

A person is silhouetted against a bright sunset over the ocean. They are holding a surfboard vertically. The sun is low on the horizon, creating a strong orange and yellow glow that reflects on the water. The person's legs and the surfboard are in the foreground, partially obscuring the view of the ocean.

THE UNIQUE VOICE OF NURSING IN IMAGING- CAN WE BE HEARD?

Brenda Boone, PhD, RN, CRN
Advanced Practice Nurse Imaging Services
March 2, 2015

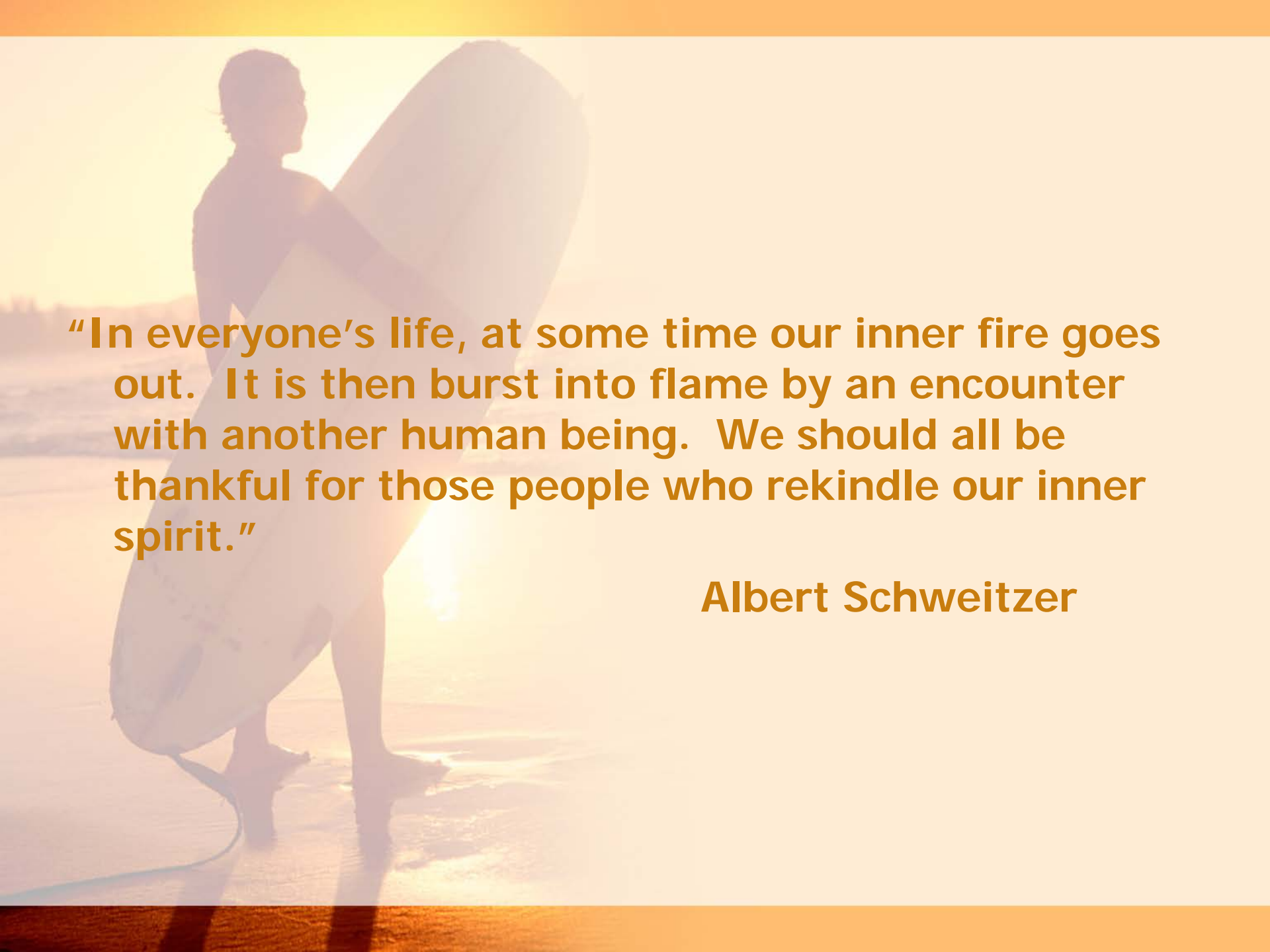
A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, golden glow. The person is facing right, and the surfboard is held vertically in front of them. The background shows the ocean and a distant shoreline.

Disclosures

Apologize for being the only spot in the US that didn't get snow

No financial disclosure

Part of my presentation is based on anecdotal evidence and my heart not entirely evidence based

A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, golden glow. The person is facing right, and the surfboard is held vertically in front of them. The background shows the ocean and a distant shoreline.

"In everyone's life, at some time our inner fire goes out. It is then burst into flame by an encounter with another human being. We should all be thankful for those people who rekindle our inner spirit."

Albert Schweitzer



"Can I do the procedure without putting you under? Sure, if you're one of those people who doesn't mind extreme pain and the sight of blood."

Search: 33236447

A person in a wetsuit is walking on a beach at sunset, carrying a large surfboard under their arm. The sun is low on the horizon, creating a warm, golden glow. The person is silhouetted against the bright light of the sunset. The surfboard is white and has some dark spots on it. The beach is wet and reflects the light from the sun.

Overview

- **Discussion about voice as a concept**
- **Nursing voice**
 - Being heard and being silent
 - Uniqueness of nursing voice
- **Nursing voice in procedural areas:**
 - **Interventional Radiology**

A silhouette of a person holding a surfboard, set against a warm, orange-toned background that resembles a sunset or sunrise over water. The person is positioned on the left side of the frame, holding the surfboard vertically.

