

2022 ANNUAL **IMPACT** REPORT



Elevating Nurses, Advancing the Nursing Profession

In 2022, the COVID-19 pandemic made an uneven but gradual retreat, leaving nurses still on the frontlines of patient care, facing complex and stressful work environment challenges. Nurses fought for their well-being while remaining committed to excellence in practice and to their profession, considered America's most trusted for 20 consecutive years. Representing the nation's more than 4 million registered nurses, the ANA Enterprise—American Nurses Association, American Nurses Foundation, and American Nurses Credentialing Center—stood steadfastly with all nurses.



We championed nurses in forums far and wide, leveraging the collective strength of the ANA Enterprise.

We advocated forcefully in concert with our constituent and state nurses associations and other partners to propose solutions to the troubling nurse staffing crisis and achieve key public policy changes that support nurses.



Together with leading nursing organizations **we advanced diversity, equity and inclusion** in the nursing profession, continued our dedicated work as an employer, and looked deeply at the consequences of our past harmful actions—recognizing we are merely at the start of a journey.

We made critical investments in support of nurses' mental health and well-being and in piloting their novel and insightful ideas for reshaping nursing practice and health care.



We spoke out urgently in media appearances and other public forums on issues that matter to nurses, giving voice not only to their challenges but also their ingenuity and leadership.



We recognized nurses and organizations worldwide, raising the bar on practice excellence in all settings and career stages.

We produced insightful educational content to meet nurses' evolving practice needs and brought resources that matter to nurses throughout their careers.

Together, as the leading family of organizations representing the nation's registered nurses, **we advanced our shared mission** to shape the future of nursing and health care and our vision to create a healthier world through the power of nursing.

Recognizing Key Accomplishments in 2022

CHAMPIONING NURSES

Like nurses nationwide, the ANA Enterprise adapted as the COVID-19 pandemic waxed and waned. We advocated relentlessly on behalf of nurses and their work environment challenges—physical safety, optimal staffing, and mental health and well-being support. Along with our constituent and state nurses associations and stakeholder partners, we pushed to remove federal and state barriers to practice, and we offered rich, thought-provoking content to inspire nurses' design-thinking while staying abreast of evolving practices. We convened world-class subject matter experts to educate nurses on a broad range of contemporary topics. When nurses and the nursing profession were assailed, we advocated for Just Culture in examining patient care errors, and we consistently called for education and resources to support the public's health.



AYOMIDAMOPE ADEBIYI,
MSN, APRN, FNP-BC, COHC,
CEN

"I believe that ... at the core of nursing is the initial call to serve people, the community, and those around us. So, a nurse leader should and must always be a servant leader, looking earnestly for an opportunity to bring growth and well-being to the people around them and the community to which they belong."



SAMANTHA ROECKER,
BSN, RN, MSc

Samantha raised more than \$52,000 on behalf of the Well-Being Initiative "I definitely didn't go into this marathon my fittest or fastest. But this race just served a different purpose for me, to support and represent nurses and other healthcare workers who have struggled the past 2 years."

