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Valued and Enabled Nurses: A Gendered Vision for 2030

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At the turn of the decade, as we welcomed 2020, the year declared by WHO as the year of nurses and midwives, we looked forward to showing the world what nurses actually do and to demonstrate their impact on the health and wellbeing of populations. We also looked forward to accomplishing NURSINGNOW Goals, as well as, sustainable development Goals (SDG's). With 20 million nurses globally, we wanted to have a collective voice in developing and providing appropriate policies to deal with the challenges in health care that populations face globally. Two such challenges were providing quality care for older populations and ameliorating the effects of global environmental changes within an equity and justice framework.

We considered that since Nurses are globally 90% women, the issues and the challenges that women face are also similar to those that nurses encounter in their practice as well as in the scholarship they produce. Therefore, to have a voice and presence in making a global and a local impact on population's health, nurses must acknowledge and own historical gender and sex differentials that have created marginalization, oppression and subjugation of nurses and women. These in turn have contributed to nurse's and women's limited presence and participation in affecting policies that support women, their work conditions, and wellbeing. These issues may also have constrained nurses from working up to their full capacity in their advocacy and caring roles for patients and families, and in ensuring policies for the delivery of quality care driven by a nursing perspective and evidence.

It is now 2030 and we are looking at what we have accomplished in the previous decade. We have a strong collective voice that is contributing to the continuity of care and wellbeing for the elderly and for the vulnerable populations. Nurses now work in an environment that is healthy and supportive of leadership and impact on the quality of health care. Equity for women, allowing them to function and integrate all their multiple roles through appropriate resources, benefits, compensation and flexibility, is monitored globally by United Nations and WHO.

We achieved all that through integrating our practice with academia, leading interprofessional education, supporting nurse's innovations for health care, enhancing representations on policy tables, and insuring the development, implementation of systems for accountability that support equity, safety and civility where women / nurses live and work. We adopted an equity and justice framework, advocated, and demanded gender equity at all organizational and societal levels. Our "different voices" for change were valued and made a difference.

Incredible changes and achievements to celebrate the turn of the decade in 2030!