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#6
AIDS
CHR

REPORT OF THE CABINET ON HUMAN RIGHTS

Informational Report to the Board of Directors

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)

Acquired Immune Deficiency Syndrome (AIDS) is a life-threatening disease and a major public health issue based on a report to the nation October 1986 by U.S. Surgeon General C. Everett Koop. The impact of AIDS on the society is and will continue to be devastating. The American Nurses' Association reaffirmed its commitment and support for care of victims of AIDS June 1986 with the House of Delegates adoption of Resolution 20 "Mobilization of Nurses for Care of Persons with AIDS".

Following the ANA House of Delegates, the Board of Directors assigned the resolution to the Cabinet on Human Rights to develop a strategic plan on AIDS addressing the following broad issues:

- Education for the public and health care workers
- Prevention and risk reduction
- Protection of civil and human rights of affected persons and care givers
- Funding for care, research, and dissemination of information.

Representatives of ANA met June 30, 1986, with U.S. Surgeon General C. Everett Koop, M.D., to discuss issues of concern to nurses regarding Acquired Immune Deficiency Syndrome (AIDS).

Dr. Koop called the meeting in order to gather information for a report on AIDS being compiled for President Reagan.

Among the issues discussed were the following:

- Education about AIDS for health care providers and the public
- Problems with access to care, particularly among at-risk groups, and minority and rural populations
- Confidentiality of patient information
- Mandatory testing of health care workers
- Cost of AIDS care including the inadequacies of Medicaid and social security in providing timely financial assistance to AIDS patients

The need for additional funding for research and the need for nursing's involvement in that research

Collaboration in the health care community to provide information on AIDS to prevent further spread of the disease and to alleviate public anxiety and fear.

Representatives were ANA officials, staff, and resource persons with expertise on various aspects of AIDS.

The discussion on AIDS issues by ANA representatives was well received and appreciated by the surgeon general. Dr. Koop pledged to use the information provided by ANA and other groups for the presidential report on AIDS.

The report requested by President Reagan earlier this year was released at a news conference, October 22, 1986.

In his statement, Dr. Koop called for a national education program aimed particularly at children, youth, and minorities to help prevent spread of the infection for which there is no cure or vaccine. This type of educational outreach had been recommended by representatives in the meeting with Dr. Koop, June 30, 1986.

The American Nurses' Association commends U.S. Surgeon General C. Everett Koop, M.D., for the Surgeon General's Report on Acquired Immune Deficiency Syndrome. ANA is circulating the report with the hope that nursing will lead the health care community to aggressively promote and design education programs for health care workers and the public about the known causes, transmission, treatment, care, and prevention of AIDS.

AIDS is a blood-borne disease. No vaccine exists for its prevention, and there is no cure. Education and information about the disease, and measures that can be taken to avoid the risk of infection, are the only tools available to fight the spread of AIDS. Nurses are the perfect health care professionals to provide this education and information. The Surgeon General estimates that in 1991, 54,000 people will die from AIDS, many of whom are not now infected with the AIDS virus. Proper education and information can save as many as 12,000 to 14,000 lives in 1991.

The Surgeon General consulted ANA in the preparation of his report. The association will continue to work with the Surgeon General to assist in the control and conquering of this disease as nursing remains in the forefront in assuring that many of the unanswered questions about the care of AIDS patients are addressed.

The Cabinet on Human Rights Subcommittee for Coordinating Acquired Immune Deficiency Syndrome Activities assumed as one of its tasks the development of an annotated bibliography on AIDS which ~~was~~ disseminated to state nurses' associations in December 1986. The large number of telephone inquiries to ANA for resource information on AIDS indicated a need for an annotated bibliography on AIDS.

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The Department of Justice recently responded to a request from the Department of Health and Human Services concerning application of the Rehabilitation Act of 1973, 29 U.S.C. 794, to individuals who have or are regarded as having Acquired Immune Deficiency Syndrome, AIDS-Related Complex (ARC), or who test positive for AIDS antibodies. The Department of Justice counsel indicated that Section 504 of the Rehabilitation Act provides protection against discrimination on the basis of the disabling effects but not from discrimination based on the ability (real or perceived) to transmit the disease to others. The Department of Justice's memorandum has triggered considerable criticism from a number of groups.