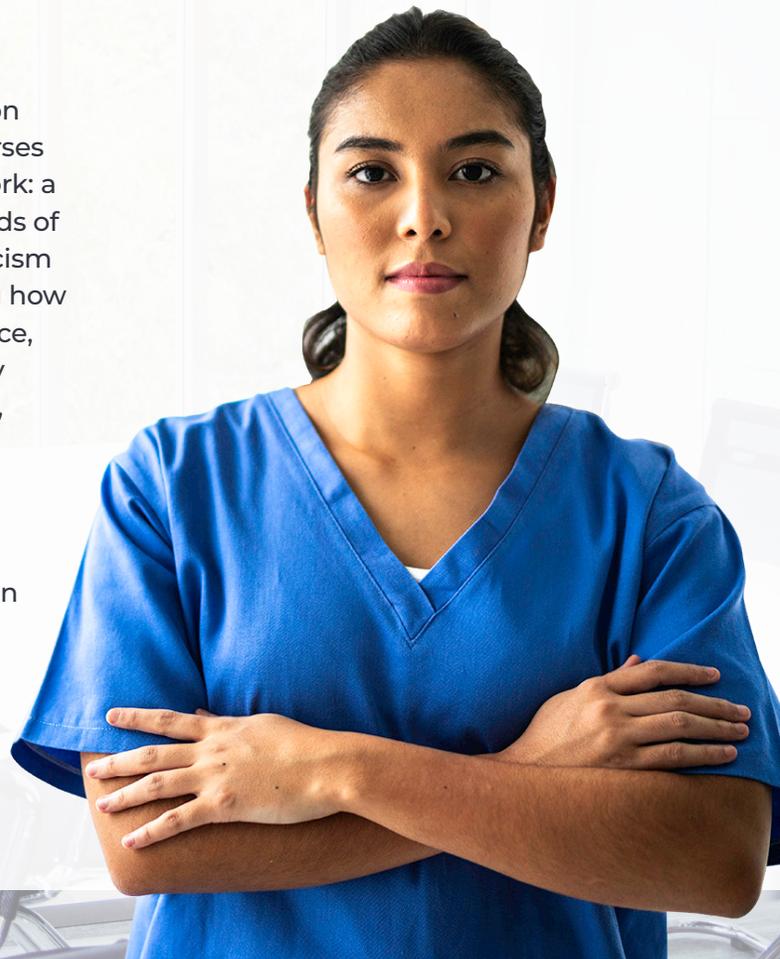


NICOLE VIENNEAU,
MSN, RN, NC-BC

"Just because you're burned out doesn't mean you're broken. You can connect to your true being instead of only doing things for other people."

ACTING AGAINST RACISM IN NURSING

As a co-lead member of the National Commission to Address Racism in Nursing, the American Nurses Association advanced the Commission's vital work: a landmark survey that found that nearly two-thirds of nurses have personally experienced an act of racism in the workplace; a foundational report detailing how racial bias exists in all aspects of nursing—practice, policy, education, research, and in contemporary society; and Project ECHO on Racism in Nursing, which provided an open, safe environment for nurses to learn more about and hone skills to confront racism. ANA also started a journey of reckoning with our past harmful practices and policies and apologizing to, seeking reconciliation with, and asking forgiveness from nurses of color. Our goals: create an avenue for healing of individual nurses and our profession. As an employer, we seek to exemplify diversity, equity, inclusion, and anti-racism.



MARTHA A. DAWSON,
DNP, RN, FACHE

“For too long, our profession has treated racism as a small, localized abnormality when it is an open wound. Nurses know that a sterile bandage will not remove infection. Nursing has the opportunity to look in, lean in, and change our profession. It is not enough to be the most trusted; we must become true healers and heal ourselves.”



ZACK HUDDLESTON,
BSN, RN, PHN

“It’s important that we as a nursing organization are very clear on our stance against racism. Because nurses who want to take a stand or speak to management about racism often don’t feel empowered to do so in the workplace. Having your state nurses association affirm its position provides validation and empowers you to do the right thing.”

