

# Novel IDEAS: Moving Whole Health Forward



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## Introduction

Mental health is a key aspect of obtaining whole health. To aid in preventing mental health disorders and supporting patient recovery, practitioners must recognize the important role of social determinants of mental health in overall well-being. Aspects of these social factors that influence the mental health of patients, families, and communities are Inclusivity, Diversity, Equity, Access, and Stigma, which can be coined in the acronym IDEAS when caring for these populations.

## Purpose

- Advocate for the integration of IDEAS in psychiatric mental health nursing research, practice, education, and administration.
- Emphasize the importance of addressing social determinants to create opportunities to improve whole health for all populations.
- Highlight the important role of the psychiatric-mental health workforce in promoting whole health.

## Dr. Okoli's Story

When Dr. Zim Okoli served as President of the American Psychiatric Nurses Association (APNA), he spoke about novel IDEAS to advance whole health. These IDEAS are: Inclusion, Diversity, Equity, Access, and de-Stigmatizing of mental illnesses. In 1995, Dr. Okoli arrived in the United States and “navigate(d) a field of changing identities.” Encountering experiences of prejudice, racism, and discrimination shed light on structural barriers within the political, cultural, and health care system that affected delivery of mental health care. Such experiences shaped his professional journey and strengthened his passion to serve vulnerable populations, leading him to transform care in the psychiatric-mental health nursing field.

## Path Forward

The psychiatric-mental health nursing workforce excels in finding solutions to healthcare challenges. A recent APNA (2022) report on the psychiatric-mental nursing workforce offers insights into areas for improvement to address the nation's mental health crisis by developing a diverse, inclusive, trained, and qualified workforce to meet the current challenge. In fact, intentionally diversifying the workforce and actively addressing structural racism are solutions to addressing healthcare disparities. Promoting IDEAS are essential for advancing whole health.

<b>Inclusion</b>	Embracing patient-oriented, trauma-informed, and recovery-focused mental health care
<b>Diversity</b>	Recognizing the strengths of a diverse workforce, intentionally diversifying the workforce, and addressing structural biases in the mental health care system
<b>Equity</b>	Advocating for multilevel interventions to ensure the right “fit” of service and resources for everyone
<b>Access</b>	Ensuring that mental health care services are available, affordable, and accessible for everyone
<b>Stigma</b>	Challenging stereotypes and prejudices to de-stigmatize mental illness and promote mental health care seeking

## Final Thoughts

Psychiatric-mental health nurses must act to promote Inclusion, Diversity, Equity, Access, and de-Stigmatization (IDEAS). Through integrating these IDEAS into practice, research, education, and administration, psychiatric-mental health nurses can make meaningful progress in addressing healthcare disparities and advance mental health equity. Psychiatric-mental health nurses have a profound responsibility to advocate for their patients, students, institutions, and communities. It is essential that those working in this field are able to harness their collective voices and coordinated actions to embody and promote the IDEAS that are integral to their identities and practice.

## References

American Psychiatric Nurses Association. (2022). APNA 2022 psychiatric-mental health nursing workforce report. <https://www.apna.org/2022-workforce-survey/>