

Vegas Sept. 17-20: "Dying to Know: Getting to Know Your Coroner," and on Oct. 17 at the University of Colorado on "Role of the Coroner and Medicolegal Death Investigator." She was invited to speak on "Mental Health in Space" at the Students for Exploration and Development 2024 International Conference

and Space Vision 2024 at the University of Denver on Oct. 3. Robin Bruce, from the Colorado Council of Black Nurses, Inc., Aerospace Division, organized the talk which focused on space healthcare. Annette deserves a nomination for the NLN Mary Adelaide Award for Outstanding Teaching for Leadership in

Nursing Education even if not the recipient. CA 20 sponsored UNC student, Julia Ybarra, to attend the Colorado Center for Nursing Excellence Leadership Diversity Conference at the Pace Center in Parker, Colorado on November 8. ■

GAPP Update

By Mary Satre, MSN, MBA, RN,
Co-Chair of CNA GAPP Committee

GAPP is best described as the legislative advocacy arm of CNA. An official Committee of the Colorado Nurses Association, it meets twice a month during the Colorado State Legislative Session (January through May) and monthly when the Session is not convened. Those members who attend GAPP meetings will soon become familiar with its structure and dynamics. Voting members commit to familiarizing themselves with pending bills

and issues before the State Legislature to facilitate meaningful and productive discussion at meetings. Members may be asked at times to provide more in-depth information regarding a particular topic or bill, especially if it falls within their specific area of expertise. During the months preceding the convening of the Legislature, our contract lobbyist team and leadership keep us informed on activity within the Legislature, including projections of pending bills for the upcoming Session.

Once the 2025 Legislative Session begins, GAPP encourages interested members to familiarize themselves with the "Bill Tracker" link found under the Advocacy tab on the

CNA homepage (www.coloradonurses.org). This list of priority bills cites the position taken by CNA (Support, Oppose, or Monitor) and is regularly updated to reflect the work completed by GAPP during the Session.

Students and all CNA members are welcome at GAPP meetings and can access the registration details and more information about GAPP by going to: <https://www.coloradonurses.org/gapp/>. (Click the "Advocacy" tab on the CNA Homepage and then click "GAPP.") Information about becoming a voting member is provided at the start of every meeting. ■

The Importance of Defining Healthcare Worker Well-Being

Mary Beth Cross, DNP, RN

Defining well-being for nurses, providers, and other healthcare workers is a complex task, often proving to be a challenging and intricate process. The literature suggests that a comprehensive understanding of nurse well-being is still a puzzle, especially in the current healthcare landscape. Patrician et al. (2022) discovered that nurse well-being encompasses various levels, including individual, organizational, and community. Individual attributes such as happiness, satisfaction, optimism, compassion, gratitude, forgiveness, and sound body/spirit, and organizational/community attributes like teamwork, a sense of mission, pride in work, and social integration, all contribute to overall well-being. The success of the organization is significantly influenced by each individual's ability to be a finely tuned, balanced

participant in the orchestrated care. Each of us plays a crucial role in overall care delivery.

According to the literature, increasing awareness and presence, being in the moment without judgment, and exercising compassion for self and others throughout the workday impact the overall harmony of the team.

The CDC's National Institute for Occupational Safety and Health (NIOSH, 2024) has identified **Five Domains of Worker Well-Being:**

- Work Evaluation and Experience
- Workplace Policies
- Workplace Physical Environment and Safety Climate
- Health Status
- Home Community, and Society

NIOSH has developed the Well-Being Ques-

tionnaire to provide an integrated assessment of worker well-being across these spheres (CDC, 2024). We all come to the workplace with different work and life experiences, health, cultural and political preferences, and home and community support. It is well-established in the literature and through our own experiences that a supportive work environment can significantly enhance our sense of belonging, elevate our sense of purpose in our work, and foster feelings of safety. This underscores the crucial role of a supportive work environment in enhancing our overall well-being.

