

Everyday Ethics in the 21st Century: Creating and Sustaining a Culture of Ethical Practice

Cynda Hylton Rushton, PhD, RN, FAAN

Anne & George L. Bunting

Professor of Clinical Ethics

Professor of Nursing & Pediatrics

Johns Hopkins University

Berman Institute of Bioethics

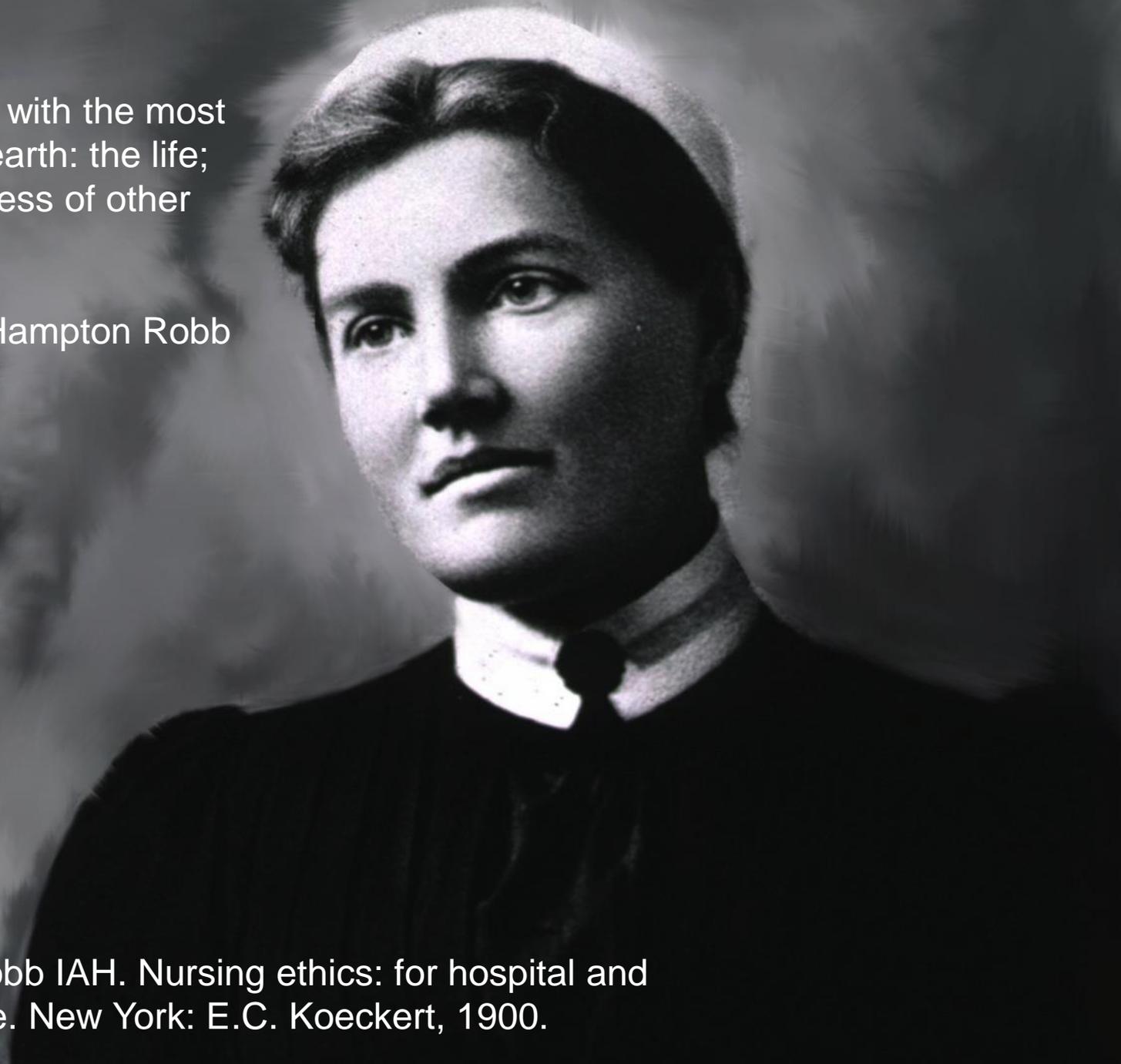
Schools of Nursing & Medicine



Nurses are trusted with the most precious thing on earth: the life; health, and happiness of other human beings.

-Isabel Hampton Robb

Author: Robb IAH. Nursing ethics: for hospital and private use. New York: E.C. Koeckert, 1900.



What keeps nurses up at night?





What Keeps YOU Up at Night?



Find a partner...

Take turns sharing with each other...

What are the ethical issues that keep you up at night?

Notice your body, heart and mind as you share your reflections



Debrief



- What are some of the ethical issues that keep *YOU* up at night?
- What did you discover?

What's At Stake?

- Reverence for life: respect for human dignity
- Honoring person's values and choices
- Promoting well-being, comfort, quality of life
- Minimizing suffering and harm
- Non-discrimination
- Just resource allocation: fairness
- Integrity
 - Patient/family
 - Professional
 - Organization



If Ethical Issues are *NOT* addressed?