In a letter to Attorney General Edwin Meese, Dr. Margretta Styles, ANA president, conveyed the association's concern that the opinion expressed in the memorandum and the presentation of evidence on which it is based will have a negative impact on society's efforts to grapple with the social and economic consequences of AIDS. ANA urged the Justice Department to use extreme caution prior to further pronouncements on AIDS and recommended that consultation be sought from health care experts to avoid creating or increasing public confusion and fear about this national health problem. In addition, the American Nurses' Association made it clear that it will oppose any efforts to restrict employees from employment based on the fact of contagion when such actions are not based on medical or scientific facts.

The ANA Cabinet on Economic and General Welfare has completed work on ANA's "Position Statement on Human Immunodeficiency Virus (HIV) Antibody Screening of Health Care Workers." Health care workers and their employees are encouraged to utilize this statement to develop policies addressing HIV antibody screening. The ANA HIV statement was disseminated to state nurses' associations by the Friday mailing, November 14, 1986.

An article describing the statement ~~was~~ published in the January 1987 issue of The American Nurse.

A new Acquired Immune Deficiency Syndrome documentary, Beyond Fear, produced by the American Red Cross, was reviewed by the ANA Staff Task Force on AIDS to determine if the tape should be recommended for educational purposes to state nurses' associations. The ANA Staff Task Force on AIDS unanimously agreed that the AIDS documentary is a good educational tool and recommended its use to SNAs. This recommendation was disseminated to SNAs in the Friday mailing on December 12, 1986.

In Beyond Fear, narrated by actor Robert Vaughn, top AIDS researchers explain what is known about AIDS, and nurses speak to the crisis surrounding care of patients and their families. This documentary also features interviews with AIDS patients and visits to communities that are grappling with public policy issues related to AIDS.

The Communications Department has disseminated approximately ²⁵⁰⁰ ~~thousands~~ copies of an AIDS pamphlet, "Coping with AIDS." This pamphlet was distributed to state nurses' associations and the Nursing Organization Liaison Forum in November 1986.

ANA is communicating with Jacqueline H. Flaskerud, Ph.D., R.N., F.A.A.N., at UCLA, who received a grant to develop AIDS educational materials. She will be developing an AIDS reference guide for nursing professionals and sponsoring three related continuing education conferences for nurses in 1987. To assist Dr. Flaskerud in this project, ANA is interested in receiving names of nurses who have expertise in caring for AIDS patients. The names of these resource persons will be forwarded to Dr. Flaskerud. ANA plans to publicize the AIDS conferences and reference guide as well as disseminate the guide to nursing professionals.

The American Nurses' Association Board of Directors submitted a resolution on October 23, 1986, on AIDS for consideration on the International Council of Nurses agenda, August 10-15, 1987, meeting in Auckland, New Zealand. This resolution is entitled "The Role of Nurses in the Care of AIDS Patients."

The American Nurses' Association endorses the California Nurses' Association proposal to work with the National Institute of Mental Health on AIDS educational and training projects. The CNA has demonstrated its ability to conduct state wide general education and AIDS training through its current contract with the California State Department of Health Services. In this current project CNA has completed development of a program guide and by the end of March 1987 will have trained 900 people.

The American Nurses' Association ^{also} endorses the California Nurses' Association proposal to work collaboratively with the California Department of Health Services for education and training of AIDS health providers. This program will provide training and technical assistance to AIDS contract agencies who will be funded in 1988 to implement the CNA AIDS train the trainer program. The proposal based on principles of adult learning advocates that nurses with the appropriate knowledge and expertise serve as trainers to provide health care workers with AIDS information to enhance their technical knowledge and skills. At this time many such nurses with the needed knowledge and expertise are available within the California Nurses' Association.

The ANA Board of Directors has supported coordination and/or consultation related to ongoing work with ANA's organizational units and staff to coordinate ANA program activities related to AIDS. ANA is currently working with the American Medical Association, the American Psychological Association, and the University of California at Los Angeles, and the American Red Cross towards dissemination of AIDS reformation to ANA constituents, ANA officials and other organizations. The work of the California Nurses' Association will make a major contribution to ANA's nation-wide efforts.

