

Jacqueline Herd, DNP, NEA-BC, FAONL

BIOGRAPHY

Jacqueline Herd's passion is inspiring and empowering nurses to lead. Her leadership journey began over 20 years ago in the emergency department as a charge nurse, Director and later CNO of the hospital. She has worked her way up from a small community hospital to large safety-net academic medical center. She is past BOD for AONL Region 4; current board/committee positions include Georgia State Byrdine Lewis School of Nursing and Health Profession Community Advisory Board, Secretary for National Prevent Blindness Board, AONL Diversity, Equity, Inclusion and Belonging, GAHE Diversity, Inclusion and Belonging, AONL's Nurse Leaders in Advocacy, the Beryl Institute Nurse Executive Council and a Commissioner for the National Commission to Address Racism in Nursing.

STATEMENTS

1. Statement describing the biggest issue facing AONL and potential strategies to address the issue.

The biggest issue is the nursing shortage increase in unionization and staffing mandates.

Strategies;

- Letting go of sacred practices, reassigning tasks to other members of the healthcare team at a lower cost.
- Innovation, leveraging technology that support/decrease workload.
- Innovative models of care inclusive of care teams and virtual care.
- Acuity tools to support staffing based on the individual needs of the patient.
- Nurse leader leveraging data to support practice.
- Addressing the burden on redundant documentation.
- Nursing leadership models that provide Business and Project Management Support.
- Research span of leader responsibility to support work life balance.

2. Please describe your actions to increase diversity, equity and inclusion within your organization or community.

My personal actions include knowing my bias, staying informed, listening, learning, being vulnerable, being brave, creating space that supports psychological safety and asking the why. Sharing my journey of success and failure as I mentor nursing students, nurses/nurse leaders of color on how to navigate roadblocks that can hinder/block their success. Encourage leaders regardless of color to listen to learn, with a sense of inquiry and vulnerability so they can create space that support inclusive environments with diversity of thoughts, experience and views. Networking and helping others that don't look like me to learn by sharing personal experiences, knowing the history, and research.

3. Please describe the unique perspective or skills you would bring to the AONL Board.

I understands what it feels like to be excluded, so I bring the perspective of sharing my story and ensuring the voice of inclusivity and diversity are at the table. In addition, my past and current experience with being on several national boards (nursing, non-nursing and academia) I have a clear understanding of my role and well-rounded insights into issues impacting academia, healthcare and nursing. My work background has provided me with strong financial acumen, utilizing data to

improve outcomes, capacity, thought-put, union organization, nurse mandated ratio, and staffing committee. Most importantly, I am a nice person who loves nursing, and enjoys supporting and encouraging others.

4. Please describe your actions to improve health outcomes through advocacy.

As a member of AONL NLIA for several years, I have participated in several healthcare advocacy days on the hill (4 AONL and 1 Prevent blindness) where I met with local/national legislators on workforce/ healthcare related issues. When called to action I have sent emails to legislators and encourage other nurses to do the same. As a member of NBNA, ANBNA and GNA I am aware health care issues (maternal morbidity, obesity, food deserts) that affect the African American community and have participated in emails campaigns and sharing personal stories to enlist the support from legislators. I also actively invite nurses to join NLIA to increase the number of nurse advocate across the nation.