Moral Distress

Conscience violations

Burnout

Secondary Traumatic Stress

Compassion Fatigue

Soul Pain



The Context of Health Care

Chronic
vs
Acute
care
Mgmt

Affordable
Care Act

Technology
(Overload;
CIS;
Treatment)

Genomics

Payment

- * Performance
- * Episode of Illness

Workforce
Shortages



Scarce
Resources

Global
Unrest

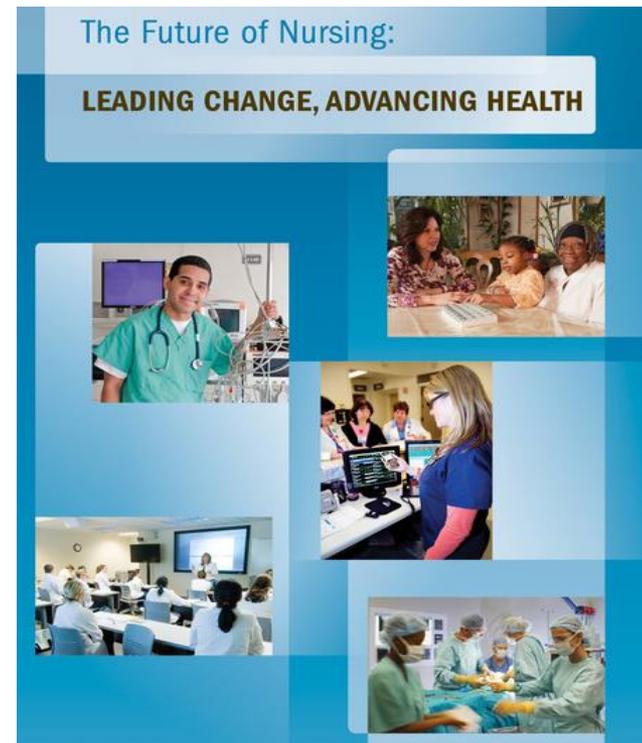
I.P.E
"Team
Based
Care

Accelerated;
Transitional
Care Models

Aging
Baby
Boomers

Future of Nursing: IOM, 2011

- Wide ranging recommendations
 - Practice to full extent of training
 - Increase education level and progression
 - Full partners in HC re-design
 - Workforce planning and data infrastructure
- Ethics: largely silent in the report
- Implicit but not explicit ethical grounding of issues



Nursing Ethics Summit, 2014

- Sponsored by the School of Nursing and Berman Institute for Bioethics at Johns Hopkins University
- 20 nurse ethicists
- **9 Strategic Partners** (AAN, STTI, ANA, AONE, AACN, NLN, AWHONN, ICE, NINR;
- **Collaborating Partners** NCSBN, AACN, NSNA, ONS, Hastings Center, Center for Practical Bioethics
- 2 ½ days
- Group work in education, research, policy and practice
- Development of Blueprint for 21st Century Nursing Ethics

Participants



Challenges Addressed in Summit

- Prominence of ethical issues in health care and gaps in nursing competence in ethical practice
- Lack of faculty training & educational models for teaching ethics
- Concern about policies that undermine nurse integrity & ethical practice
- Insufficient evidence base to guide interventions



A Blueprint for 21st Century Nursing Ethics: Report of the National Nursing Summit

Explore the report:

<http://www.bioethicsinstitute.org/nursing-ethics-summit-report>

Sign the pledge:

<http://www.bioethicsinstitute.org/nursing-ethics-summit-report/sign-the-pledge-2>



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Clinical Practice



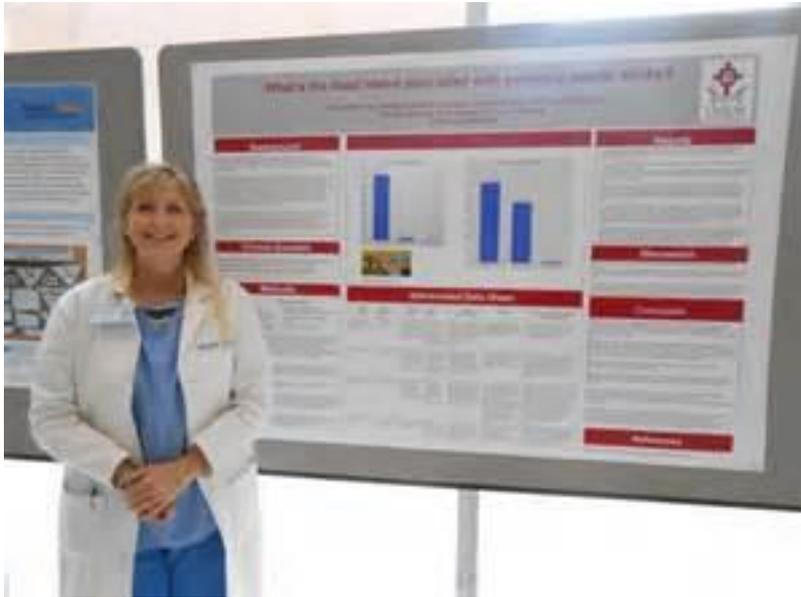
- Develop and sustain work environments that support ethical nursing practice

Nursing Education

- Promote excellence in nursing education, in order to build a strong and diverse healthcare workforce to advance the ethical delivery of healthcare



Nursing Research



- Develop a research agenda that will lead to a culture of ethical practice in diverse setting that is evidence-based and measurable in terms of outcomes and pragmatic considerations