An informational report on Acquired Immune Deficiency Syndrome was submitted to the Nursing Organization Liaison Forum on November 25, 1986.

At the ANA convention in June 1986, the Nursing Organization Liaison Forum continuing education program, "AIDS: Psychological Implications and Development of Successful Practice Models," received one of the highest ratings of all sessions. The comments were highly complimentary of the session for presentation of clinically oriented, factual information which was pertinent to the everyday work situation when caring for AIDS patients.

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Addendum to Cabinet on Human Rights Report A:

Since submission of Cabinet on Human Rights Report A, the subcommittee of the Cabinet has proceeded with coordinating AIDS activities in lieu of the requested funded Task Force. The Cabinet requested persons with AIDS expertise be designated for appointment to the CHR subcommittee by the Cabinet on Nursing Practice, Cabinet on Economic and General Welfare, the Council on Medical-Surgical Nursing Practice and the Committee on Ethics.

The Cabinet on Human Rights subcommittee for coordinating AIDS activities are:

James Welch, B.A., R.N., (Chair)
Program Director, AIDS and AIDS
Education for the State of Delaware
Cabinet on Human Rights

Nancy Click, M.A., CIC, R.N.
President, Association for Practitioners in
Infection Control
Council on Medical-Surgical Nursing Practice

Patricia Martinell, M.N., R.N.
Project Director for Prisoner with AIDS
Cabinet on Nursing Practice

Ellen Murphy, M.S., J.D., R.N.
Board Member, The American Association of
Nurse Attorneys; Member ACLU
Cabinet on Human Rights

Michele Parker, M.S., R.N.
Cabinet on Economic and General Welfare

Marsha Fowler, Ph.D., R.N.
Committee on Ethics

Irene Trowell-Harris, Ed.D., R.N. (ANA Staff)
Senior Staff Specialist, Social and Economic
Affairs
Policy Development and Strategic Planning

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The CHR decided an initial organizing meeting was not the most judicious use of the \$3000 available and delayed its first formal meeting to define structure and develop a coordinated plan until the June convention in Anaheim. In the meantime, subcommittee members have begun to assess educational materials available at ANA for appropriateness for distribution to SNA's, the development of a bibliography of articles germane to nursing concerns, the possibility of developing a "call a nurse about AIDS" program which would highlight ANA's involvement and commitment, and assisting SNA's to compile a list of resource persons within the SNA's who are knowledgeable about AIDS or working with AIDS population.

page 2. Line 10-13

Delete: "Through the establishment of a task force on AIDS under the Cabinet on Nursing Practice."

Should read: That ANA through its programs, organizational units and component groups, promote nursing care of persons with AIDS.

page 2. Lines 29+

Delege: That the present subcommittee of Cabinet on Human Rights with representatives with AIDS expertise from Cabinet on Nursing Practice, Cabinet on Economic and General Welfare, Council on Medical-Surgical Nursing Practice and Committee on Ethics be expanded to include representative from the Cabinet on Nursing Service, Cabinet on Nursing Education and Cabinet on Nursing Research.

Resolved: That this subcommittee be charged as a task force: 1) to develop a coordinated plan to educate nurses to the public about AIDS; 2) to develop a policy statement on nurses's rights and obligations in providing care to this population and to collect data on the occurrence of problems in this area; 3) to identify anticipated future ramifications for nursing to health policy posed by this disease; and 4) to provide collaboration with other groups working on this issue in the process of addressing all of the foregoing resolves.

STATE UNIVERSITY OF NEW YORK AT BUFFALO
Faculty of Health Sciences
SCHOOL OF NURSING

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MEMORANDUM

Date: 11/25/85

TO: Cabinet Members

FROM: Juanita K. Hunter, Chair

RE: AIDS Task Force

1. It has been brought to my attention that a questionnaire was developed by the Labor Relations staff on AIDS and was to be mailed to SNA's on 11/22. I attempted to postpone this survey until after the board decision on the task force, December 12. I discussed the situation with Eunice Cole and received the following reply on 11/22.

The AIDS questionnaire was mailed as scheduled. This questionnaire had been requested by Dr. Judith Ryan's office. Dr. Ryan felt this information was needed immediately and in addition stated that several structural units had contributed to development of the questionnaire. The results will be shared with the task force.

