

Nancy Blake, PhD, RN, NEA-BC, FAONL

BIOGRAPHY

Nancy Blake PhD, RN, CCRN-K, NEA-BC, NHDP-BC, FACHE, FAONL, FAAN is the Chief Nursing Officer at LAC+USC Medical Center. She was the Chief Nursing Officer at Harbor-UCLA Medical Center from March of 2019 until June of 2021. Prior to that she was the director of critical care services at Children's Hospital Los Angeles (CHLA) for over 30 years where she helped CHLA achieve Magnet designation. Nancy has been an active member of ANA, SPN, ACNL, AONL and AACN, where she was a national board member from 2003-2006. She is a national speaker on pediatric disaster preparedness, staffing and healthy work environments. Nancy received her BSN from Mount Saint Mary's College in Los Angeles, she received her MN from UCLA in Nursing Administration and most recently received her PhD in nursing at UCLA. She recently was the co-editor of a book titled Nursing Management of Pediatric Disaster. She was inducted as a fellow in the Academy of Nursing in 2013. She is an Associate Adjunct Professor at UCLA School of Nursing and was recently named the Distinguished Alumni Member for 2021. Nancy has received a DAISY Health Equity Grant for 2021 for a research study titled Exploring Social Determinants of Health and Vaccine Declination: Pilot Survey of Adults within a Safety Net Healthcare System. Nancy is a fellow in the American College of Healthcare Executives, the American Organization of Nurse Leaders and the American Academy of Nursing.

STATEMENTS

1. Statement describing the significant issues facing AONL and potential strategies to address them.

The pandemic has exacerbated the issues that AONL was facing which are the workforce shortage, the work environment and the impact on clinician well-being, nursing faculty shortages and violence toward healthcare workers. It is important that nurse leaders advocate for funding to support nursing workforce development programs to increase faculty and enrollment. There needs to be a strong effort by nurse leaders to improve staffing to support a healthy work environment and implement programs to support clinician well-being to address the exhaustion, trauma, and behavioral health needs of the nursing staff to keep them from leaving the profession.

2. Statement describing the applicant's perspective of diversity, equity and inclusion and strategies AONL can take to demonstrate its commitment.

Diversity, equity, and inclusion are essential for our staff and patients. The pandemic has highlighted the health equity issues for patients and the social determinants of health that have impacted them from not obtaining the care that they needed. We must increase the diversity of our workforce as they are able to relate to our patient's lived experiences and assist in ensuring follow up care, education, and a more trusting relationship with the health care team. Implementation of implicit bias training in all health care settings is also essential to provide awareness of the workforce of their own bias.