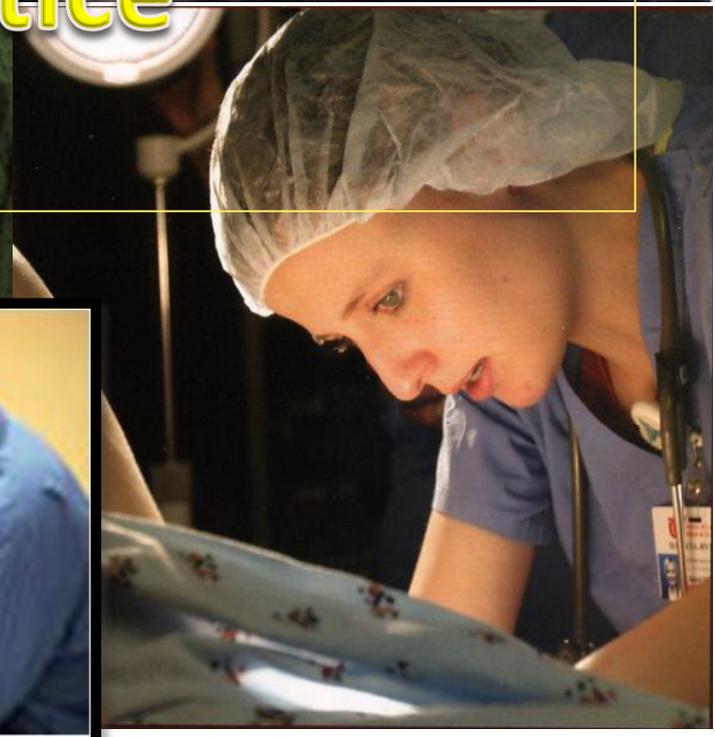
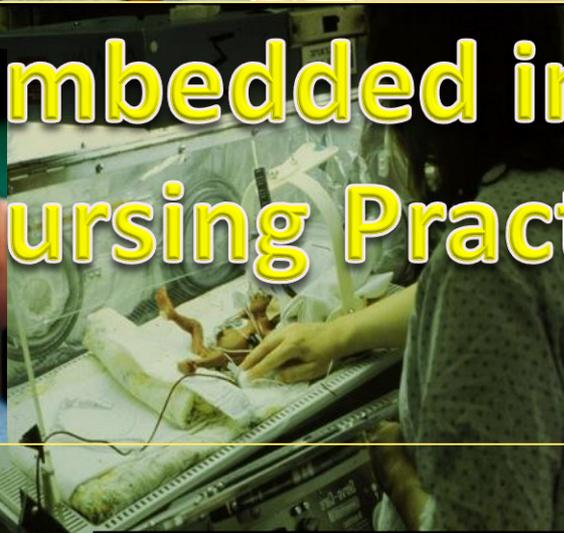
Nursing Policy

- Create an ethical practice environment through the development of resources, policies, outcomes, education, training and research





**Ethics is embedded in EVERYDAY
Nursing Practice**



A Blueprint for 21st Century Nursing Ethics: ***Report of the National Nursing Summit***

As an outcome of the Summit, we are asking major nursing organizations and other healthcare-related partners to take a leadership role by endorsing the following **vision statement**:

Ethics is a critical part of everyday nursing practice. Nurses in all roles and settings must have the knowledge, skills and tools to uphold their professional values. We pledge to work together to support and safeguard the professional values of nurses -- and all health care professionals-- and to strengthen a culture where they are able to practice ethically.

Join us. Sign the pledge.

<http://www.bioethicsinstitute.org/nursingpledge>

Impact: Catalyst

- Strategic partners implement action (E.G)
 - ANA—Release of revised Code of Ethics; Sponsor of Nursing Ethics Symposium; 2015-Year of Ethics
 - STTI—developed and launched on-line ethics education curriculum
 - AACN-
- Strategic & Collaborating Partners endorsed Pledge; 60+ Nursing Organizations
- Web report—views (11,767-8/2014-10/2015)
- #NursingEthics Influencers—8,043,455 (10/2015);3,436 Tweets
- Directory of Nurse Ethicists
- Publications: E.g. HCR, Outlook, AACN, ANA, AWHONN, NSNA;
- News Coverage: Baltimore Sun, NurseZone, Reflections on Nursing Leadership; .
- Ethics presentations at National Nursing Conferences
- Student Nurses Passed Resolution to Support Ethics Education