2. I would like each cabinet member to contact a board member to inform them of the proposed AIDS task force. In addition please ask the board member if she has any questions about the recommendation. Be prepared to respond to any issues and/or concerns that my arise in the conversation.

Your assignment is

Please feel free to call me if you have any questions prior to making your call. Please make your call by December 7.

Cabinet Members

2

11/25/85

Motion

1. To recommend that the board of directors establish a task force on AIDS with representatives from the cabinets on Human Rights, Nursing Practice, Nursing Service, Research, Nursing Education, Economic and General Welfare, Committee on Ethics and the representative from the Center for Disease Control Task Force and chaired by the representative from the Cabinet on Human Rights.
2. That the board charge the task force to (a) develop a coordinated plan to educate nurses and the public about AIDS. (b) To develop a policy statement on nurses rights and obligations on providing care to this population and to (c) collect data on occurrences of problems in this area. (d) To identify anticipated future ramifications for nursing and health policy posed by this disease. (e) To provide collaboration to other groups working with this issue.
3. The Cabinet on Human Rights perceives that problems that have continued to arise in this area have now precipitated a situation of dire emergency.
4. To communicate the Cabinet on Human Rights recommendation to the Board of Directors for a task force on AIDS to all structural units and to inform all structural units of the Cabinet on Human Rights willingness to serve as an informational resource until and unless the task force is established.

JH:mal

STATE UNIVERSITY OF NEW YORK AT BUFFALO
Faculty of Health Sciences
SCHOOL OF NURSING

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JH:mal

American Nurses' Association, Inc.

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(816) 474-5720

Margretta M. Styles, Ed.D., R.N., F.A.A.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director

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1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

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TO: Betty Mitsunaga, Ed.D., R.N., F.A.A.N.
Chairperson
Cabinet on Human Rights

FROM: Margretta M. Styles
President

DATE: April 14, 1987

RE: Cabinet on Human Rights Requests for Additional Funding Related to
AIDS and Other Issues

At its April 1987 meeting, the ANA Board of Directors carefully considered your requests for additional funding for proposed activities around AIDS and other issues including recruitment and retention of minority students, family violence, nurses' civil rights and the annual state nurses' association survey. Based on the board's commitment to a balanced budget in 1987, no additional funding was approved. Discussion suggested that a staff report be prepared identifying on-going activities already taking place that respond to the cabinet's requests. Two reports are attached.

The Board of Directors appreciates your understanding of its commitment to a balanced budget in 1987.

MMS:KJH:dg:028

Enclosures

cc: Judith A. Ryan, executive director, Executive Unit
Betty Thomas, M.N., Sc., R.N., C.N.A.A., director, Division of House,
Board, and Cabinet Affairs
Irene Trivette-Harris, Ed.D., R.N., senior staff specialist, Division of
House, Board, and Cabinet Affairs
Kaye Sullivan, director of administration, Division of House, Board, and
Cabinet Affairs

AMERICAN NURSES' ASSOCIATION

Staff Report to
The Board of Directors
April 1987

Acquired Immune Deficiency Syndrome

The purpose of this informational report is to provide an update on the American Nurses' Association activities on Acquired Immune Deficiency Syndrome (AIDS).

Because of the interest and involvement of various ANA organizational units in the subject of AIDS, the Cabinet on Human Rights at its February 1986 meeting identified a subcommittee and a plan of action to coordinate AIDS activities. The subcommittee representatives are from the Cabinet on Human Rights, Cabinet on Economic and General Welfare, Cabinet on Nursing Practice, Committee on Ethics and the Council on Medical-Surgical Nursing Practice.

The Cabinet on Human Rights Subcommittee for Coordinating Acquired Immune Deficiency Syndrome Activities assumed as one of its tasks the development of an annotated bibliography on AIDS which was disseminated to state nurses' associations in December 1986. The large number of telephone inquiries to ANA for resource information on AIDS indicated a need for an annotated bibliography on AIDS.

