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Report of the
ANA Professional Policy Committee
2025

Dialogue Forums

ANA Membership Assembly
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Report of the 2025 ANA Professional Policy Committee
Dialogue Forums

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Chair, ANA Professional Policy Committee

President Mensik Kennedy and ANA Membership Assembly Representatives:

Dialogue Forum #1: Advancing Rural Health Through Nursing Innovation and Advocacy**.** This proposal was submitted by Dr. Linda Gibson-Young and Dr. Amy Pridemore of the Alabama State Nurses Association.

Issue Overview: This forum considered the significant barriers for rural communities in accessing healthcare, leading to stark health disparities compared to urban populations. These barriers include geographic isolation, provider shortages, limited broadband access for telehealth, and socioeconomic challenges. Rural areas experience higher rates of preventable diseases, maternal and infant mortality, and chronic conditions, alongside lower access to preventative care. Nurses, who are the most trusted and accessible healthcare providers, are ideally positioned to lead innovative solutions to these challenges.

Summary of Dialogue Forum Discussion:

- All commenters agreed with the recommendation that ANA should advance policies that promote the use of nurse-led care delivery modalities that address access to health care in rural areas.
- Some commenters suggested that the recommendation should be broadened to encompass urban areas and all facilities and care delivery, others made mention of adding “underserved areas” in addition to rural to capture care to vulnerable patient populations.
- New Mexico noted and Montana echoed that the recommendation should include work that is more “defense”—such as advocating against passage of the budget reconciliation package, particularly those focused on Medicaid funding, which threatens rural hospitals’ ability to keep their doors open.
- Commenters from rural states urged that the recommendation remain focused on rural health care, noting that there are critical differences between rural and urban care needs.
- Some commenters reflected on nursing care in rural areas as requiring specialized skills and knowledge because of the resource constraints and unique needs of these communities.
- Other commenters shared specific specialty areas and healthcare services that are especially challenging in rural areas, such as:

    - Behavioral health and substance and opioid use disorders
    - Maternal, labor and delivery services
    - Home and community health
- Washington and Oregon highlighted county level data that provides indicators of health outcomes based on where you live, which is illustrative of rural-urban disparities.
- Other key themes and/or areas of consideration include pay incentives and reimbursement, use of student nurses to increase access to services, removing practice barriers and supervision requirements, and the need to ensure the telehealth waiver does not expire in September 2025.

Recommendation:
Based on the feedback from the Membership Assembly, the Professional Policy Committee supports adoption of the following recommendation:

1. Advance policies that promote the use of nurse-led care delivery modalities that address access to health care in rural areas

Dialogue Forum #1 – Background Document

Dialogue Forum #2: Policy Development for the Effective Use of Artificial Intelligence from the Lens of Ethics Within the Scope of Nursing Practice. This proposal was submitted by Dr. Manjulata Evatt, member of the Pennsylvania State Nurses Association.

Issue Overview: This forum considered how integrating Artificial Intelligence (AI) technology into nursing practice and healthcare workflows can improve clinical decision-making at the point of care and impact patient safety and outcomes. The issue is how nurses can use AI tools within their scope of practice and ethical practice.

Summary of Dialogue Forum Discussion:

- Consider Ethical and Environmental Implications
    - Ensure AI aligns with core nursing values and ethics, including patient dignity, human connection, and non-maleficence.
    - Address environmental impact of AI, particularly generative AI's high energy consumption and its implications for public and planetary health.
- Safeguard Nursing Roles and Clinical Judgement
    - Protect the role of bedside nurses and reject any use of AI that undermines safe staffing or justifies reduced human presence.
    - Explicitly affirm that AI should augment—not replace—nurses' clinical judgment, especially in complex care settings.
    - Label AI as a tool, not a "nurse," and legally protect the title "nurse" from misuse by AI systems or vendors.

- Include Nurses in AI Governance and Development
    - Require nurse representation in AI development, deployment, and governance, including vendor partnerships, data oversight, and product evaluation.
    - Encourage nurse participation in interdisciplinary committees, task forces, and ethics boards shaping AI in healthcare
- Emphasize Education and Accountability
    - Integrate AI literacy into nursing curricula to prepare students regarding ethics, bias, misinformation, and accountability for AI-generated content.
    - Educate nurses on safe and ethical AI use, including awareness of AI hallucinations and the importance of validating outputs.
    - Reinforce that nurses remain professionally accountable for documentation and decisions—even when AI is used as support.
- Establish Transparent, Fair AI Governance
    - Advocate for national and institutional AI governance frameworks that ensure:
        - Transparency in algorithms
        - Cybersecurity and data privacy
        - Accountability for AI-generated decisions
        - Ongoing oversight and evaluation
    - Support regulatory bodies (e.g., Boards of Nursing) in establishing safeguards and rulemaking around AI in practice.
- Address Health Equity and Population-Specific Risks
    - Recognize and mitigate biases in AI tools, especially those trained on non or underrepresented data sets that may harm (i.e. pediatric, rural, or underserved populations)
    - Ensure tools are validated for specific populations and used appropriately to avoid inequitable care.
- Encourage Collaboration Over Resistance
    - Promote constructive engagement between nurses and tech developers, rather than resistance or fear-based reactions, to shape ethical, patient-centered innovation.
    - Avoid reactionary implementation driven by vendors or trends, instead, promote evidence-informed adoption based on clearly defined clinical needs.

Recommendation:

Based on the feedback from the Membership Assembly, the Professional Policy Committee supports adoption of the following recommendations:

1. Partner with stakeholders to develop guidelines that consider both the ethical and legal domains, for the use of AI tools within nursing practice. Consideration should be given to:

a. Protecting the role, clinical judgment, and the patient relationship
b. The impact of AI use on the environment
c. Including nurses in AI governance and development
d. Advocating for regulations and payment structures that ethically and equitably advance the use of AI.

Dialogue Forum #2 – Background Document

Dialogue Forum #3: Revising and Protecting the Role of the RN Nursing: Scope and Standards of Practice

Issue Overview: This forum considered the evolving demands of healthcare that have placed increasing pressures on registered nurses, leading to critical challenges related to role clarity, mental health, and workforce sustainability. The current *Nursing: Scope and Standards of Practice*, last revised in 2021, needs to reflect the realities of modern nursing practice. Nurses are often expected to serve as a catch-all solution for systemic healthcare staffing shortages, leading to role confusion and unsustainable workloads. There is a need for a clear delineation between nursing's responsibilities and those of other healthcare professionals. The purpose of this discussion was to provide feedback, informed by this proposal, as the revision of the current *Nursing: Scope and Standards of Practice* (4th edition) moves forward.

Summary of Dialogue Forum Discussion:

- It was noted that nursing is very diverse and that it is important that the *Nursing: Scope and Standards of Practice* need broadly reflect nursing outside of the acute care setting, including technology, care management, and other settings.
- One commenter reflected on the importance of speaking to professional identity across the continuum and align with the Code of Ethics for Nurses.
- Another commenter suggested adding to the Education Standard (currently Standard 13) the need to commit to educating future nursing workforce through preceptorships and other mentoring efforts.

The ANA Membership Assembly provided feedback on the revision of our foundational document, *Nursing: Scope and Standards of Practice*. There are no recommendations for this Dialogue Forum.

Dialogue Forum #3 – Background Document