Moving the Agenda Forward

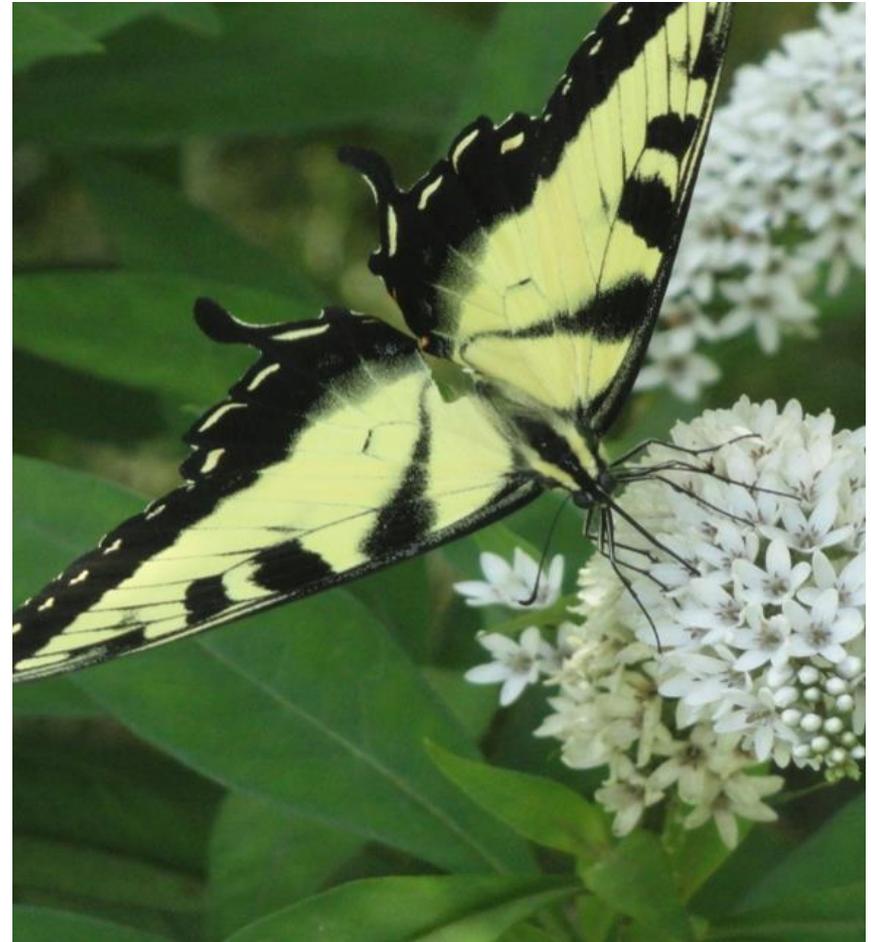


A culture of ethical practice: A vision for the future

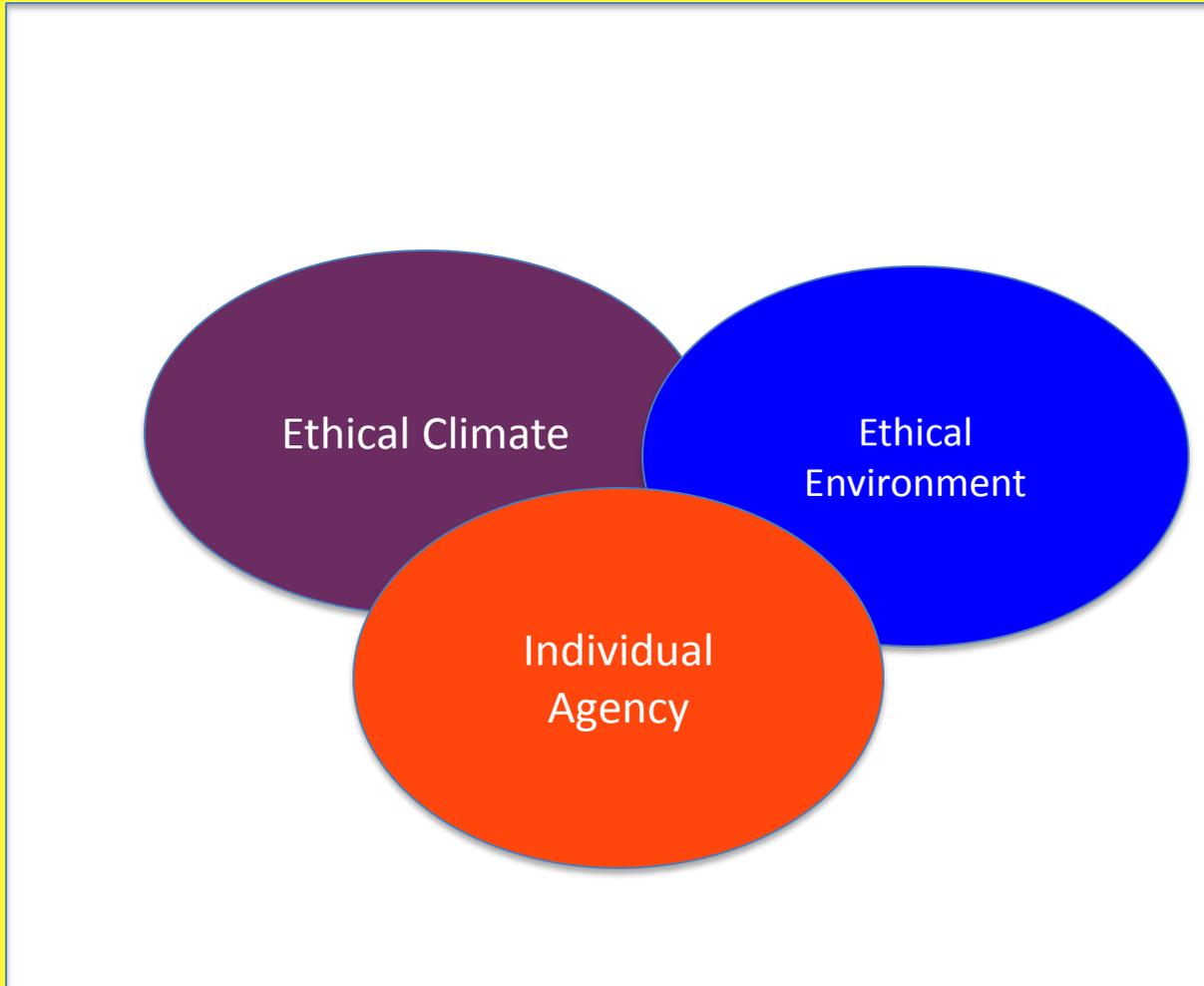


A culture of ethical practice

- What is needed to support you to practice ethically
- Personally?
- Professionally?



Culture of Ethical Practice



Ethical Climate

Ethical Environment

Individual Agency

Culture of Ethical Practice

Characteristic of an ethical culture and environment,

Fox, et al. IntegratedEthics: Improving Ethics Quality in Health Care www.ethics.va.gov/IntegratedEthics.

- “Appreciates that ethics is important”
- “Recognizes and discusses ethical concerns”
- “Seeks consultation on ethics cases when needed “
- “Works to resolve ethics issues on a systems level”
- “Sees ethics as part of quality”
- “Understands what is expected of them”
- “Feels empowered to behave ethically”
- “Views organizational decisions as ethical”

