural, religious, and ethnic backgrounds among clients served can help to promote optimal nursing care (Providing Care to a Diverse Population, n.d.).

As a public health nurse, I appreciate the ability to work in my purpose daily and look forward to continuing to assist in addressing disparities and barriers for the communities we serve and stand as a beacon of hope and role model whenever possible.

Providing Care to a Diverse Population. (n.d.). National Institute on Aging. <https://www.nia.nih.gov/health/providing-care-diverse-population>

## Motivational Interviewing, how it closes the gap of Health Equity in Diverse Populations.

*By Annette Barnard, QAS*

In keeping in stride with the Board of Supervisors strategic goals for Health Equity in the County of San Diego, we look to innovative evidence-based literature to guide us. There are multiple studies that have proven Motivational Interviewing (MI) as an evidence-based approach that applies focused listening skills that encourages diverse populations to have a voice in their health for improved outcomes.

The Motivational Interviewing concept is similar to the person-centered care model where the patient is encouraged to engage in the assessment, planning and implementation of their care, allowing the patient to communicate their cultural behaviors, thoughts about their perspective health issues, and struggles so that they feel motivated to make changes to improve their health (Freira, et al, 2018).

Freira's recent meta-analysis study by European Journal of Pediatrics, concluded there is evidence to support that MI had anthropometric health outcomes in their body mass index for diabetic patients when clinicians focused their interview around patient's circumstances, behaviors, and thoughts about their diabetes. There specifically five domains of study: Evocation, Collaboration, Autonomy/Support, Direction, and Empathy. The population selected was a school setting where normally these students would not have access to healthcare and the group peer interaction would provide a sense of support and belonging.

The students were given counseling sessions in multiple forums, individually, with peers, and with family in attendance. The data found that adolescents verbalized more in individual settings where they could address intimate issues surrounding their lifestyle. The study also concluded face to face interviews resulted in better outcomes than online and telephone counseling sessions. In conclusion, this study provided evidence that MI counseling was effective and resulted in reduced obesity that impacted their overall diabetic health.

Freira, S. et al. Anthropometric outcomes of a motivational interviewing school-based randomized trial involving adolescents with overweight. European Journal of Pediatrics, [s. l.], v. 177, n. 7, p. 1121–1130, 2018. DOI 10.1007/s00431-018-3158-2. Disponível em: <https://discovery.ebsco.com/linkprocessor/plink?id=89819610-f195-3613-a243-155f75d7b7ab>. Acesso em: 22 jun. 2023.



## New Beginnings

### *By Stephanie Nilsen, PHN Supervisor*

Imagine waking up one day to the sound of air sirens and being told your country has been invaded and at war. Imagine your hopes and dreams being irrevocably changed. Daily, you fear for your life and for the lives of those you love. It's a horrendously difficult decision to make, but you know it is not safe for you and your unborn child to stay. You decide to leave your home, your husband, your family, your friends, the job you love, and your two dogs and cats and come to the United States.

Imagine finding yourself alone in a foreign country and pregnant. You do not speak the language or know the customs and culture. You need a home, food, healthcare, medical insurance, job, transportation, supplies for your baby, and maternity clothes.

This was not a new beginning Natasha\* would have ever imagined or wished for. Yet, she is here, in San Diego, having her first baby in February 2023. Natasha is my Nurse Family Partnership client, and I am in awe everyday of her courage and resilience. The tears flow every time she speaks of her husband and grandmother back in Ukraine. "I miss them so much" she says. A pain that I cannot imagine. I sit with her pain, and then we get to the work of our shared commitment to bring her baby into a kind and loving world, as best we can, knowing we are worlds away from her home and support in Ukraine.

It started with humility on my part, knowing nothing about the process that brought Natasha here and the resources available to her as a war refugee. My first phone call was to San Diego County's Office of Immigrant and Refugee Affairs. Hassan was pivotal in helping me understand the resources available to Natasha. With my work laptop and hotspot, she applied for Cal-fresh and Cal-Works. When we ran into bumps along that path, Scarlett and Dalia from the Family Resource Center, explained to me what was needed to move forward. Thanks to a warm hand off provided by Kim, the WIC Lactation Consultant, Natasha and I went to the WIC office together and she signed up for benefits. Issues with her health insurance were resolved by calling the State Ombudsman Office and talking to Whitney.