1986 House of Delegates

At the ANA convention in June 1986, the Nursing Organization Liaison Forum continuing education program, "AIDS: Psychological Implications and Development of Successful Practice Models," received one of the highest ratings of all sessions. The comments were highly complimentary of the session for presentation of clinically oriented, factual information which was pertinent to the everyday work situation when caring for AIDS patients.

The ANA Cabinet on Human Rights submitted an informational report to the 1986 ANA House of Delegates on the status of AIDS and ANA activities around Acquired Immune Deficiency Syndrome.

In addition, A resolution on AIDS, "Mobilization of Nurses for Care of Persons with AIDS," was submitted by the California and New Jersey State Nurses' associations. The house approved this resolution with some revisions. Following the ANA House of Delegates, the Board of Directors assigned the resolution to the Cabinet on Human Rights to develop a strategic plan on AIDS addressing the following broad issues:

- . Education for the public and health care workers
- . Prevention and risk reduction

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- Protection of civil and human rights of affected persons and care givers
- Funding for care, research, and dissemination of information.

It was recommended that the Cabinet on Human Rights Subcommittee for Coordinating AIDS activities be expanded to include representatives from the Cabinets on Nursing Education, Nursing Services, Nursing Research, and state nurses' association members who have expertise on AIDS related issues. A progress report on AIDS will be presented to the 1987 House of Delegates. The Cabinet on Economic and general Welfare will also be submitting an informational report to the 1987 House of Delegates on "AIDS and the Impact on Workplace Policies".

Meeting with Surgeon General

Representatives of ANA met June 30, 1986, with U.S. Surgeon General C. Everett Koop, M.D., to discuss issues of concern to nurses regarding Acquired Immune Deficiency Syndrome (AIDS).

Dr. Koop called the meeting in order to gather information for a report on AIDS being compiled for President Reagan.

Among the issues discussed were the following:

- Education about AIDS for health care providers and the public
- Problems with access to care, particularly among at-risk groups, and minority and rural populations
- Confidentiality of patient information
- Mandatory testing of health care workers
- Cost of AIDS care including the inadequacies of Medicaid and social security in providing timely financial assistance to AIDS patients
- The need for additional funding for research and the need for nursing's involvement in that research
- Collaboration in the health care community to provide information on AIDS to prevent further spread of the disease and to alleviate public anxiety and fear.

Representatives were ANA officials, staff, and resource persons with expertise on various aspects of AIDS.

An American Nurses' Association press release was disseminated October 27, 1986, in response to Surgeon General Dr. C. Everett Koop's report on AIDS. The association commended the surgeon general for his newly issued report on AIDS and his commitment to take a leading role in informing Americans about the dangers of the disease. The press release, "ANA Applauds Surgeon General's Report on AIDS," was sent to SNAS and NOLF via the Friday mailing.

The Department of Justice

The Department of Justice recently responded to a request from the Department of Health and Human Services concerning application of the Rehabilitation Act of 1973, 29 U.S.C. 794, to individuals who have or regarded as having Acquired Immune Deficiency Syndrome, AIDS-Related Complex (ARC), or who test positive for AIDS antibodies. The Department of Justice counsel indicated that Section 504 of the Rehabilitation Act provides protection against discrimination on the basis of the disabling effects but not from discrimination based on the ability (real or perceived) to transmit the disease to others. The Department of Justice's memorandum has triggered considerable criticism from a number of groups.

In a letter to Attorney General Edwin Meese, Dr. Margretta Styles, ANA president, conveyed the association's concern that the opinion expressed in the memorandum and the presentation of evidence on which it is based will have a negative impact on society's efforts to grapple with the social and economic consequences of AIDS. ANA urged the Justice Department to use extreme caution prior to further pronouncements on AIDS and recommended that consultation be sought from health care experts to avoid creating or increasing public confusion and fear about this national health problem. In addition, the American Nurses' Association made it clear that it will oppose any efforts to restrict employees from employment based on the fact of contagion when such actions are not based on medical or scientific facts.

Employee Testing

The ANA Cabinet on Economic and General Welfare has completed work on ANA's "Position Statement on Human Immunodeficiency Virus (HIV) * Antibody Screening of Health Care Workers." Health care workers and their employees are encouraged to utilize this statement to develop policies addressing HIV antibody screening. The ANA HIV statement was disseminated to state nurses' associations by the Friday mailing, November 14, 1986. An article describing the statement was published in the January 1987 issue of The American Nurse.