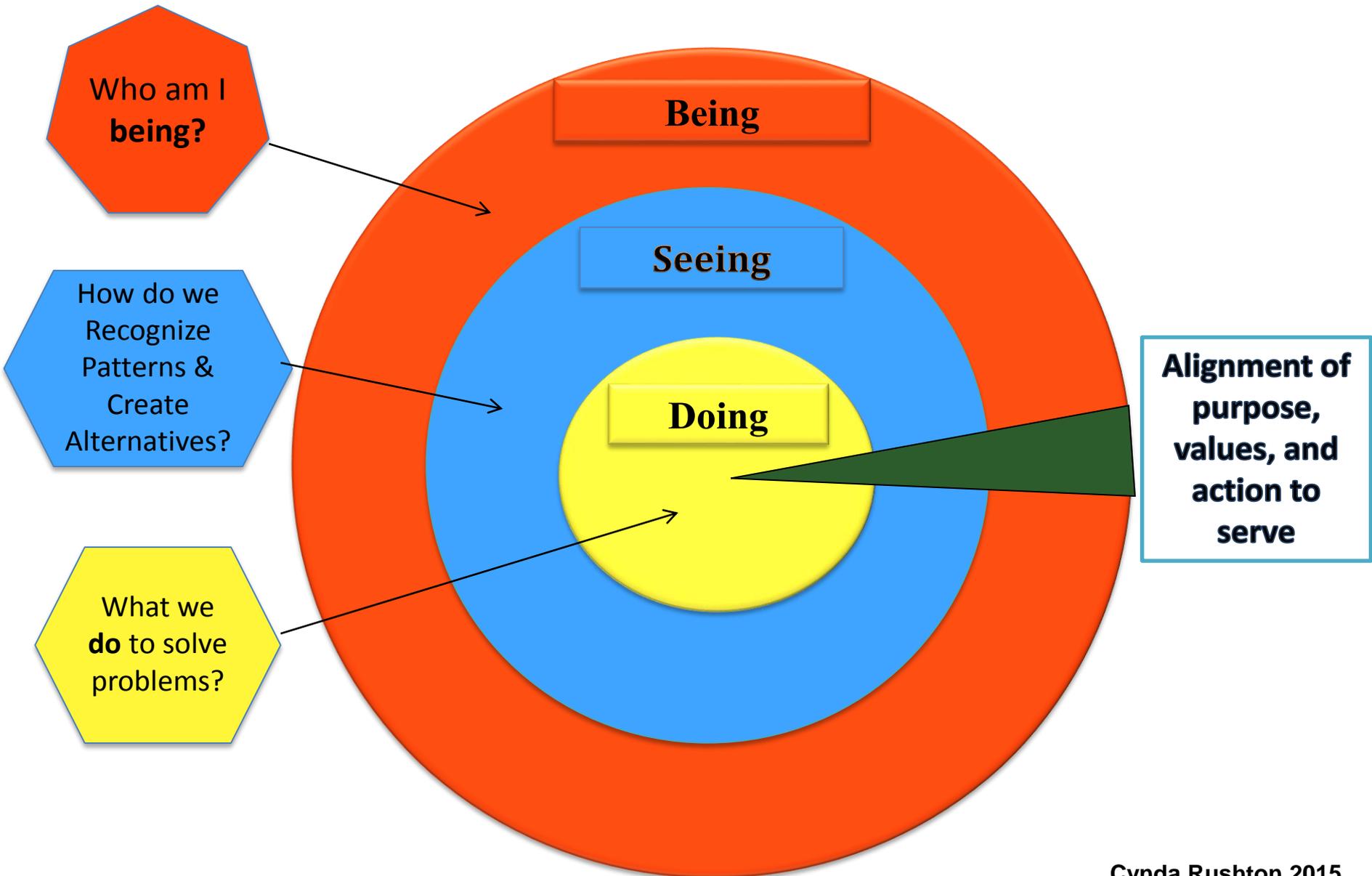
IntegratedEthics: Improving Ethics Quality in Health Care
www.ethics.va.gov/IntegratedEthics.

Conditions for an ethical culture

- Robust moral sensitivity
- Trust of capability, character, and communication
- Norms for respectful dialogue (not information transfer) and responding to disagreement or conflict
- Patterns of inclusion and inquiry-including ongoing discernment of what is known, norms, patterns, assumptions, moral imagination
- Norms for “speaking up and speaking out”

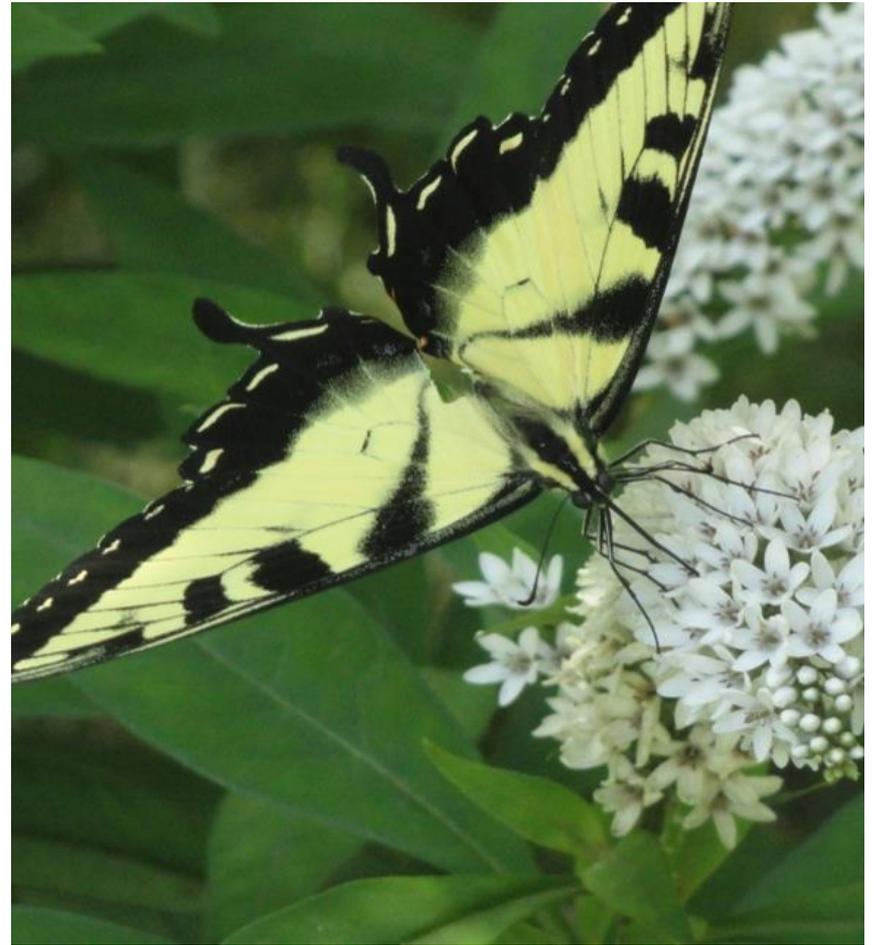
A Culture of Ethical Practice©

A Conscious Full Spectrum Response



A culture of ethical practice

What shifts in you,
your team,
organization and
society are needed
to support you to
practice ethically?