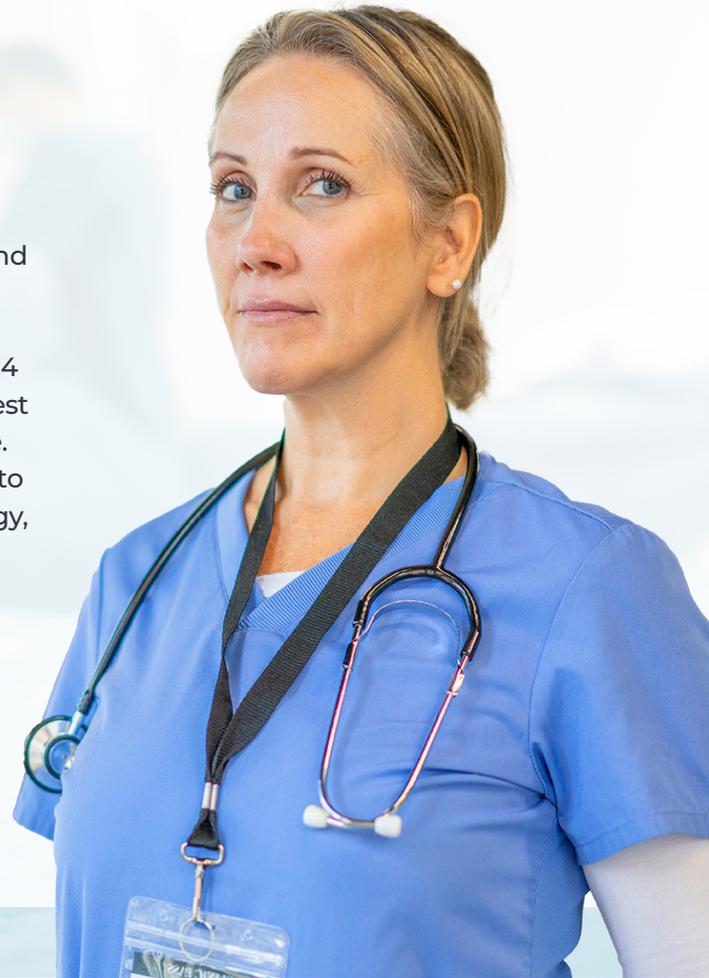


ROSE HORTON,
MSM, RN, NEA-BC

“There are 350,000 nurses working with the birthing community. If just 20% of them made a commitment to improving Black maternal health, the results would be remarkable. Imagine what could happen with 100% compliance.”

DRIVING CHANGE AND INNOVATION

The American Nurses Foundation enhanced our commitment to nurses' well-being through a groundbreaking \$3.1 million grant project. The Stress and Burnout Prevention Pilot is funding demonstrations of systems-level approaches to prevent nurses' stress and burnout. Our Reimagining Nurses Initiative awarded \$14 million to 10, three-year pilot programs in 29 states to test and scale bold nurse-led ideas to transform health care. These innovations aim to enable new nurse graduates to succeed immediately, enhance practice with technology, tactics, and tools, and elevate the value of nursing through direct payment. Our Pulse on the Nation's Nurses Survey Series chronicled the unsafe environments and extraordinary stresses in which nurses are working—with nurses of color and younger nurses hit hardest. Insights from these surveys informed the ANA Enterprise's approach to supporting all nurses.



KIERSTEN HENRY,
MSN, RN, PMHNP-BC, CNL

“The work of the Partners for Nurse Staffing Think Tank gives hope to nurses at the bedside that there are people advocating for a change in the workplace. For the nurse at the bedside, it’s a pathway towards a better future state as compared to what we’ve been dealing with for decades, but even more over the past couple of years.”



JASMINE BHATTI,
PhD(c), MS, RN

“This is something every single person deserves. The funding from this Reimagining Nursing Initiative grant will allow us to demonstrate to insurers that everyone should leave the hospital with a nurse—period.”