My Background

RN for 30 years (*Oncology, Emergency Department and Cath lab*)

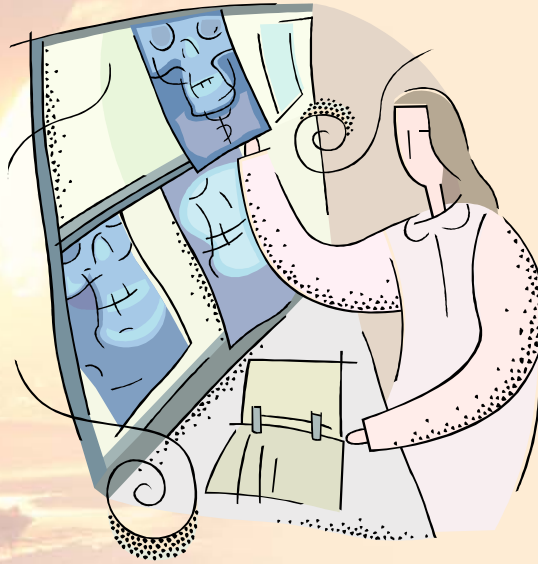
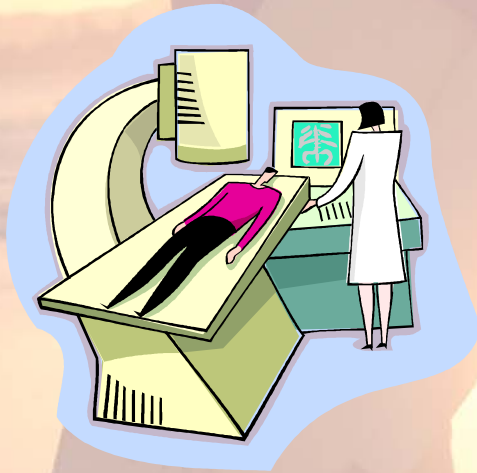
Last 10 years in Imaging Services

Bachelors in Nursing in 1984 from University of Wisconsin-Eau Claire

Masters in Nursing in 2006 from San Diego State University

PhD in Nursing in 2012 from the University of San Diego

Evolution of APN Role in Imaging Services




New Position in Radiology

Uncharted Territory



Leap of Faith



A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a strong orange glow. The person is facing right, and the surfboard is held vertically in front of them. The background shows the ocean and a distant shoreline.

Why are we having this discussion?

Survey question:

Do you believe that the public trusts nurses as individuals and the nursing profession in general?

Please tell me how you would rate the honesty and ethical standards of people in these different fields -- very high, high, average, low or very low?

Dec. 5-8, 2013

■ % Very high/High



A silhouette of a person carrying a surfboard on a beach at sunset. The person is walking away from the camera, carrying a large surfboard under their arm. The background is a bright, hazy sunset over the ocean, with waves visible in the distance. The overall tone is warm and golden.

Survey question 2:

Do you believe that most members of the public understand what nurses actually do? or what a radiology nurse does?

Instead of being defined by own standards we are often described in comparison to physicians.

“you are so smart, you could be a doctor”

A silhouette of a person holding a surfboard on a beach at sunset. The person is standing on the sand, holding the surfboard vertically. The background shows the ocean and a bright sun low on the horizon, creating a warm, golden glow. The text is overlaid on the right side of the image.

*Act as if what you do
makes a difference.*

It does!

William James
(19th century philosopher)

Difficult Journey

A silhouette of a person carrying a large surfboard on a beach at sunset. The person is walking away from the camera, carrying the surfboard under their arm. The background is a bright, hazy sunset over the ocean, with the sun low on the horizon. The overall tone is warm and contemplative.

Fought to get a seat at the table

Radiology nurses want to be heard, need a voice, no one knows what they do. "Oh, you have nurses there?"

Doctoral work on interventional radiology (Chicago, 2011)

Lone nurse in a outpatient Radiology Center

A silhouette of a person, possibly a nurse, holding a large, light-colored object (like a patient or a large bag) against a bright, hazy background that looks like a sunset or sunrise. The person is standing on a beach or a similar outdoor setting. The overall tone is warm and hopeful.

For 5 years she had been working on having her voice heard.

She continually utilized the ARIN listserve as her resource and support.

She was tireless in her pursuit of conducting patient care in her setting in a safe manner (most of the issues related to OSHA requirements)

Result of her persistence

- They have a person in charge of all OSHA issues
- She was asked to be on the safety committee
- She is being backed 100% by administration is any safety issues

“To make a long story short-this has been very difficult starting from scratch and making sure everyone is on board with the ‘new rules’.

Medication vials are actually being labeled and the medication fridge is being monitored and not being used for lunches!! It has also been stated that if anyone doesn't want to follow the rules they can find other employment. So our patients win!! I truly appreciate ARIN's dedication to my problems!”

A background image showing the silhouette of a person standing on a beach, holding a large surfboard. The scene is set during sunset or sunrise, with a warm, orange glow across the sky and water. The person is facing away from the camera, looking out towards the ocean.