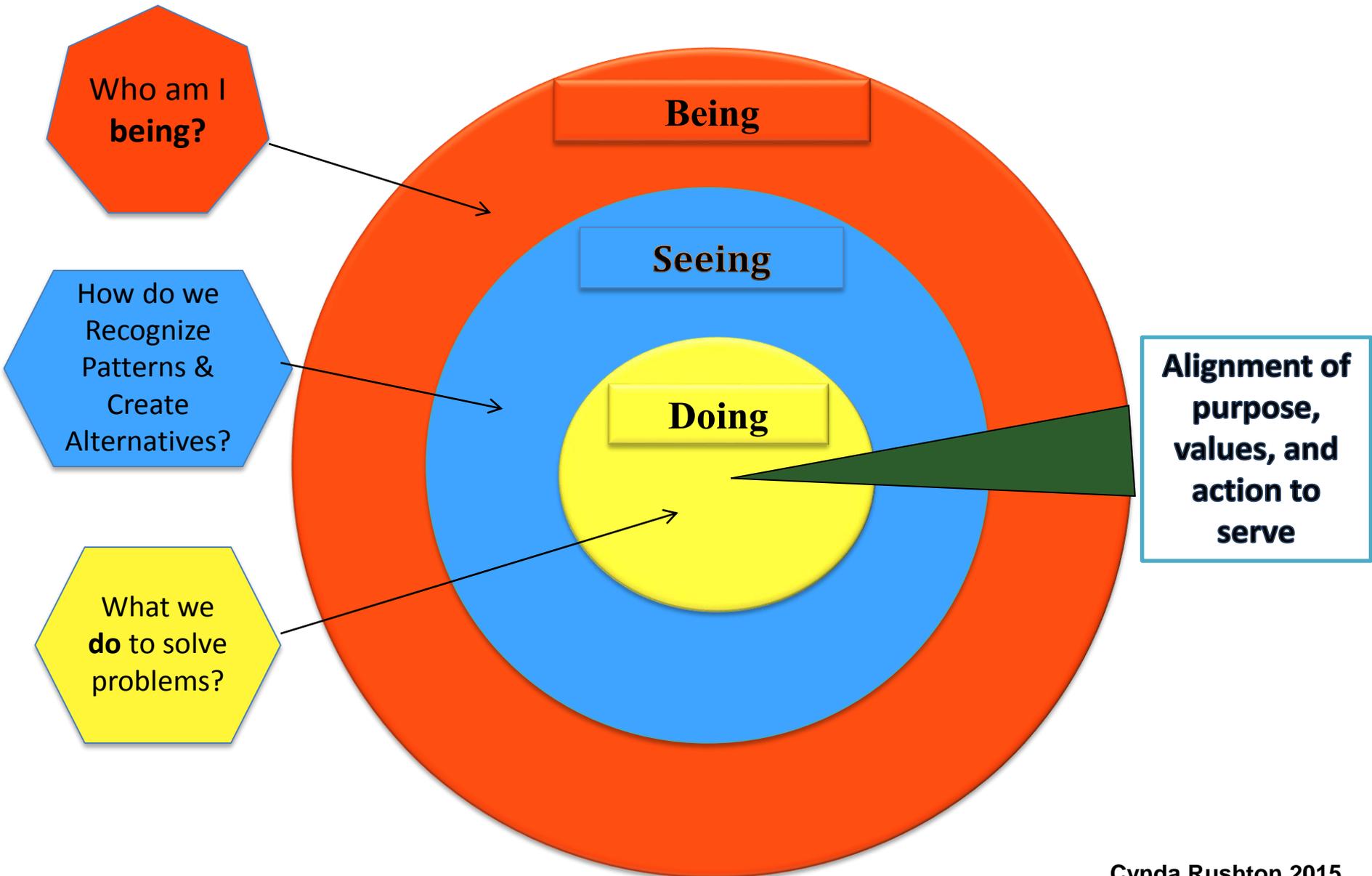


Possible shifts

- Apathy → • Engagement
- Victimization → • Effective moral agency
- Hierarchical → • Collaborative
- Silence → • Voice
- Exclusion → • Inclusion
- Disrespect → • Dignity
- Disparity → • Fairness

A Culture of Ethical Practice©

A Conscious Full Spectrum Response



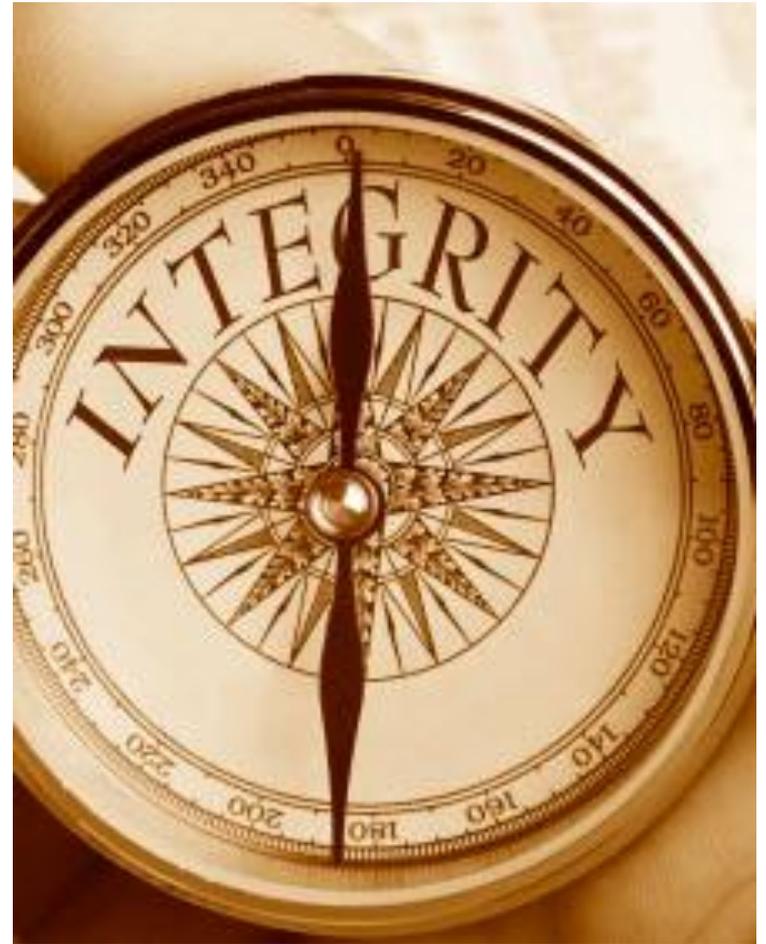
Moving to action

- Getting in touch with who am I being in each moment?
- One thing I can do to shift the pattern to make ethical practice routine?
- What step will I take in the next month to promote ethical practice in my workplace?