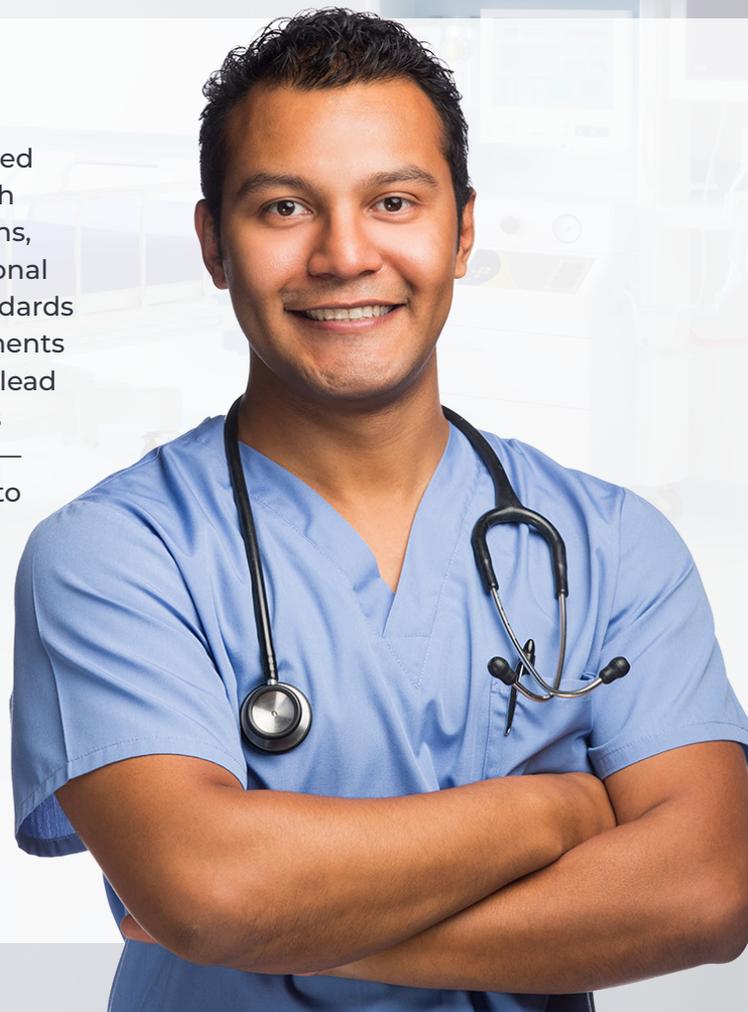


KENDARA RIPP,
DNP, RN, CPHQ

“The silver lining of the pandemic is that it encouraged us to come up with ways to do things differently. We saw that the systems of care that we have in place were not reaching everyone who needs them, and we came up with innovative ways to provide care.”

SETTING THE GLOBAL STANDARD

The American Nurses Credentialing Center reached hundreds of thousands of nurses globally through our organizational designations and accreditations, individual certifications, and world-class educational events. We equipped organizations through standards of excellence to create positive practice environments and empower nurses to elevate patient care and lead in improving care outcomes. We engaged nurses across all professional settings and career stages—from new graduates to advanced practice RNs—to evolve and mature their practices. We convened nurses in dynamic events, in person and virtual, to celebrate their achievements and acquire knowledge and tools to bolster their pursuit of excellence. We supported a global learning community for nurses to applaud successes, discover best practices, and share solutions.



CORINNE LEE,
DNP, RN, NPD-BC, ACNS-BC

“ANCC Practice Transition Accreditation Program® sets the standard for all of your organization’s nursing transition-to-practice programs.”



ANGELA WILSON,
BSN, RN

“Being a part of the Pathway to Excellence® Program journey has been a privilege as well as a chance for personal and professional growth. As a direct care nurse, I was given the opportunity to be a part of the writing team for our Pathway document and a member of the Steering Team. I feel that I am respected and my ideas and opinions are valuable to the organization.”



KEITRA THOMPSON,
DNP, MSN, MHS, FNP-BC,
PMHNP-BC

“I chose ANCC because it is a stamp of excellence and rigor, internationally recognized for research, academic excellence, and clinical care.”

2022 BY THE NUMBERS

Some of our highlights and accomplishments during the year...

You shared your top concerns...

36,400 NURSES

chronicled their health, wellness, and work environment experiences in 3 surveys in the **Pulse on the Nation's Nurses Survey Series**



We took on a crisis...

In collaboration with key stakeholders, we identified more than **150 actionable strategies** implementable within 12 to 18 months to address the nurse staffing crisis

You pursued health and wellness...

677,000 RNs

participated in **Healthy Nurse, Healthy Nation™** and **Well-Being Initiative** programs



Together, we explored...

1,000+ NURSES

participating in **Project ECHO® on Racism in Nursing** taught and learned from each other about how to dismantle racism and develop allyship

We contributed to nurses and the nursing profession...

8,340 GENEROUS DONORS

supported our grants totaling

\$2.7 MILLION



You engaged...

We reached more than **140,000 nurses globally**, in person and virtually, through **courses, publications, events and online learnings**, to enhance their knowledge and skills and advance professionally



You joined together...

36,000+ RNs

became new ANA members.



We spoke out and engaged with you...