* The Centers for Disease Control will be identifying the HTLV-III antibody as Human Immunodeficiency Virus (HIV) antibody.

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ANA Endorsements

ANA is communicating with Jacqueline H. Flaskerud, Ph.D., R.N., F.A.A.N., at UCLA, who received a grant to develop AIDS educational materials. She will be developing an AIDS reference guide for nursing professionals and sponsoring three related continuing education conferences for nurses in 1987. To assist Dr. Flaskerud in this project, ANA is interested in receiving names of nurses who have expertise in caring for AIDS patients. The names of these resource persons will be forwarded to Dr. Flaskerud. ANA plans to publicize the AIDS conferences and reference guide as well as disseminate the guide to nursing professionals within budgetary limits.

The American Nurses' Association endorsed the California Nurses' Association proposal to work with the National Institute of Mental Health on AIDS educational and training projects. The CNA is conducting a state wide general education and AIDS training through its current contract with the California State Department of Health Services and has completed development of a program guide. By the end of March 1987, CNA will have trained 900 people.

The American Nurses' Association also endorsed the California Nurses' Association's proposal to work collaboratively with the California Department of Health Services for education and training of AIDS health providers. This program will provide training and technical assistance to AIDS contract agencies who will be funded in 1988 to implement the CNA AIDS train and trainer program. The proposal based on principles of adult learning advocates that nurses with the appropriate knowledge and expertise serve as trainers to provide health care workers with AIDS information to enhance their technical knowledge and skills. At this time many such nurses with the needed knowledge and expertise are available within the California Nurses' Association.

The American Psychiatric Association has received a contract from the National Institute of Mental Health to provide training and education for health care professionals and trainees to address Acquired Immune Deficiency Syndrome (AIDS). The American Nurses' Association is cooperating with the American Psychiatric Association (APA) to develop AIDS case management units and other educational materials for health care workers to address AIDS and related illnesses. To assist APA in this project, ANA is interested in receiving names of nurses who have expertise in caring for AIDS patients in various clinical settings. The names of these resource persons will be forwarded to APA.

The American Nurses' Association recently endorsed the participation of the American Red Cross proposal to develop a nation-wide media campaign on AIDS for the Centers for Disease Control (CDC).

The ANA Board of Directors has supported coordination and/or consultation related to ongoing work with ANA's organizational units and staff to coordinate ANA program activities related to AIDS. ANA is currently working with the American Medical Association, the American Psychiatric Association, the University of California at Los Angeles, and the American Red Cross towards dissemination of AIDS reformation to ANA constituents, ANA officials

and other organizations. This work will make a major contribution to ANA's nation-wide efforts.

The American Red Cross Documentary

A new Acquired Immune Deficiency Syndrome documentary, Beyond Fear, produced by the American Red Cross, was reviewed by the ANA Staff Task Force on AIDS to determine if the tape should be recommended for educational purposes to state nurses' associations. The ANA Staff Task Force on AIDS unanimously agreed that the AIDS documentary is a good educational tool and recommended its use to SNAs. This recommendation was disseminated to SNAs in the Friday mailing on December 12, 1986.

In Beyond Fear, narrated by actor Robert Vaughn, top AIDS researchers explain what is known about AIDS, and nurses speak to the crisis surrounding care of patients and their families. This documentary also features interviews with AIDS patients and visits to communities that are grappling with public policy issues related to AIDS.

Communications

The ANA Communications Unit has disseminated approximately 2,500 copies of an AIDS pamphlet, "Coping with AIDS." This pamphlet was distributed to state nurses' associations, officials and the Nursing Organization Liaison Forum in November, 1986.

The Division also distributed approximately 1,100 copies of the Surgeon General's Report on AIDS with a message from ANA President, Margretta M. Styles, Ed.D., R.N., F.A.A.N. to state nurses' associations, the Nursing Organization Liaison Forum, officials and other organizations.

Other ANA Activities

An informational report on Acquired Immune Deficiency Syndrome was submitted to the Nursing Organization Liaison Forum on November 25, 1986.