From her email

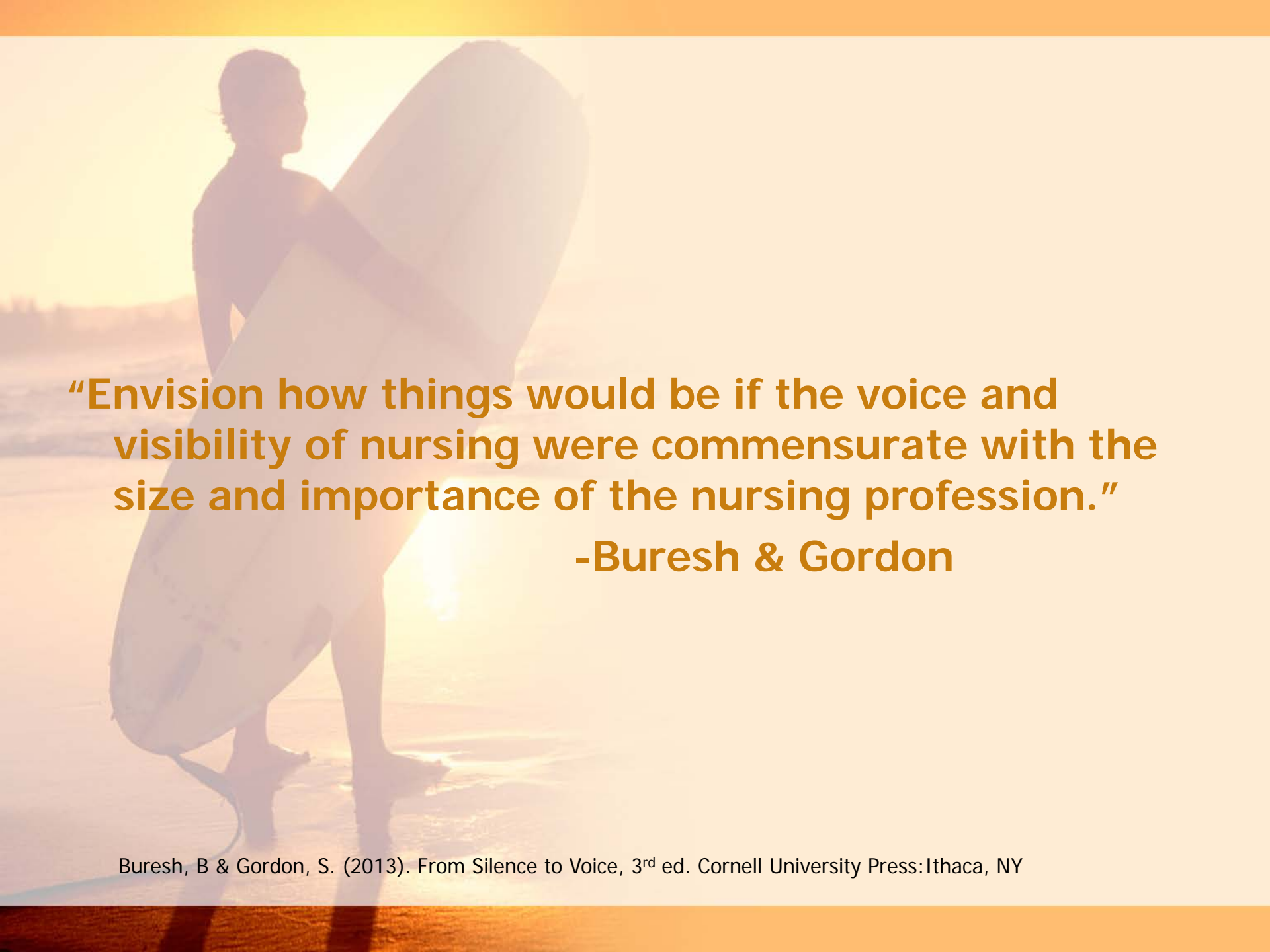
“What I would like heard by all the ARIN nurses is how supportive the group is in time of need!! Without the support I received I may have just given up. I needed that extra boost and someone telling me I was correct in my thinking”

Just doing our jobs

A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, golden glow. The person is facing away from the camera, looking out at the ocean. The surfboard is held vertically, and the person's shadow is cast on the sand.

"Our job as nurses is to cushion the sorrow and celebrate the joy every day while we are just doing our jobs."

Christine Belle

A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, golden glow. The person is facing right, and the surfboard is held vertically in front of them. The background shows the ocean and a hazy sky.

“Envision how things would be if the voice and visibility of nursing were commensurate with the size and importance of the nursing profession.”


-Buresh & Gordon

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Key concepts of a Caring Science

- **Heart/Soul**
- **Voice**
- **Hearth/Home**
- **Mind**
- **Hands/Praxis**

Adapted from Watson's Caring Theory

- 
- A person is standing on a beach at sunset, holding a surfboard vertically. The sun is low on the horizon, creating a strong orange and yellow glow that reflects on the water and sand. The person's legs and the surfboard are silhouetted against the bright light.
- Definition of voice
 - Types of voice

CONCEPT OF VOICE

Definition of voice

- . the sound or sounds uttered through the mouth of living creatures, esp. of human beings in speaking, shouting, singing, etc.
- . expression in spoken or written words, or by other means: to give voice to one's disapproval by a letter
- . the right to present and receive consideration of one's desires or opinions: We were given no voice in the election.

—Idioms

- . the still, small voice, the conscience: He was only occasionally troubled by the still, small voice.

voice. (n.d.). *Dictionary.com Unabridged (v 1.1)*. Retrieved from Dictionary.com website:

