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

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

- Isabel Hampton Robb

A Rich History
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

Affordable Care Act

Technology (Overload; CIS; Treatment)

Genomics

Workforce Shortages

I.P.E “Team Based Care

Global Unrest

Aging Baby Boomers

Scarce Resources

Payment
* Performance
* Episode of Illness

Chronic vs Acute Care Mgmt

Accelerated; Transitional Care Models

?
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

Cite the report:

Sign the pledge:

Together we will.
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

www.nursing.jhu.edu  www.bioethicsinstitute.org
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,


- “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”

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”
Who am I being?

How do we Recognize Patterns & Create Alternatives?

What we do to solve problems?

Alignment of purpose, values, and action to serve

A Culture of Ethical Practice©
A Conscious Full Spectrum Response

Cynda Rushton 2015.
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
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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


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