Support at the organizational policy level can include flexible staffing, administrative support, and incorporating innovative and creative strategies to mediate the detrimen-

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Legendary Leader: Ildaura Murillo-Rohde

Carol OMeara, CNF Secretary

This is the second in a series of articles from the Colorado Nurses Foundation honoring the legacy of nursing leaders who have defied racism and paved the way for underrepresented nurses. In this issue, we honor Dr. Ildaura Murillo-Rohde. Her vision was for Latino and Hispanic nurses to pursue their education to help themselves and to serve their communities.

Dr. Murillo-Rohde was born in Panama and came to the United States in 1945. She began her career in San Antonio, Texas. She soon realized that there were very few nurses who could understand the language and culture of their Hispanic patients. She was motivated to earn Bachelor's, Master's and Doctoral degrees. She was the first Hispanic nurse to receive a PhD from New York University and the first Hispanic Dean of Nursing at State University of New York.

Much of Dr. Murillo-Rohde's career was

spent advocating for Hispanic and Latino nurses. When she felt that the American Nurses Association was not meeting the needs of Hispanic nurses, she became a primary driver in the formation of the National Association of Spanish-Speaking, Spanish-Surnamed Nurses (NASSSN) in 1975. In 1979, NASSSN became the National Association of Hispanic Nurses (NAHN). NAHN is committed to advancing health in Hispanic communities and to leading, promoting and advocating for educational, professional, and leadership opportunities for Hispanic nurses.

As a psychiatric nurse, Dr. Murillo-Rohde focused on cultural awareness in nursing, stressing the recognition of "a culture within a culture" and the importance of knowing each culture well to provide optimum care. She served as a World Health Organization consultant to Taiwan and was a United Nations representative to UNICEF. She was named a

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Living Legend of the American Academy of Nursing in 1994. Dr. Murillo-Rohde died in 2010, just one day before her 90th birthday.

About 7.4% of Registered Nurses and Licensed Practical Nurses in the United States identify themselves as Hispanic or Latino. As their numbers grow, their impact on the field of nursing increases. We are grateful for the legendary nurse leaders such as Dr. Ildaura Murillo-Rohde for this rich heritage. The Colorado Nurses Foundation is proud to provide scholarship funding to the National Association of Hispanic Nurses, Denver Chapter, as a part of our Nurse License Plate Program. Go to coloradonursesfoundation.com to learn more about how you can support scholarships for underrepresented nurses in Colorado. ■

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- **Survey Feedback:** Thank you to those who completed the member survey! Based on your input, we will implement changes in the upcoming year to better meet the needs of our APRN community regarding how we can best serve you.

- **New Year Events:** CSAPN's educational and networking events will resume in February, with even more opportunities to connect, learn, and grow. Please be sure to join the CSAPN committee through CNA so you can receive updates on current offerings. CSAPN also welcomes APRN students!

CSAPN remains committed to supporting the professional development of APRNs throughout Colorado. We look forward to continuing to enhance opportunities and respond to the needs of our community in the upcoming year! ■

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tal effects of chronic stress that come hand in hand with a healthcare career.

At their best, interprofessional healthcare teams and organizations are resilient, collaborative, and encouraging. They find joy through empowered, purposeful work and physical/mental health. We challenge each other to

further our growth and development for the greater good of our patients, their families, and the communities we live in. ■

References

Center for Disease Control and Prevention (CDC). (2024). NIOSH worker well-being questionnaire (WellBQ). CDC.gov. <https://www.cdc.gov/niosh/twh/php/wellbq/index.html>

Patrician, P., Bakerjian, D., Billings, R., Chenot, T., Hooper, V., Johnson, C. S., & Sables-Baus, S. (2022). Nurse well-being: A concept analysis. *Nursing Outlook*, 79(4), 639-650. <https://doi.org/10.1016/j.outlook.2022.03.014>