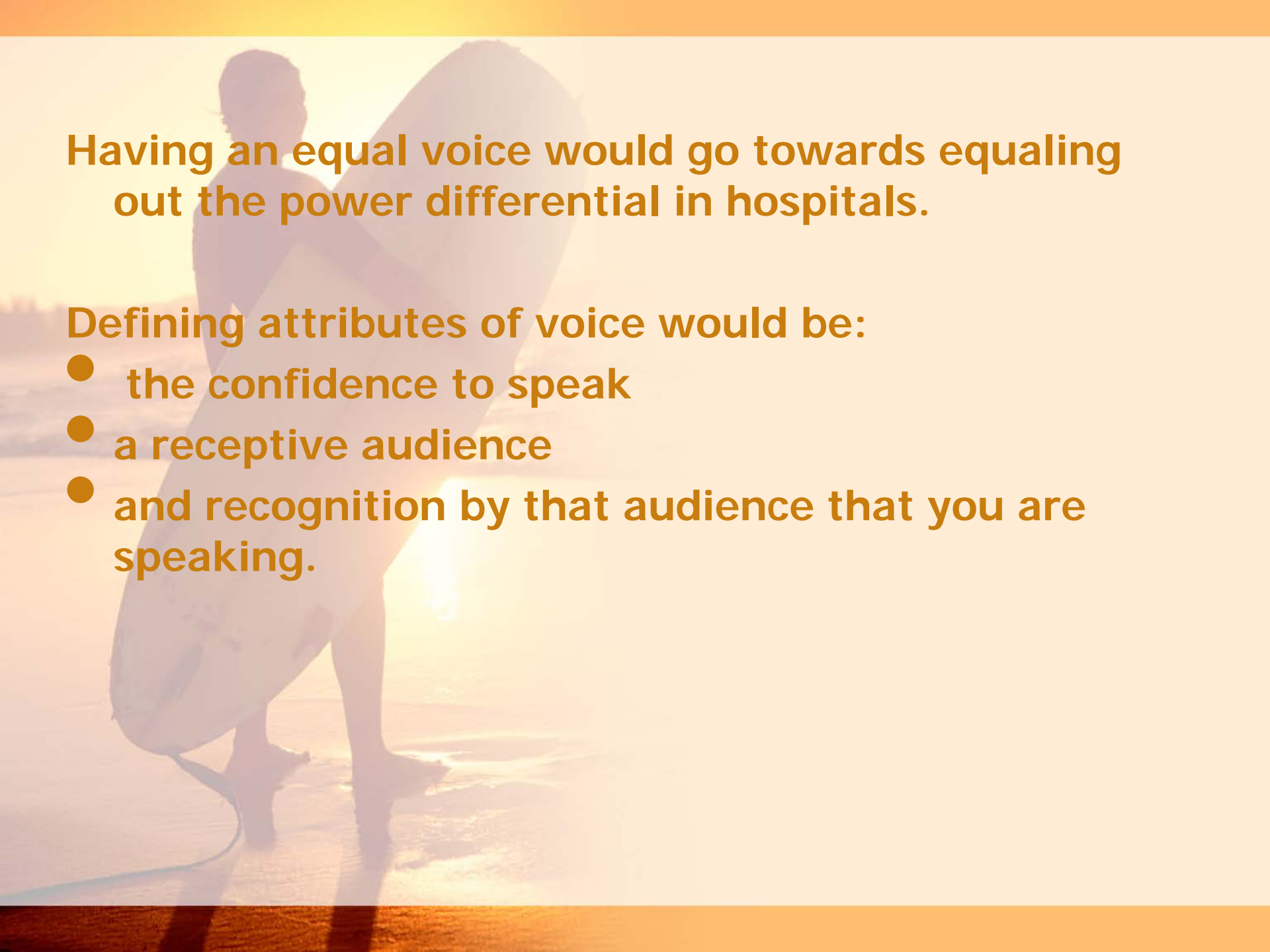
<http://dictionary.reference.com/browse/voice>

Types of voice

grammatical voice, passive voice, active voice, interactive voice, singing voice, tone of voice, give voice, voice of conscience, voice of reason, inner voice, low voice, baritone voice, bass voice, middle voice, murmured voice, voice of authority, with one voice, voice of God, voice of the church, voice of the faithful, voice of war, mellifluous voice, voice in my head, finding a new voice, choral speaking, voice of the people, adjutative voice, antipassive voice, applicative voice, causative voice, circumstantial voice, reciprocal voice, reflexive voice, voice of nursing, united voice, professional voice, voice from patient centered care filter, nursing voice (political voice), and enriched professional voice.

Nursing Voice: Is it just a “touchy/feely” topic?



A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a bright orange glow. The person is facing away from the camera, looking out at the ocean.

Having an equal voice would go towards equaling out the power differential in hospitals.

Defining attributes of voice would be:

- **the confidence to speak**
- **a receptive audience**
- **and recognition by that audience that you are speaking.**

Nursing Voice



A person is standing on a beach at sunset, holding a surfboard. The sun is low on the horizon, creating a bright orange and yellow glow that reflects on the water. The person's legs and the surfboard are silhouetted against the bright light. The surfboard is white with some dark markings. The water is calm with small ripples.

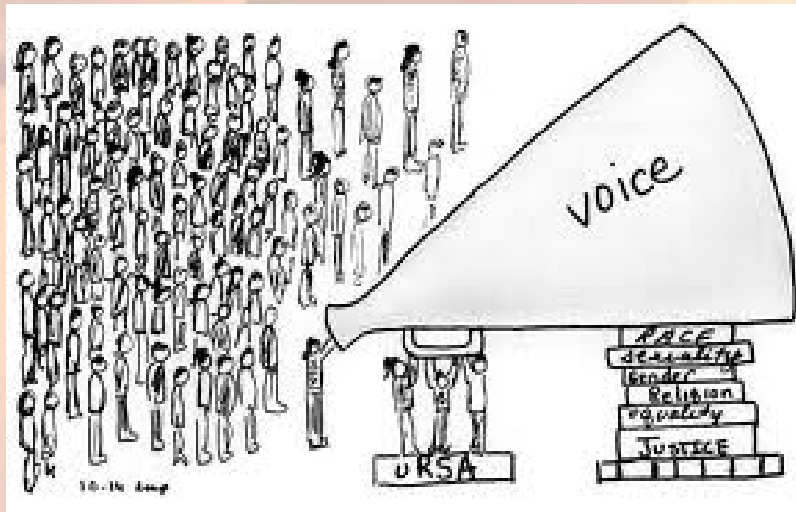
HOW DO WE KNOW WHO IS SPEAKING?

Health care voice



Nursing Voice

Bring your voice to an area
where patient's can't speak
for themselves



Support each other

**find
your
voice!**

Without Seeing you, They should hear you!



Our Voice needs to be your Mom's voice



**find
your** 
voice!

A person is standing on a beach, holding a surfboard vertically. The background is a bright sunset or sunrise over the ocean, with the sun low on the horizon. The person is silhouetted against the bright light. The overall color palette is warm, with oranges, yellows, and soft blues.

Being heard or having a voice gives you:

- Recognition
- validation
- value
- Reward

Being chronically unheard or silenced:

- decreased self esteem
- anger
- frustration
- depression
- marginalization

What happens when you are silent or not heard?



The Silent Treatment (research study by VitalSmarts, AORN and AACN)

- Concerns about dangerous shortcuts
- Concerns about incompetence
- Concerns about disrespect

A silhouette of a person holding a surfboard on a beach at sunset. The person is standing on the sand, holding the surfboard vertically. The background is a bright orange and yellow sky with a low sun, creating a strong silhouette effect. The water is visible in the distance.