Challenges came when she received benefit information in Russian and although Natasha speaks Russian in addition to Ukrainian, she couldn't understand what was being asked of her. Vadim, one of our clinic nurses who speaks Russian, helped me translate the document so I could follow up. When I shared with Debbie, my manager, and Stephanie, my supervisor, how I wish we had baby books in Ukrainian for her to read to promote bonding with her baby, they found a way to make that happen. Her circle of care also includes Carina at her pre-natal provider's office and Stacey from Vista Hill who gave me ideas on how to support Natasha's mental health. Victoria is the ULG Russian interpreter who has been serendipitously available each time I call for an interpreter. Having the same interpreter each time I talk with Natasha, which is often, is a source of comfort and familiarity. I smile as I hear Natasha and Victoria greet each other in Russian. The difficult and tedious work of conversing using an interpreter has become a joy to me.

Today, I reached out to a doula named Irina who speaks Russian. I was concerned Natasha would be giving birth with only hospital staff by her side. Irina has plans to meet Natasha next week to offer her support. Natasha's circle of care continues to grow.

I name these individuals out of gratitude and acknowledgement that none of us can do it alone. Her circle of compassion and care is made up of each of these people. The support is palpable to this first-time mother. I feel it; Natasha feels it. She is not alone. Her new beginning has started.

\*Please note: Client name has been change for privacy purposes.



Congratulations to Elizabeth Casao, Clinic nurse at North Inland Public Health Center, on earning your Bachelor of Science degree in Nursing! You are truly an inspiration working from LVN to RN to BSN. We appreciate your dedication to the nursing profession and your contribution to Medical Care Services.

## Foot Team Nurses Championing Equity, Diversity , and Inclusion

By: *Liberty Awa, RN, PHN, PHN Supervisor- ONE*

“The future depends entirely on what each of us does every day” – Gloria Steinem

The American Public Health Association advocates for vaccinations stating that “vaccinations protect the individual and the public from life-threatening, preventable diseases... registered nurses have a responsibility in advocating for necessary vaccines throughout an individual’s health care continuum.”

In February 2023, as the public health emergency for COVID-19 ended, the County of San Diego saw an increase in Hepatitis A cases in downtown San Diego. This presented the opportunity for Foot Team nurses to champion Equity, Diversity, and Inclusivity through the same best practices in excellence that were refined through T3 efforts. As nurses pivoted to mobilize and focus efforts to mitigate the spread of Hepatitis A in downtown San Diego with the shared purpose to protect San Diego residents against Hepatitis A. Nurses championed a population health approach and met clients where they were, leading Hepatitis A vaccination events and education efforts to unsheltered communities, focusing on encampments and high-risk areas, delivering services to all customers with H.E.A.R.T. Endeavors continue into June 2023, as Foot Team nurses have played a role in administering over 4,500 Hepatitis A vaccinations, some of which were administered by Foot Team nurses. Additionally, County Foot Teams partnered with other community partners to administer Hepatitis A vaccines at 186 vaccination events since February 2023 (2023 Hepatitis A Local Situation).

Foot Team nurses aligned with the County efforts to actively take and expand steps to prevent further spread of Hepatitis A. Nurses continue to deliver person-centered care to vulnerable unsheltered residents by offering Hepatitis A vaccines, along with other vaccines such as COVID-19, Flu, and Mpx vaccines. Foot Team nurses lead and use a trauma-informed lens to collaborate with community partners, offering immunizations, vaccine education, disease prevention, hygiene kits, and Harm Reduction resources to high-risk communities. Nurses continue to champion the County’s efforts toward equity, diversity, and inclusion as they establish and trusting relationships with unsheltered residents and outreach partners. Nurses continue to promote and protect the health of communities across the County with a steadfast commitment to Equity, Diversity, and Inclusivity as we continue to advance public health.

2023 Hepatitis A Local Situation. 2023 Local Situation. (n.d.). [https://www.sandiegocounty.gov/content/sdc/hhsa/programs/phs/community\\_epidemiology/dc/Hepatitis\\_A/2023localsituation.html](https://www.sandiegocounty.gov/content/sdc/hhsa/programs/phs/community_epidemiology/dc/Hepatitis_A/2023localsituation.html)

Immunize. ANA. (2017, October 20). <https://www.nursingworld.org/practice-policy/work-environment/health-safety/immunize/>

Access the county’s [EBSCO Health homepage](https://my.openathens.net/)  
using a universal link



<https://my.openathens.net/>

# Diversity, Equity, and Inclusion

## *by Nina Aguilar, NP*

Diversity, Equity, and Inclusion (DEI) hold a foundational role in San Diego County's commitment and values. Our county workforce embraces DEI through trainings, committees, events, and more. However, we acknowledge that annual trainings and monthly events reinforce these principles, but as nurses we can advance these principles by committing ourselves to continue to grow professionally and as nurse leaders.