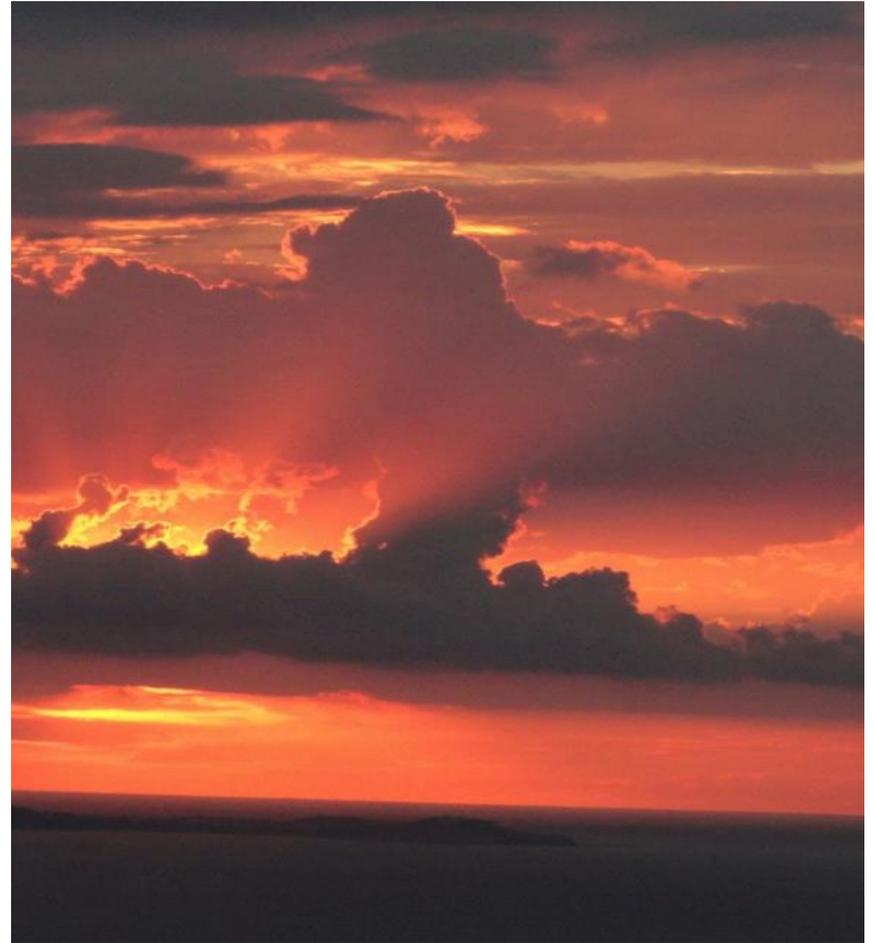
Integrity—starts with “I”

- Walk the talk—**be** your values in each moment—even when no-one is watching
- Ask the hard questions
- Speak with good purpose and adopt a “learner” mindset
- Responsible and accountable for one’s actions & inactions



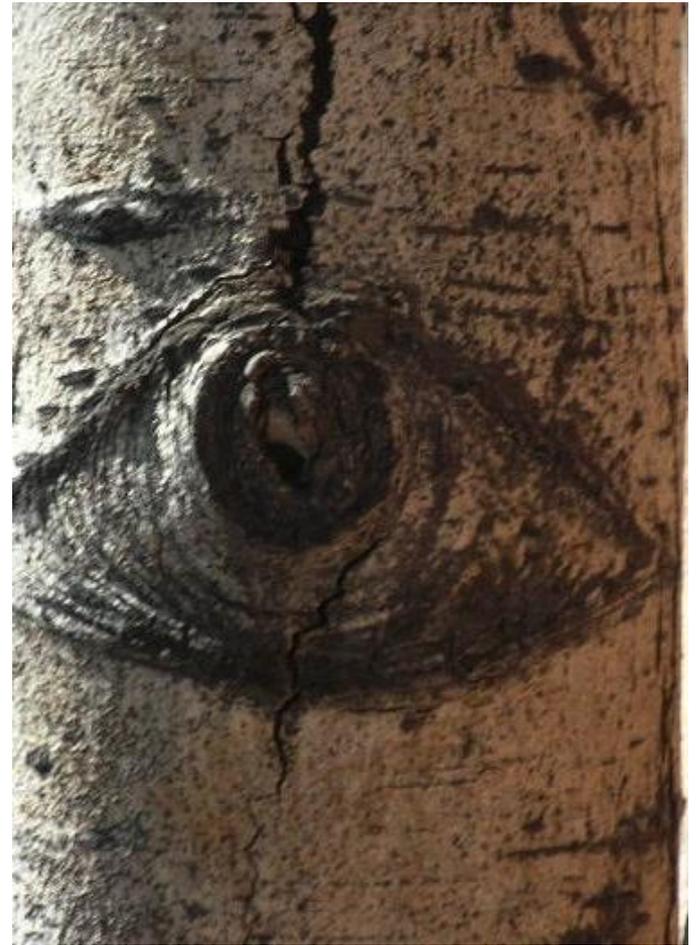
Living the ANA Code of Ethics

- Understand the 9 provisions and the interpretive statements
- Use the ANA Code of Ethics to address ethical questions
- Leverage to support ethical practice