Sadly...

Study found that only a small minority of non-supervisory nurses spoke up when they had a concern related to dangerous short cuts, incompetence or disrespect.

Only 9 % spoke up in all three situations

Only 14% spoke up in 2 of the 3 situations

Specific example

"During the surgical safety checklist, we realized the permit and the scheduled surgery did not match(wrong side). We tried to stop the doctor (plastic surgeon) and he said the permit was wrong. The patient was already asleep and he proceeded to do the wrong side against what the patient had verified, which had matched the permit. We couldn't not get any support from the supervisor or anesthesiologist. The surgeon completed the case. Nothing was ever done. 'We felt awful because there was no support from management to stop this doctor. What is the point of having a checklist when it is not consistently followed? We felt absolutely powerless to being an advocate for the patient."

A silhouette of a person holding a large, white, curved object, possibly a surfboard, against a warm, orange-toned background that resembles a sunset or sunrise over water. The person is standing on a beach, and the sun is low on the horizon, creating a strong glow.


How the nurses overcame their concerns

They had spoken up sometime in the past, and a patient had been protected

A patient had already been harmed and the incident was being reviewed

They had a strong trusting relationship with the person they need to confront

One or more physicians had made it clear that they appreciate it when nurses speak up

A person is silhouetted against a bright sunset, holding a surfboard vertically. The sun is low on the horizon, creating a strong orange and yellow glow that reflects on the wet sand and water. The person's legs and the surfboard are in the foreground, while the ocean and sky are in the background.

From the AACN

HEALTHY WORK ENVIRONMENT

The background of the slide features a soft-focus photograph of two individuals walking away from the viewer along a sandy beach. The scene is captured during the 'golden hour' of sunset, with a warm, orange-hued sky and a low sun creating a bright, hazy glow. The silhouettes of the people are visible against the bright background, adding a sense of movement and human connection to the overall theme of the slide.

Six Standards for establishing and sustaining a Healthy Work Environment

1. Skilled Communication

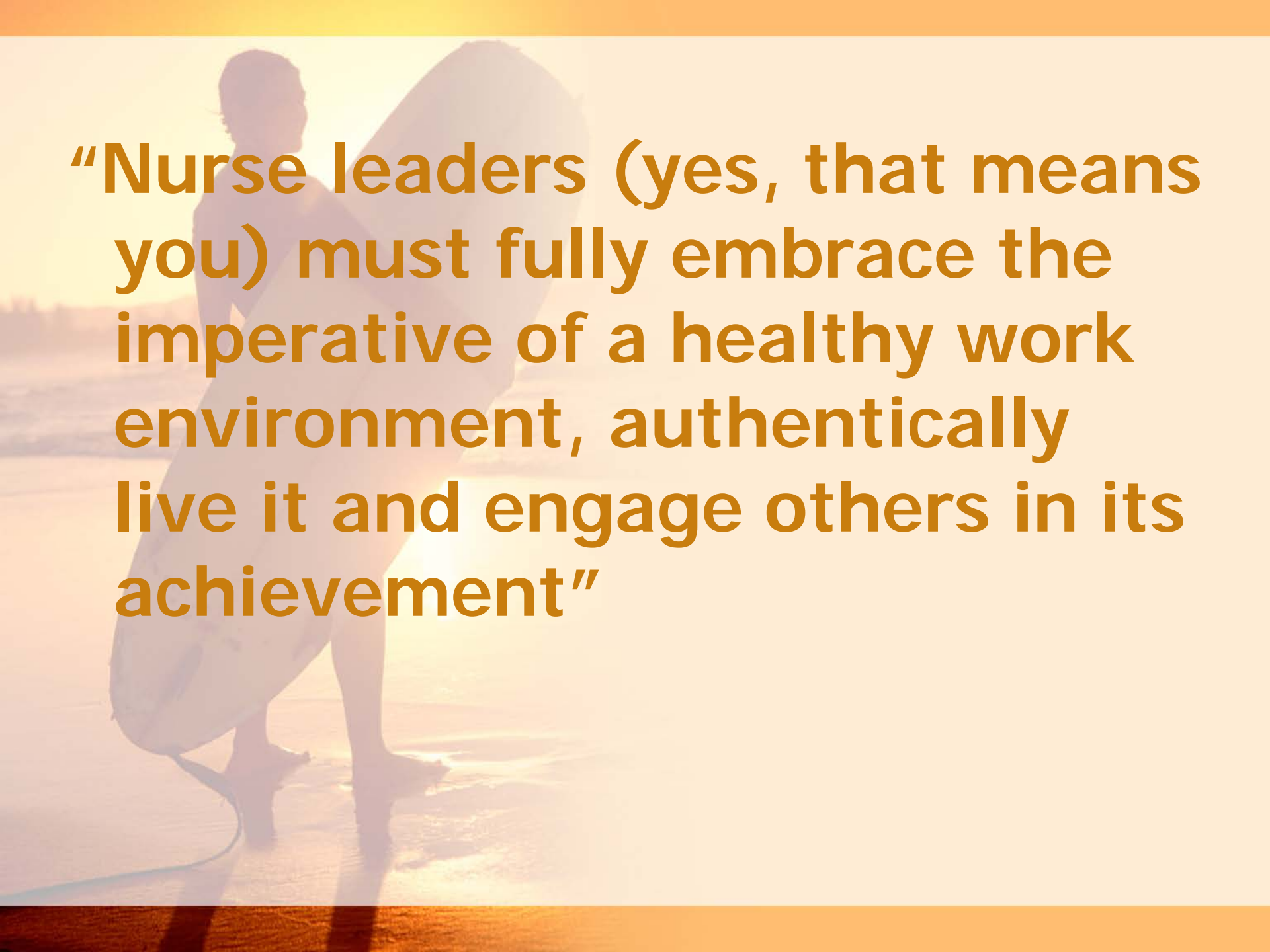
2. True Collaboration

3. Effective Decision Making

4. Appropriate Staffing

5. Meaningful Recognition

6. Authentic Leadership

A silhouette of a person carrying a large, rounded object on their back, walking towards the right. The background is a bright, hazy sunset or sunrise over a body of water, with the sun low on the horizon. The overall color palette is warm, dominated by oranges and yellows.

