

**TOPIC:** **INCREASING STUDENT AWARENESS OF THE PREVALENCE AND IMPACT OF LATERAL WORKPLACE VIOLENCE IN NURSING**

**SUBMITTED BY:** **San Diego State University  
San Diego, CA**

**AUTHORS:** **Patrick Clavillas, Megan Impreso, Justin Monzon, Arvilyn Ticano**

WHEREAS, Lateral workplace violence is deemed by some in the nursing profession as an inevitable occurrence in one's career and consider it to be rooted in nursing culture (Edmonson & Zelonka, 2019, p.274); and

WHEREAS, Seasoned nurses exploit their younger colleagues due to the inexperience that the younger nurses have with the job (Edmonson & Zelonka, 2019, p.275); and

WHEREAS, The insecurity some older nurses have towards newer nurses influences them to torment the latter in order to protect their position in the workplace hierarchy (Edmonson & Zelonka, 2019, p.275); and

WHEREAS, New graduate nurses are more vulnerable to experiencing psychological disorders, such as depression and anxiety, after being tormented in the workplace (Anesiewicz, 2019, p.256); and

WHEREAS, There are circumstances where lateral workplace violence was associated with increased occurrences of inadequate patient care and nursing errors (Pogue et al., 2022, p.1060); and

WHEREAS, Increased absences at work, heightened turnover rates, and deficient nurse retention stem from lateral violence in the workplace and result in elevated facility costs (Goddard & Mason, 2023, p.260); and

WHEREAS, Healthcare facilities that struggle to retain their new graduate nurses, after being subjected to workplace incivility, suffer financially since replacing staff is costly (Goddard & Mason, 2023, p.260); and

WHEREAS, In several European countries, nurses of different ethnic backgrounds and sexual orientations benefit from their laws' protection against lateral workplace violence, contrary to the United States (Beitz, 2023, p.192); therefore be it

RESOLVED, That the CNSA encourages student nurses to become aware of the prevalence and effects lateral violence has on nurses and the profession itself; and be it further

RESOLVED, That the CNSA invites nurses who have witnessed or experienced lateral workplace violence, whether it be charge nurses or former victims, to speak on the issue at state conventions and large SNA events at select schools if feasible; and be it further

RESOLVED, That the CNSA promotes managerial and charge nurse response to nurse incivility during daily huddles in order for healthcare systems to incorporate it into their facilities' practice; and be it further

RESOLVED,

That the CNSA advocates for the implementation of training modules that help novice nurses recognize lateral workplace violence and encourage them to utilize their facility's employee support system; and be it further

RESOLVED,

That the CNSA send a copy of this resolution to the American Nurses Association, National Nurses United, CA Board of Registered Nurses, American Association of Colleges of Nursing, California Nurses Association, American Organization of Nursing Leadership, Association of California Nurse Leaders, National League for Nursing, American Academy of Nursing, Sigma Theta Tau, and all others deemed appropriate by the CNSA Board of Directors.

**TOPIC: IN SUPPORT OF INCREASED AWARENESS OF DEAF CULTURE IN THE HEALTHCARE SYSTEM.**

**SUBMITTED BY: California State University – Fresno State Nursing  
Fresno, CA**

**AUTHOR: Kaitlin Yang, Regina Rivera, and Nathan Liang**

WHEREAS, deaf culture is a group of individuals that share the same language, common experiences, and the belief that deafness does not require correction (Malebranche et al., 2020); and

WHEREAS, the oppression of audism, belief that the ability to hear makes someone superior, resulting in harmful assumptions such as all deaf people comprehend sign language when comprehension can be as low as 30% (Malebranche et al., 2020); and

WHEREAS, only are a few studies in the healthcare criteria that incorporate deaf culture education and how to work with deaf patients (Green & Scott, 2021); and

WHEREAS, lack of education of working with deaf patients and the deaf culture leads to doctors relying on family members who are not interpreters, are not familiar working with interpreters, or use remote interpreting services limiting the bond of interpreter to patient (Perrodin-Niku et al., 2022); and

WHEREAS, deaf people experience persistent 6.9 times of health care inequalities than non-deaf people due to the lack of clear communication and limited access to hearing-based information. (Malebranche et al., 2020); and

RESOLVED, that the California Nursing Student Association promote awareness of deaf

culture and audism of nursing students through guest speakers at the CNSA annual convention, webinars, or community events if feasible ; and be it further

RESOLVED, that the CNSA advocate education on audism and deaf culture, for nursing programs and hospital education for healthcare providers; and be it further.