The American Nurses' Association Board of Directors submitted a resolution on October 23, 1986, on AIDS for consideration on the International Council of Nurses agenda, August 10-15, 1987, meeting in Auckland, New Zealand. This resolution is entitled "The Role of Nurses in the Care of AIDS Patients."

LaVohn E. Josten, Ph.D., R.N., F.A.A.N., will be representing ANA on the planning committee for the Surgeon General's Workshop on Pediatric AIDS. The American Nurses' Association recommended Dr. Josten, who is on the ANA Council on Maternal-Child Nursing.

The Cabinet on Human Rights will be submitting a proposal for funding priority activities around Acquired Immune Deficiency Syndrome to the Board of Directors. This proposal will include specific strategies designed to address charges assigned to the Cabinet.

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The Cabinet on Human Rights has completed work on ANA's "Statement on Condom Advertising". The brief statement is as follows:

Education and information about measures that can be taken to avoid the risk of Acquired Immune Deficiency Syndrome (AIDS) are the only tools available to fight the spread of this disease. Preventive health techniques, including safe sex practices, condoms, and other barriers reduce the possibility of transmitting the Acquired Immune Deficiency Syndrome virus.

In an effort to prevent and control the spread of AIDS, the American Nurses' Association supports condom advertising in the mass media in agreement with the U.S. Surgeon General's statement for the prevention of AIDS.

The American Nurses' Association continues to work with the U.S. Surgeon General to educate the public on preventive health measures.

ITH:tdw:17
04/01/87

AMERICAN NURSES' ASSOCIATION
Staff Report
to the
Board of Directors

April 1987

Current ANA Activities that relate to recommendations from the Cabinet on Human Rights include the following:

Recruitment and Retention of Minority Students (Recommendation No. 1)

The 1986 House of Delegates adopted the resolution, "Affirmative Action in the Nursing Profession," which directed ANA, through collaboration with the Cabinet on Human Rights and the Cabinet on Nursing Education, to develop a plan to encourage recruitment and retention of minority students in nursing. A representative from the Cabinet on Human Rights attended the National Black Nurses Association meeting August 1986 since the ANA president was not available to attend.

There are 54 students currently enrolled in the Ethnic/Racial Fellowship Program for 1986-1987. The applicants are being selected for the 1987-1988 school year.

The Council on Cultural Diversity in Nursing Practice completed publication "Cultural Diversity in the Nursing Curriculum" in 1986. The Cabinet on Human Rights is recommending that the council suggest that this publication be utilized as part of the curriculum in schools of nursing.

The Cabinet on Nursing Services is submitting a resolution on "Recruitment and Retention of Nursing Personnel" to the 1987 House of Delegates. This resolution include the recruitment and retention of minority students.

The Nursing Education Act does include funding for special projects that allow for attention to minority nursing education in the 1987 budget. The Division of Congressional and Agency Relations is monitoring this activity on an ongoing basis.

Family Violence (Recommendations 2 and 3)

A Cabinet on Human Rights representative attended the Surgeon General's 1985 workshop on violence and public health. In the March 5-6, 1987, Cabinet on Human Rights meeting violence as a public health problem was identified as one of its priorities for action. This activity is in support of ANA Strategic Plan Goal VI, "Achieve Effective Control of the Environment in Which Nursing is Practiced and Services Offered," and Goal VIII, "Maintain and Strengthen Nursing's Role in Client Advocacy." A resolution was developed on violence for submission to the 1987 House of Delegates.

The Labor Relations Unit monitors court cases involving violence against nurses and provides consultation to SNA members when the service is requested.

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The Division of Congressional and Agency Relations will become involved in activities around violence with the Special House Committee on Child, Youth and Family.

Nurses' Civil Rights (Recommendations 4 and 5)

The 1986 House of Delegates referred Resolution 16, "Protecting Nurses' Civil Rights," to the Cabinet on Human Rights for action.

The Division of Congressional and Agency Relations is monitoring the Civil Rights Restoration Act (S-557, HR 1214). This act would reverse the Grove City decision of 1983. Institutions receiving federal funding are not allowed to discriminate based on this act.

The Labor Relations Unit monitors ongoing issues around civil rights, including sexual harassment, and provides consultation to SNA members.

