

Bringing Evidence to Life Through Clinical Narratives

By Kenneth Oja, PhD, RN

At Denver Health, our new graduate nurse residency program is taking a fresh approach to teaching evidence-based practice (EBP). Instead of the traditional model, where new grads search the literature, design a practice change project, and present it with little chance of implementation, our residency coordinator, Kary Lundy, MSN, RN, NPD-BC, is helping nurses connect EBP directly to their day-to-day patient care.

The innovation is simple but powerful: clinical narratives. Denver Health began using this approach after learning about the practice from Mass General Brigham. With their permission, Kary introduced the idea here at Denver Health. As she ex-

plains, *"We wanted to focus on two things: EBP use in the moment and the use of reflection to solidify learning, evolving, and critical thinking."*

Each new graduate writes a short story drawn from their own clinical experience. In the narrative, they describe a specific patient encounter and illustrate how their nursing actions reflected the best available evidence. The narrative does not end with personal reflection. It is anchored with citations from the research that support their care.

This method has two key benefits. First, it grounds evidence-based practice in reality. Rather than being an abstract academic exercise, EBP becomes part of the

nurse's developing professional identity. New grads see that evidence is not something "out there" in journals or projects, but a resource woven into the choices they make with patients every day. Second, the stories make learning stick. By framing practice in the form of a narrative, nurses connect evidence with meaning, memory, and professional pride.

Clinical narratives are also shareable, highlighting how new nurses are growing into evidence-based practitioners. In this way, Denver Health's approach not only builds individual competence but strengthens our nursing culture of inquiry and evidence-based care. ■

Self-Care in Troubled Times: A Necessary Act of Resilience

Donna Strickland, Colorado Advanced Practice Psychiatric Nurses (CAPPN)

We are living in troubled times. The pace of change, ongoing uncertainty, and the weight of division in our communities create a constant undercurrent of stress. As Advanced Practice Psychiatric Nurses, we know the toll this takes on mental health—our patients', our colleagues', and our own. In moments like these, self-care is not indulgence; it is survival.

Self-care can look different for each of us: taking a quiet walk, practicing mindfulness, setting healthy boundaries, or finding joy in connection with others. These small but intentional acts help us stay grounded when the world feels overwhelming. They also strengthen our capacity for compassion, empathy, and presence in the lives of those we serve.

By caring for ourselves, we are better able to care for others. We model resilience for our patients, reminding them that tending to one's own well-being is not selfish but essential. In choosing self-care, we affirm hope in troubled times and create space for healing—both individually and collectively. ■

GAPP Update

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

Governor Polis called the Colorado State Legislature to a Special Session from August 21st to 26th. Focus was on resolution of the state budget deficit and the implementation of the AI Bill passed by the 2024 Session (the latter has been delayed until 2026). GAPP took a position of "Support" on two of the

bills that were clearly in line with CNA's Social Determinants of Health Action Statement:

- SB 25B-002 on state funding for Planned Parenthood, in the absence of federal funding;
- SB 25B-003 on the provision of Healthy School Meals for All.

Both bills were passed.

With health care insurance for many Coloradans expected to rise by at least 30%, HB 25B-1006 addressed health insurance affordability. But the Session left many questions

unanswered about the federal budget cuts and their effects in Colorado. Contract Lobbyist Gil Romero spoke to GAPP members at the meeting on August 27th, saying: "The big problems are going to be before us in January and GAPP will play a role in informing legislators."

In addition to analysis of the Special Session, GAPP has begun looking at the Sunset of the Nurse Practice Act, scheduled for 2026. All members are urged to read the Nurse Practice Act and join one of the small groups that have formed to discuss details of its pro-

visions. Nurses have an opportunity to assist in updating the bill and building in protections and provisions that may be currently missing. Email mark@coloradonurses.org to join a group.

GAPP is an official committee of CNA and can best be described as its legislative advocacy arm. The committee consists of 15 voting members who commit to familiarizing themselves with pending bills and issues before the State Legislature to facilitate meaningful and productive discussion at meetings. Members, and sometimes guests, may be asked at times to provide more in-depth information regarding a particular topic or bill as it falls within their specific area of expertise. Meetings are regularly attended by CNA's Executive Director Mark Longshore

and Deputy Director Margaret Bishop. Mary Satre and Mavis Mesi-Goresko co-chair the committee and Amy Diamond completes the leadership team as recording officer. Capitol Success, our contract lobbyist team, is represented by Gil Romero, Ryan Romero, and Alec Romero.

Semi-monthly meetings will be held from January to May 2026, on the second and fourth Wednesdays of the month from 6:15 until 8:00 PM, to allow GAPP members to follow the 2026 Legislative Session as it unfolds.

GAPP leadership 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 ("Sup-

port, Oppose, or Monitor") and is regularly updated during Session to reflect the work that GAPP completes. GAPP is kept informed by our team of contract lobbyists and in turn informs the CNA Board, to whom they are responsible. GAPP's work is guided and supported by the action statements and position papers passed by CNA membership.

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. ■

Building Our Commitment: A CNA Position Statement on Diversity, Equity, Inclusion, and Justice

Margaret Bishop, MSN, RN

In response to the growing influence of federal policies affecting Colorado's social, economic, and health systems, the CNA Board of Directors and staff determined earlier this year that the Association must proactively affirm its values through a comprehensive position statement on Diversity, Equity, Inclusion, and Justice (DEIJ).

This initiative recognizes that the absence of DEIJ is not neutrality, but rather complicity with conformity, inequity, exclusion, and injustice — forces that directly threaten the integrity of our profession.

A Collaborative Process

What began as a focused outreach to a moderately sized group of nurses quickly evolved into an expansive collaboration. Initial invitations were met not only with enthusiasm but with an outpouring of additional recommendations, leading to the formation of a diverse working group of over a dozen nurse leaders, all experts in their fields.

Representatives came from organizations such as the Colorado Council of Black Nurses, Inc., the National Association of Hispanic Nurses, Denver Chapter, and the Colorado Nurses Association, along with other community and institutional leaders. This coalition came together to share expertise, perspectives and personal experiences, guided by a shared belief that nursing must lead the charge in creating equitable systems of care and inclusive professional environments.

The Position Statement: A Commitment

The final DEIJ position statement is more than a written document—it is an expression of the values, concerns, and vision of the nurses who created it. It articulates a clear and collective call for:

- The active dismantling of systemic barriers within nursing and healthcare institutions.
- The celebration and amplification of diverse voices within the profession.

- Guidance for advocacy in CNA's legislative and regulatory priorities.
- Ongoing accountability to the communities we serve and the nursing workforce.

This position statement will be presented to the CNA Membership Assembly for formal adoption by plurality vote on October 11, 2025, which will have already passed at the time of this publishing. If approved, it will become an official guiding document of the Colorado Nurses Association, shaping our advocacy and influencing our engagement in state and national policy arenas.

While this effort was convened and facilitated by CNA, the final product is owned by all those who contributed and is intended to be shared widely. We extend our deepest gratitude to the nurses who gave their time, expertise, and hearts to this process. ■