“Nurse leaders (yes, that means you) must fully embrace the imperative of a healthy work environment, authentically live it and engage others in its achievement”

Standard 1- Skilled communication

- Nurses must be as proficient in communication skills as they are in clinical skills
- Individual nurses and health care organizations make it a priority to develop communication skills

Critical element to this Standard is that skilled communicators invite and **hear** all relevant perspectives

A background image showing the silhouettes of two people embracing on a beach at sunset. The sun is low on the horizon, creating a warm, orange glow. The person on the left is standing and holding the person on the right, who is sitting or crouching. The text is overlaid on this image.

Standard 2: True Collaboration

Critical element:

“Every team member contributes to the achievement of common goals by giving power and respect to **each person's voice**, integrating individual differences, resolving competing interests and safeguarding the essential contribution each must make in order to achieve optimal outcomes”

Standard 6: Authentic Leadership

A background image showing the silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, orange glow. The person is facing away from the camera, looking out at the ocean.

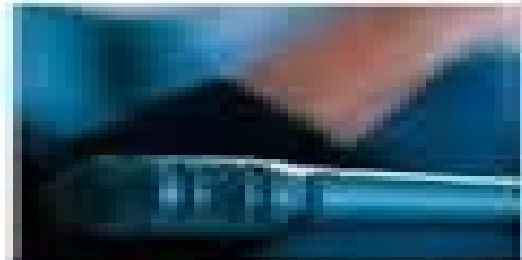
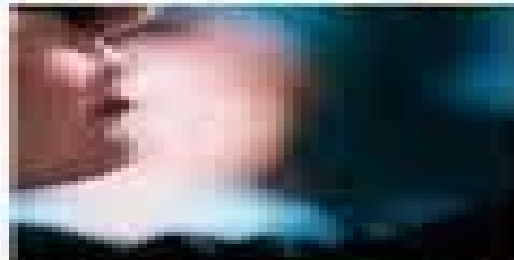
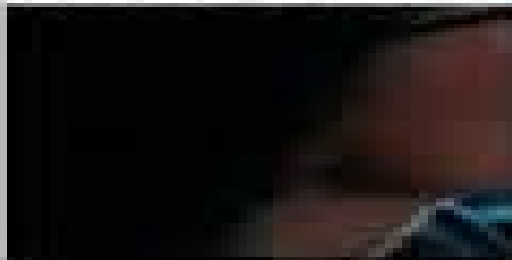
Critical element:

“Nurse leaders role model skilled communication, true collaboration, effective decision making , meaningful recognition and authentic leadership.”