522 MENTIONS

in top-tier news outlets

1.2 MILLION

social media followers

You connected and inspired...

11,200 MEMBERS

in the ANA Innovation Online Community discussed their bold ideas and creative solutions for improving healthcare and nursing outcomes



You took action...

16,000+ ADVOCATES

sent 53,000 emails to elected officials and agency administrators via RNAction.org.

NEARLY 300 NURSES

from across the country shared their perspectives and expertise during hundreds of scheduled visits on Capitol Hill and virtually.

We advanced excellence in nursing...



CERTIFICATIONS

291,000
certified nurses

34,000
new certification
test takers

JOINT ACCREDITATION FOR INTERPROFESSIONAL CONTINUING EDUCATION

151
total
accredited
organizations

12
newly
accredited
organizations

NURSING CONTINUING PROFESSIONAL DEVELOPMENT ACCREDITATION

481
total
accredited
organizations

55
newly
accredited
organizations

MAGNET RECOGNITION® PROGRAM

607
total
designations

37
new
designations

PATHWAY TO EXCELLENCE® PROGRAM

204
total
designations

18
new
designations

PRACTICE TRANSITION ACCREDITATION PROGRAM®

243
total
accredited
programs

31
newly
accredited
programs

Our Leaders Reflect on 2022 and Consider the Future



LORETTA COLE, DNP, MBA, RN, NEA-BC, FAAN
ANA ENTERPRISE CEO

In a momentous year of challenges and progress, the nation's more than 4 million registered nurses adapted with the ups and downs of the COVID-19 pandemic, proving time and again their knowledge, skills, compassion, ingenuity and commitment to excellence. The ANA Enterprise acted on behalf of nurses across career stages and practice settings to address their workplace challenges, lift full practice barriers, and improve support for their mental health. We used their valuable input to inform policymakers and design our programs and services. We spoke out about COVID-19 vaccines and many other public health issues. The ANA Enterprise fostered nurses' creative ideas for improving nursing practice and health care and set the benchmark for credentialing, accreditation, and designations. We also looked inward, acknowledging and asking forgiveness for our past actions and inactions that harmed nurses of color, and indeed, the nursing profession, while also motivating change in the profession.



ERNEST J. GRANT, PHD, RN, FAAN
PRESIDENT, AMERICAN NURSES ASSOCIATION

Recognizing the essential role nurses and the nursing profession play in improving patient care and outcomes, ANA took decisive steps in 2022 to better the nation's health and health care. As a co-lead member of the National Commission to Address Racism in Nursing, ANA revealed the clear and absolute need for diversity, equity, inclusion, and anti-racism in our profession. ANA also began reckoning with our own past harmful practices and policies, apologizing to, seeking reconciliation with, and asking forgiveness from nurses of color. Together, these actions, followed by further sincere and substantive measures, lay the groundwork for a welcoming-to-all profession in which nurses leverage our knowledge, ingenuity, public trust, and commitment to excellence to enrich the health of all patients and all communities.





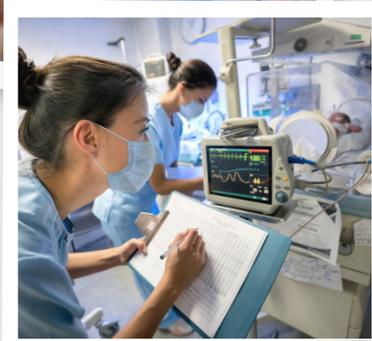
KATHY DRISCOLL, MSN, RN, NEA-BC, CCM
PRESIDENT, AMERICAN NURSES FOUNDATION

In 2022, the American Nurses Foundation leveraged our work as a philanthropic organization to evolve the nursing profession by serving as a thought-leader and a catalyst for action. We advanced 10 bold ideas, developed and led by nurses, which could transform nursing practice and health care. Our \$14 million investment in these pilot programs as part of our Reimagining Nurses Initiative is designed to make health care more person-centric and forward-looking. We also launched a \$3.1 million grant project with the United Health Foundation to design and test a new burnout prevention model. The Stress and Burnout Prevention Pilot will especially emphasize and validate the voices and needs of nurses of color and Millennial and Generation Z nurses, all of whom, we know from our Pulse on the Nation's Nurses Survey Series, have been most affected by the persistent and unpredictable demands of the COVID-19 pandemic, layered on an already highly stressful practice environment.