RESOLVED, that the CNSA send a copy of this resolution to the American Nurses Association, Hearing loss association of America, California association of the deaf, The National Association of the Deaf, The National League for Nursing, American Association of Colleges of Nursing, and all other entities deemed appropriate by the CNSA Board of Directors.

**TOPIC:** **FUTURE NURSES WILL BE SUCCESSFULLY PREPARED FOR THE DEMANDING PROFESSION THROUGH STRUCTURED PROGRAMS INCLUDED IN THE STUDENT NURSE CURRICULUM THAT ADDRESS THE IMPORTANCE OF MENTAL HEALTH**

**SUBMITTED BY:** **Maurine Church Coburn School of Nursing**

**City/State:** **Monterey, CA**

**AUTHORS:** **Aundrea Caroro, Sheryl Gica**

WHEREAS, recent studies gathered in 2021 have shown that nursing students have suffered from various mental health issues including stress, anxiety and depression during undergraduate nursing programs. (Aloufi et al, 2021); and

WHEREAS, a 34% increase in depression amongst nursing students was discovered in an assessment of nearly 9000 nursing students from 15 different countries (Chen et al, 2021); and

WHEREAS, the effects of stress have a negative impact on nursing students and potentially the patients they care for; including lower test scores and medication disbursement errors. (Foley et al, 2021); and

WHEREAS, structured awareness interventions within nursing education programs reduced levels of depression while finding that the levels of mindfulness increased. (Chen et al, 2021); and

WHEREAS, stress management techniques that are introduced during nursing programs may increase the skills of using healthy coping techniques rather than maladaptive coping mechanisms such as drug and alcohol use. (Foley et al, 2021); and

WHEREAS, researchers found that more than 50% of surveyed graduates who had attended a mindfulness meditation course during their studies continued to use mindfulness meditation techniques throughout their careers. Continued stress management with the potential to reduce the prevalence of impaired providers constitute an improvement to patient safety. (Burgstahler et al 2020); and

WHEREAS, Stress management may also increase empathy and compassion, which are Important in college and in later patient-provider relationships. (Burgstahler et al 2020)

RESOLVED, that the California Nursing Students' Association (CNSA) collaborate with The California Board of Registered Nursing (BRN) with the goal of creating a structured mindfulness program within the nursing undergraduate curriculum;

and be it further

RESOLVED, that the CNSA submit this resolution to institutions' curriculum committees for Implementation of a structured mindfulness component into their mental health curriculum; and be it further

RESOLVED, That the CNSA send a copy of this resolution to American Nurses Association, National Nurses United, CA Board of Registered Nurses, American Association of Colleges of Nursing, California Nurses Association, American Organization of Nursing Leadership, Association of California Nurse Leaders, National League for Nursing, American Academy of Nursing, and all others deemed appropriate by the CNSA Board of Directors.

**TOPIC:** **ADVOCATING FOR IMPROVED HOLISTIC CARE OF DEMENTIA PATIENTS IN THE ACUTE CARE SETTING**  
**SUBMITTED BY:** **CNI College CNSA**  
**City/State: Santa Ana, California**