THIRD EDITION

BERNICE BURESH | SUZANNE GORDON

FROM SILENCE

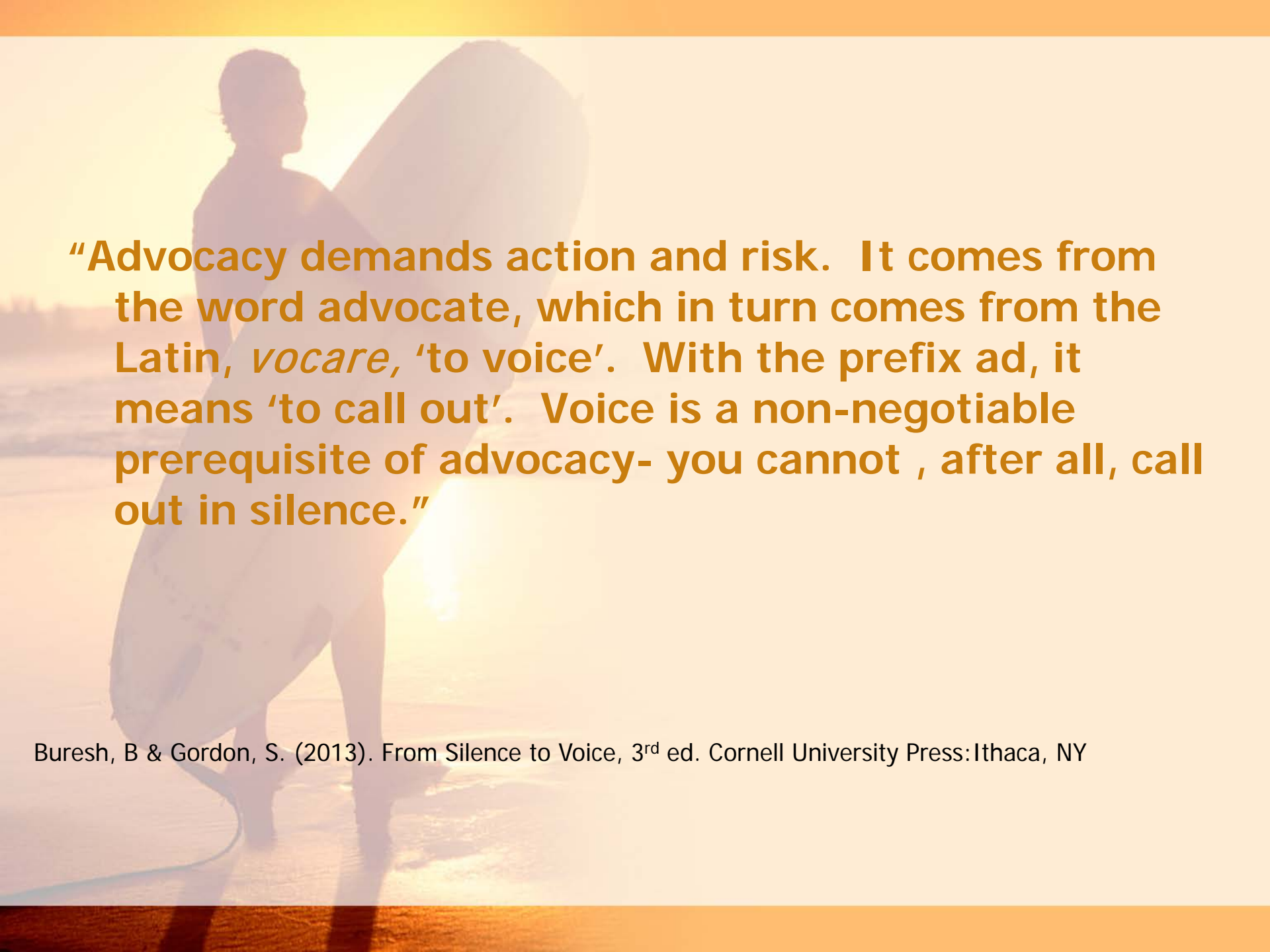


TO VOICE

WHAT NURSES KNOW AND MUST COMMUNICATE TO THE PUBLIC

ELSEVIER

Buresh, B & Gordon, S. (2013). From Silence to Voice, 3rd ed.

A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, orange glow. The person is facing right, and the surfboard is held vertically in front of them.

“Advocacy demands action and risk. It comes from the word advocate, which in turn comes from the Latin, *vocare*, ‘to voice’. With the prefix ad, it means ‘to call out’. Voice is a non-negotiable prerequisite of advocacy- you cannot , after all, call out in silence.”

Buresh, B & Gordon, S. (2013). From Silence to Voice, 3rd ed. Cornell University Press: Ithaca, NY



Nursing Voice

Important in all areas but focusing on procedural areas

Nursing voice in procedural areas

A silhouette of a person holding a large heart against a sunset background. The person is standing on a beach, and the heart is held in front of them. The sun is low on the horizon, creating a warm, orange glow. The person's shadow is cast on the sand.

Power relations, who has power over us?

How do you maintain a professional identity in a tech driven environment?

Boundaries of professional identity

How do we include everybody's voice equally? Do we do this?

How do we know who is speaking?

What makes nursing's voice unique?

Why are we still dismissed in 2015?

A person is standing on a beach at sunset, holding a surfboard vertically. The sun is low on the horizon, creating a strong orange and yellow glow that reflects on the water and sand. The person's legs and the surfboard are silhouetted against the bright light. The surfboard has some dark spots and a small fin visible at the bottom.

NURSING VOICE IN INTERVENTIONAL RADIOLOGY

**From participants of a
Qualitative Descriptive
Research Study conducted in
Interventional Radiology**

Themes for nursing voice

Not being listened to

Tough for nurses to take a stand

Fight against MD for patient advocacy

Techs not sure what nurses do

Nurses ensure policy, orders, standards,
requirements

Push MD to see patients

Power struggle between techs and nurses

Voice of the Interventional Radiology Nurse

A background image showing the silhouette of a person holding a large, curved object, possibly a surfboard, against a bright, hazy sunset or sunrise sky. The person is standing on a beach or shore, and the overall tone is warm and contemplative.

“They considered us the speed bumps in the department...because we would slow things down...We were questioning...the nurses would step up and voice concerns or slow things down by saying ‘this doesn’t look right or should we be doing that?’ ”

“The techs would never really question the physicians where as the nurses were always the squeaky wheel”

“One thing I found amazing at conference, I realized I was not alone and I thought we were the only department that was in this struggle”

Voice of the Interventional Radiology Nurse

A silhouette of a person holding a large heart shape against a sunset background. The person is standing on a beach, and the heart is held in front of them. The background shows a sunset with orange and yellow hues.

"...surprised to see that there are nurses down in Radiology"

"The rest of the hospital using capnography a lot longer...just a fluke that 2 weeks ago it was attached to a pump"

"Tough for nurses to take a stand"

"I get nervous about talking because there is a tech nurse divide in there but at the same time I really believe there is a place for me in interventional radiology, I'm just not sure where and how it will be..."

Voice of the Interventional Radiology Nurse

A background image showing the silhouette of a person standing on a beach, holding a large surfboard. The scene is set during sunset or sunrise, with a warm orange glow across the sky and water. The person is facing away from the camera, looking out towards the horizon.

"I actually looked at the standards in OR to see what I could do better and I am actually attempting to for the department and am probably going to be the bad guy in the next few weeks because I am going to be pushing to follow stricter OR standards by nursing and by techs so I'm not going to be very popular among the techs, I know that for sure"



Voice of the Interventional Radiology Nurse

One RN stated, *"the sedation of the patient and monitoring the response to sedation-the JCAHO standard. We're also circulating and doing other stuff that we actually shouldn't be doing."*

She went on to say, *"It does make me feel a little bit uncomfortable when your role is stretched so thin that the patient might be compromised, cause you're doing other stuff and not monitoring the patient closely because you have other duties and tasks while you're sedating patients. So no, I don't think that's cool."*

Other participants (voice for the patient)


“The more knowledge you have the more apt in your ability you have to advocate for the patient”

“The nurses are the ones who explain everything to the patient”

“remember to bring all that technology down to the patient...it's about the patient...patient first”

One last IR nurse stated (voice for the patient)

“I try to do anything I can to get them through their procedure and I hope I’ve given them enough information...I feel like besides all the other technical things that I do, that if I do that human piece and help them not to be so scared, then I feel good about that...the only reason I keep going back to work, you know after almost 30 years”

A silhouette of a person holding a large surfboard on a beach at sunset. The person is standing on the left, facing right, holding a large, light-colored surfboard vertically. The background is a bright, hazy sunset over the ocean, with the sun low on the horizon. The sky is a mix of orange and yellow, and the water reflects the light. The overall mood is serene and contemplative.

"This failure to integrate nursing into marketing materials does not mean that hospitals aren't sending messages about nursing. Quite the contrary: they are suggesting that nursing is not important to the services that they offer."