RHONDA ANDERSON, DNSc(h), MPA, BS, RN, LFACHE,
FAAN, FACHT
PRESIDENT, AMERICAN NURSES CREDENTIALING CENTER

ANCC uplifted nurses and the nursing profession with an extraordinary gathering of more than 11,000 at our co-located 2022 ANCC National Magnet Conference® and ANCC Pathway to Excellence Conference®. This event underscored nurses' enthusiasm for and enduring interest in standards of excellence and exemplary practice as care models and professional nursing practice evolve. Committed to staying ahead of these changes, ANCC acted quickly at the pandemic's start to offer and in 2022 maintained flexible options for nurses and organizations to pursue certifications, accreditations, and designations. Recognizing how vital advanced practice RNs are to meeting the nation's health care needs, ANCC expanded a rich menu of content and resources for nurses as they pursue their professional journeys. We also launched Advanced Practice Provider Fellowship Accreditation for programs that transition APRNs and physician assistants to new practice settings. And, we accomplished our own commitment to excellence, becoming the only nursing credentialing organization to achieve ISO 9001:2015 certification.



NURSES SPEAK



**DALLAS DUCAR, MSN, RN,
PMHNP-BC, CNL**

“Serving others within the queer community is one of the greatest privileges. I’ve been taught countless times by my patients and team to lead with the heart, and as a result, I continue to fall in love with this work. It is this powerful love that motivates me to work toward a moral vision of the future.”



LYNN HANDY, ARNP, MSN

“I found the information well presented in a way that made sense and was valuable. Thank you very much for a great presentation on a timely issue!”



**LINDSEY HARRIS, DNP,
CRNP, FNP-BC**

“As nurses, we are all advocates—for ourselves, for our patients, and for our profession. It’s part of my duty as a nurse that I’m passionate about.”



**MARITZA A. LARA, MS,
RN, PHN**

“What would happen if health systems really listened to patients and invited them to engage in designing the systems of care? Leaders do not need to have all the answers. True impact is attained when we open our hearts, listen, and enable others to grow into their potential.”



**PAMELA MULLIGAN, BSN,
RN, NBC-HWC**

“Nurses tend to quiet down our own needs so that we can continue to meet the needs of others. And that’s just not sustainable. When we take care of ourselves first, we have more clarity. We’re able to connect with each other more and identify what we need. Then we’re able to keep that care going outwards to learn what we need to build this unit, this hospital, this community into a system that works to meet the needs of everyone.”



**ANTOINETTE ROBHEMED,
MSc, BSN, RN**

“With accreditation from the ANCC Nursing Continuing Professional Development Accreditation Program, educators know exactly how to create learning opportunities.”

NURSES SPEAK



**KIM SCARBOROUGH, BSN,
RNC-MNN, RRT**

“The ANCC Pathway to Excellence® Program journey opened my eyes to see how multiple entities of our organization work together, despite having different tasks, job titles, or pay grades all for one purpose: to provide excellent care. This goes beyond patient care to include care for each other. Pathway to Excellence gave us ALL a voice to show just how amazing our teamwork is and what we have to offer one another and the communities we serve.”



**LEIGHANN SIDONE,
DNP, RN, CENP**

“Our ANCC Magnet Recognition Program® designation helps with nurse engagement and patient outcomes, and has remained steady, year after year.”



**MARITHA VAN DER WALT,
RN**

“Thank you very much for an insightful webinar and great advice and suggestions! I appreciate the resources listed.”



CHRISTINE VENTO, RN, PHN

“Thank you for knowledge regarding workplace violence. We all need reminders that anyone can be a victim. We all need support.”

The ANA Enterprise thanks all nurses for their dedication to their patients, families, communities, and the profession. We deeply appreciate ANA members, nurses and organizations, and contributors who joined with us to create a healthy world through the power of nursing.