The Labor Relations Unit also periodically informs SNAs on civil rights concerns through publications; "Economic and General Welfare Update" and "SNA Legal Developments."

The Cabinet on Economic and General Welfare submitted a report to the Board of Directors which includes polygraph testing and an ANA statement on polygraph testing of health care workers.

ITH:lk:002

AMERICAN NURSES' ASSOCIATION

BOARD OF DIRECTORS MEETING
APRIL 1-3, 1987
AGENDA ITEM 34b

Report to the Board of Directors
from
The Cabinet on Human Rights
April 1987

Recommendation #1:

That the Board of Directors, through the Committee on Finance, support/allocate funding for a letter to be sent to all schools of nursing to encourage recruitment and retention of minority students in nursing.

Recommendation #2:

That the Board of Directors instruct the Division of Governmental Affairs to work collaboratively with the American Public Health Association and the American Psychiatric Association in their efforts to have all forms of violence against individuals studied and documented by the U.S. Justice Department.

Recommendation #3:

That the Board of Directors instruct the Division of Governmental Affairs to encourage Congress to address the issue of violence with due speed.

Recommendation #4:

That the Board of Directors appoint a coordinating group of individuals with expertise in areas such as: labor law, civil rights, human rights and legal rights to convene by conference call to assess the resources available to nurses for protecting their civil rights.

Recommendation #5:

That the Board of Directors fund an activity of the Cabinet on Human Rights to collaborate with other organizational units (i.e. Center for Research) in collecting statistics related to sexual harassment, intimidation in the workplace, and civil rights concerns in an effort to evaluate the scope of the problem and that the data collected be disseminated to state nurses' associations for educating nurses to understand their rights and responsibilities.

Recommendation #6:

That the Board of Directors, through the Committee on Finance, support/allocate funding to reinstate the annual state nurses' association survey.

American Nurses' Association, Inc.

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#6
Aids
CHR

TO: Cabinet on Human Rights
FROM: Margretta M. Styles
President
DATE: April 16, 1987
RE: Resolution from National Lesbian and Gay Health Conference

Attached is a resolution from the National Lesbian and Gay Health Conference sent to me by James Welch. May I suggest the cabinet may wish to evaluate the resolves of that body and determine its disposition after evaluating the current status of AIDS activity as reported in the staff prepared document to the Board of Directors (attached).

MMS:BT:dp

Attachments

nhm7401-96

NATIONAL LESBIAN AND GAY HEALTH CONFERENCE

FIFTH NATIONAL AIDS FORUM

Resolution K

Whereas, professional nurses represent the largest number of persons providing health care to people with HIV infection:

Whereas, the American Nurses Association is recognized as the organizational voice for professional nurses in the United States and sets an example for nurses throughout the world:

Whereas, the American Nurses Association has historically been seen as an advocate for issues of human rights:

Whereas, HIV infection affects a disproportionate number of underserved adults and children, including blacks, Latinos, gay men, women and IV drug users:

Whereas, state nursing associations, American Nurses Association Councils, and the American Nurses Association House of Delegates in 1984 and 1986 have evidenced concern through actions as passage of resolutions, presentation of workshops, and development of literature:

Whereas, the American Nurses Association House of Delegates specifically directed the Cabinet on Human Rights to develop a plan of action for ANA on AIDS and specified that funding be provided for development and implementation of the plan:

Be it resolved that this conference recognizes professional nurses for the care they have provided and the concern they have shown to persons with HIV infections.

Be it further resolved that this convention goes on record strongly encouraging the American Nurses Association to:

- * provide leadership by securing adequate funding (grants) and other funding so that professional nurses can provide a broad range of services including, but not limited to, direct patient care services, AIDS education and prevention programs, patient advocacy, and education for health care providers, in addition to working collaboratively with existing organizations concerned with the AIDS epidemic;
- * use their existing mechanisms to pressure governmental agencies to provide adequate research, needed direct services, AIDS preventive education, and social support programs;
- * continue in their efforts to protect the economic and general welfare of nurses and other health care providers regardless of HIV status;
- * continue to maintain the ethical responsibility of nurses to provide care to all individuals regardless of HIV status.

This resolution was passed by participants at the Conference on March 29, 1987.