**AUTHORS:** **Shermaine Thompson & Nicole Miranda**

WHEREAS, There are more than 55 million individuals that have been diagnosed with dementia worldwide. 10 million new cases arise each year (World Health Organization, 2023); and  
WHEREAS, Dementia costs between \$157 billion and \$215 billion. Approximately \$11 billion of this expenditure is covered by Medicare leaving the rest for the American tax payers (Hurd et al., 2013); and  
WHEREAS, older individuals with dementia spend twice as much time in hospitals as those of same age without dementia. Most of the time, acute care hospitals lack the necessary resources to treat dementia patients (Osuoha et al., 2021); and  
WHEREAS, there are five basic needs for individuals that have dementia: social recourses with legal support, education about the disease process, medication education, memory care, and fall prevention (Jhang et al., 2023); and  
WHEREAS, the healthcare system will save money by improving the experience of dementia patients in acute care centers, but doing so requires taking a variety of steps, such as earlier diagnosis, training for medical professionals, and modifications to the environment (Connolly & O’Shea, 2015); therefore be it  
RESOLVED, that the California Nursing Students’ Association (CNSA) will advocate for implementing education in the tertiary setting for holistic dementia centered care; and be it further  
RESOLVED, that CNSA promote awareness of this issue by publishing this resolution and topics surrounding dementia related care in *The Shift Report*; and be it further  
RESOLVED, that CNSA provide education for constituents via Webinars, Seminars, Midyear Convention, or at the annual CNSA Convention so that students can have the tools necessary to succeed in the clinical setting when providing care for dementia patients; and be it further  
RESOLVED, that the CNSA send a copy of this resolution to the American Nurses Association, National Nurses United, CA Board of Registered Nurses, American Association of Colleges of Nursing, California Nurses Association, National League for Nursing, American Academy of Nursing, Sigma Theta Tau, and all others deemed appropriate by the CNSA Board of Directors.

**TOPIC:** **INCREASING STUDENT NURSE AWARENESS ON THE IMPORTANCE OF PROFESSIONALISM ON SOCIAL MEDIA PLATFORMS AND ITS IMPACT ON PATIENT TRUST**

**SUBMITTED BY:** **California State University, San Marcos  
San Marcos, CA**

**AUTHORS:** **Sofia Ahooja and Marina Alvarado**

WHEREAS, In December 2022, a group of nurses posted a video on social media sharing the dismissal and belittlement of patient needs and requests, in turn eroding the trust in the nursing profession, negatively impacting the nurse-patient relationship, and contributing to patients feeling unsafe in nursing care (Runyon, 2023); and

WHEREAS, While social media provides many increasing benefits in today's nursing profession, it also provides the risks of unmoderated content and misleading information, violation of patient privacy, unprofessional behavior, and defamation of corporate reputation (Gamor et al., 2023); and

WHEREAS, Open disclosure about the purpose and intent of using social media in a clinical environment must be communicated with the patient to provide transparency and avoid misunderstandings, and social media use outside of the workplace must maintain professionalism to avoid breaching ethical and moral boundaries (Geraghty et al., 2021); and

WHEREAS, Student nurses must be aware of guidelines and policies, and educators must communicate these policies effectively to ensure that students use social media safely in a manner that does not negatively impact patients, colleagues, educational institutions, healthcare professionals, and themselves (Barry & Hardiker, 2012); and

WHEREAS, Violations of patient privacy and confidentiality on social media can lead to legal issues of malpractice claims, disciplinary action, and job termination (Balestra, 2023); and

WHEREAS, While nursing organizations are starting to develop social media guidelines, it is important for educators to review these policies and communicate them with the student nurse population (Spector & Kappel, 2012); and

RESOLVED, That the CNSA encourage implementing social media training in student nurse curriculum via BRN of California to raise awareness on importance of safe, ethical, and professional use of social media; and be it further

RESOLVED, That the CNSA establish and publish guidelines for professional and ethical use of different social media platforms and the importance of nursing students following these guidelines; and be it further



RESOLVED, That the CNSA further promote the safe, professional, and ethical use of social media among nursing students; and be it further

RESOLVED, That the CNSA send a copy of this resolution to the National Student Nurses Association, American Nurses Association, American Academy of Nursing, California Association of Colleges of Nursing, American Association of Colleges of Nursing, National League for Nursing, the Organization for Associate Degree Nursing, and all others deemed appropriate by the CSNA Board of Directors.