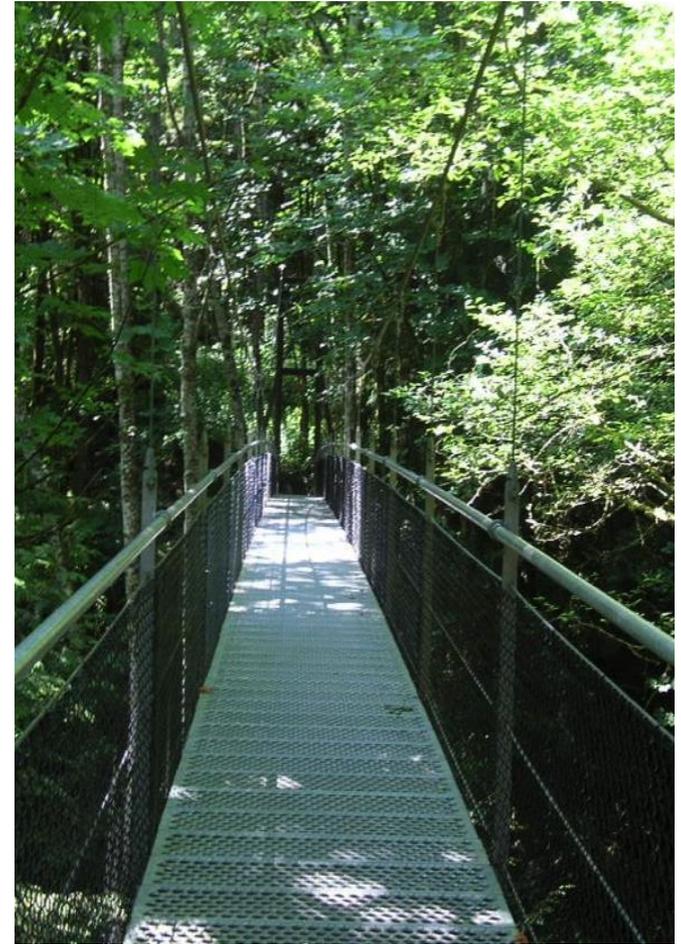
Listen to the Call of Conscience

- Reconnect to the physical, emotional and mental dimensions of conscience;
- Notice patterns of responses—muted, angry, numbed, dismissive, cynical, aggressive,” routinized” etc.
- Inquire into meaning
- Seriously consider how to respond to cues
- Choose principled action



Take Principled, ethically grounded action

- Action seeks to reestablish a moral value or standard and preserves integrity.
- Grounded in a state of mental and emotional stability
- Discernment, inquiry, and self- effacement
- Action is wise & compassionate

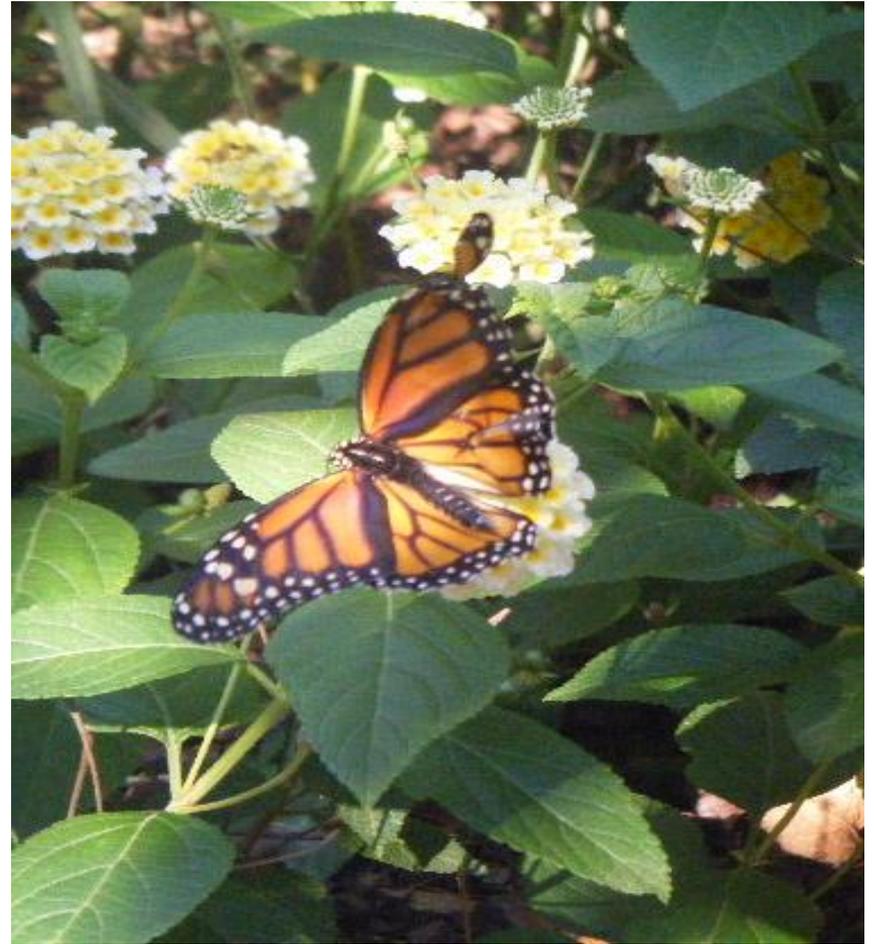


What does it take? Leaders (Yes, You!!)

- Embrace difficult, and frequently unknowable, questions.
- Embrace risk & intentional dialogue
- Are focused, purposeful and engaged
- Their presence and not & should NOT be confused with position
- *Must lead “ethical climate” change*



**We are the
ones we have
been waiting
for...**



Resources

- <http://www.bioethicsinstitute.org/nursing-ethics-summit-report/blueprint-for-the-future>
- American Nurses Association. (2015). Code for Ethics for Nurses with Interpretive Statements . Washington, DC.
- Rushton, C. H., & Broome, M. E. (2015). Safeguarding the Public's Health: Ethical Nursing. *Hastings Center Report*, 45(1).

Contact info:

crushto1@jhu.edu