Recently, I had the privilege of attending the Association of Public Health Nurses (APHN) and Association of Community Health Nursing Educators (ACHNE) Joint Conference on behalf of the Central Public Health Center. During a panel on "Overdue Reckoning on Racism in Nursing," Dr. Lucinda Canty, Dr. Christina Nyirati, and Dr. Peggy Chin expressed their reservations about relying solely on implicit bias training. They emphasized that it should be a lifelong journey rather than a one-time lecture.

Understanding that impacting our communities' health necessitates self-awareness and acknowledgment of our own thoughts and privileges, we must begin the fight against racism in our own backyard. This involves how we treat our coworkers and engage with people in our community.

While I encourage all to participate in DEI trainings, it's equally important to go beyond and reflect on ourselves. Pause and reconsider if our words unintentionally perpetuate microaggressions. Engage in conversations about the impact of racism on those around us, listening attentively and respecting their emotions, including anger and grief.

Throughout this transformative process, remember to be compassionate towards yourself. Moving away from racism is a difficult and lifelong commitment. Together, we can gain a deeper understanding of our community, fostering a safe environment where true healing can occur.



Some representatives of the County of San Diego Public Health Nursing Workforce at the APHN ACHNE Joint Conference.

Left to right: Stacey Sundling (PHN), Abigail Aquino (PHN Supervisor), Kaila Domingo (PHN), Taylor Withers (PHN), Angela Mitchell (Assistant Chief Nursing Officer), Jamie Akena (PHN), Denise Lozares (Director of Nursing), Carla Macias (PHN Supervisor), and Nina Aguilar (PHN)



# Diversity and Inclusion

*By Amaya Ly, PHN Manager, N. Coastal PHC*

Diversity refers to people with different backgrounds such as cultural, gender, religious, sexual orientation, and socioeconomic backgrounds. Inclusion refers to being deliberate in creating a respectful and safe environment for everyone (Minority Nurse, 2022). As nurses in the County of San Diego, we are fortunate to have the opportunity to work with diverse clients and with each other. Cultural competence describes the ability to effectively interact with people belonging to different cultures and seeing the client as a unique person (Deering, 2022).

At the North Coastal Public Health Center, we strive to practice cultural competence and cultural humility when we are with each other and with our clients. Cultural humility is a lifelong process of self-reflection, and it requires us to take a step back to understand our own assumptions, biases, and values (Yeager & Bauer-Wu, 2013). Nurses are working with clients directly through home visiting in maternal child health, giving vaccinations, working at community events, providing treatment in the LTBI and STD clinics, and mentoring students. Nurses need to have the ability to build a rapport and trust with their clients so that they can provide education and services. By understanding diversity and inclusion, we can work towards achieving health equity and providing an environment for all individuals to feel a sense of belonging.

Deering, M. (2022, November 29). Cultural Competence in Nursing. Nurse Journal. Retrieved June 22, 2023, from <https://nursejournal.org/resources/cultural-competence-in-nursing/>

Minority Nurse (2022, May 19). The Importance of Diversity, Equity, and Inclusion in Nursing. Retrieved June 22, 2023, from <https://minoritynurse.com/the-importance-of-diversity-equity-and-inclusion-in-nursing/>

Yeager, K., & Bauer-Wu, S. (2013). Cultural Humility: Essential foundation for Clinical Researchers. Applied Nursing Research. <https://doi.org/10.1016/j.apnr.2013.06.008>

Photo 1 (from left to right, back to front)  
Stacey Sundling, Cassidy Meyer, Cassi Zygliczynski, Sinthia Reynoso-Ramirez, Jessica Gaylord, Kathryn Kerr, Robin Anderson, Jing Jing Wallace, Mary Ho, Veronica Figuerora, Di Bamford (guest), Letisha Kingsbury, Jill Cruz



Photo 2 (from left to right)  
Nancy Zamora, Sharon Davis, Yosuf Sadat, Anna Vanpaepegthem, Amaya Ly, Karina Reyes