Buresh, B & Gordon, S. (2013). From Silence to Voice, 3rd ed. Cornell University Press: Ithaca, NY



Call to Action



Be

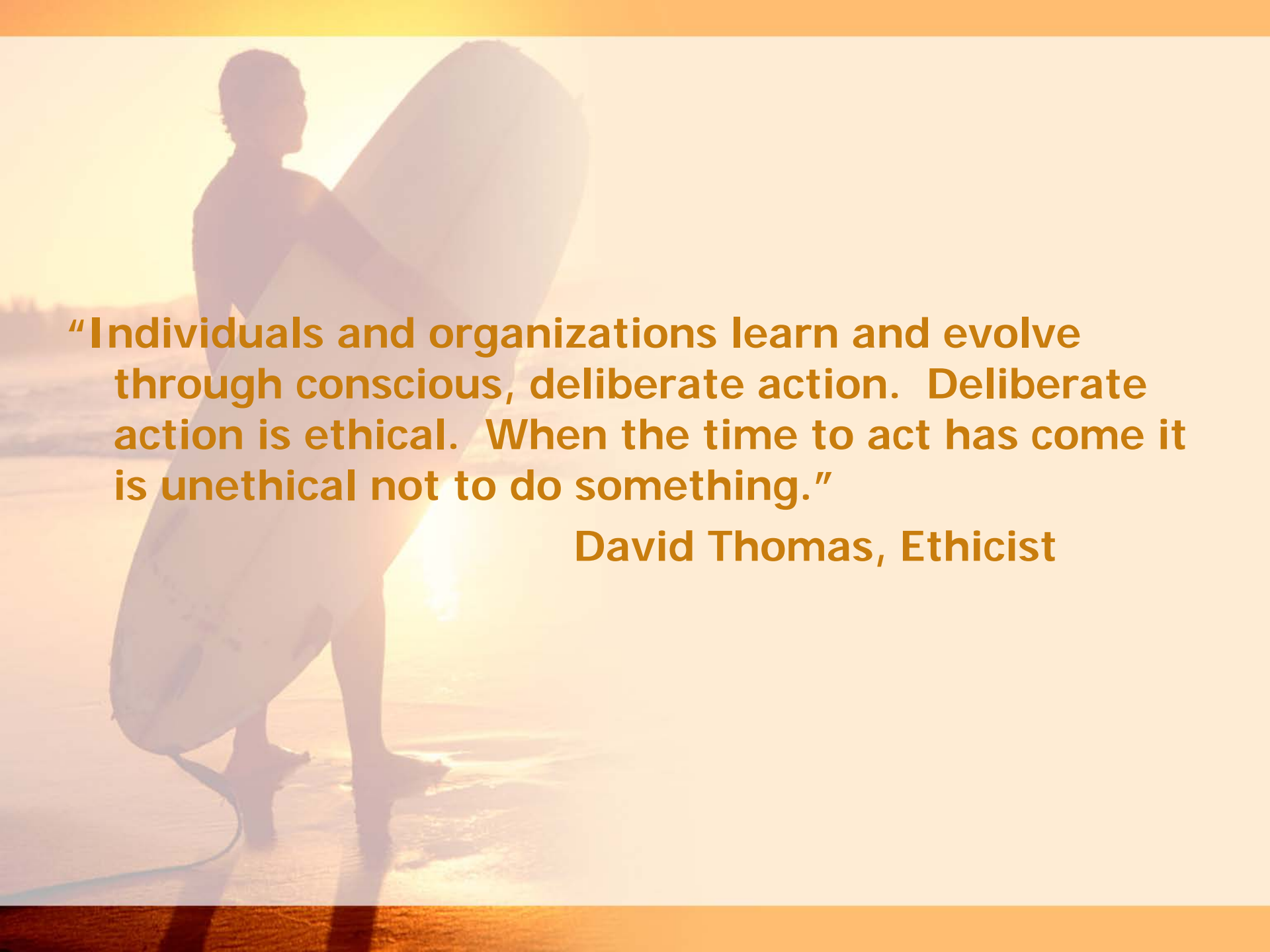
the

voice

not

the

echo.

A silhouette of a person holding a surfboard, standing on a beach at sunset. The sun is low on the horizon, creating a warm, golden glow. The person is facing right, and the surfboard is held vertically in front of them. The background shows the ocean and a distant shoreline.

“Individuals and organizations learn and evolve through conscious, deliberate action. Deliberate action is ethical. When the time to act has come it is unethical not to do something.”

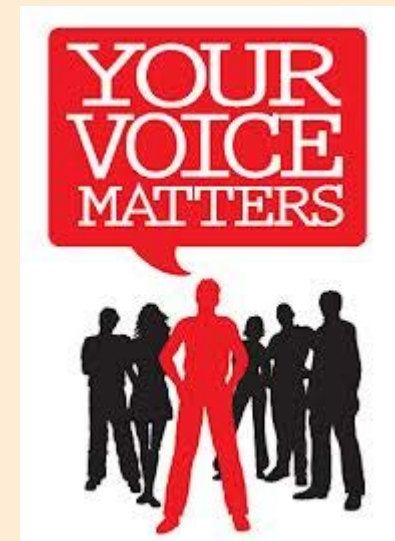
David Thomas, Ethicist

Remember

You have to make sure your voice is heard above all others

Nurses need to demonstrate a faith in themselves and their profession

You have to be the voice of nursing in an area with no voice



Call for action

- Lead where you are
- Speak up (Dr. Spillane)
 - Voice isn't just in the care narrative but in being at the table to speak for ourselves
- Get nursing mentioned on your hospital website (first page)
- Support each other
- Mentor those coming behind you
- Be professionally active and network (Dr. Denny)
- Educate yourself on the imaging technology and devices being used (Dr. G)
- Make your future (Dr. Miller)

Use your voice

“Don't forget to use your gift of speech in your practice. Use your voice to encourage, soothe and allay patients' fears and let them know they are not alone. Use your voice to educate and empower them, so they can learn to take better care of themselves. The human body is an incredible machine, but it also houses a soul and spirit.”

-Theresa Brum
(Nurse.com, Dec, 2014)

**YOUR
VOICE
OUR
FUTURE**



Nurses
may not be
angels,
but they are the next
best thing.



Be yourself
everyone else is taken

Thank you so much.
Brenda.boone2@gmail.com