



**Report of the
ANA Professional Policy Committee
2026**

Dialogue Forums

**ANA Membership Assembly
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**Grand Hyatt Washington
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Report of the 2026 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: Establishing a National Framework for the Prevention, Reporting, and Accountability of Incivility Bullying Across Nursing Education Practice Settings.

This proposal was submitted by Dr. Erik Carter, Dr. Nicole Demeter, and Dr. Stefan Smolenski.

Issue Overview: This Forum considered incivility and bullying as pervasive, well-documented threats across both nursing education and practice settings. Despite ANA's revised 2025 Position Statement on Workplace Violence (American Nurses Association, 2025a), no unified national policy framework addresses nursing students' well-being alongside protections for the practice environment. This gap leaves nursing students, who represent the foundation of the profession's future workforce, without consistent, enforceable protections during their most vulnerable period of professional formation.

Summary of Dialogue Forum Discussion:

- Some commenters suggested that ANA should collaborate with organizations that may already be tracking this data.
- Several commenters mentioned a fear of reporting and emphasized the need for a safe mentor model for reporting incivility.
- Commenters discussed the trauma-informed cycle of incivility.
- One commenter raised the role of Magnet or accreditation bodies in addressing incivility.
- Commenters highlighted the need for clear scripting and definitions.
- One commenter emphasized the importance of preceptor training.
- Commenters suggested partnerships with NSNA, NLN, AACN, and NCSBN.
- Commenters discussed distress, second-degree trauma, and the role of upstanders.
- Several commenters suggested that metrics should be tied to funding.
- Many commenters discussed incivility being encompassed across all roles in nursing, including pre-licensure.
- Some commenters noted that academic policies are often unsupportive for students.

Recommendation:

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

1. ANA's position statement on incivility should consider provisions for confidential reporting, clear investigation pathways within academic-clinical partnerships for clinical-site partnership agreements with behavioral expectations, safeguards against academic retaliation, grievance/resolution processes, and access to appropriate mental health support.
2. ANA, in conjunction with stakeholders, should develop, curate, or disseminate educational content, guidelines, standards, examples of resources (i.e., clinical-site partnership agreements with behavioral expectations), or a tool kit to address incivility within the academic setting.
3. ANA should track the impact of incivility within academic settings.

Dialogue Forum #1 - Background Document

Dialogue Forum #1 - Video (Background Document)

Dialogue Forum #2: Nurses Leading Health Care Sustainability. This proposal was submitted by Joan Widmer and Michelle Bouchard.

Issue Overview: This Forum encourages ANA to survey nurses on sustainability engagement and barriers, analyze the results to identify leadership needs, and create a Sustainability Lounge to support knowledge-sharing, collaboration, and nurse leadership in health care sustainability. Provision 10.3 of the ANA Code of Ethics for Nurses affirms that “nursing advances a vision of a good and healthy global society through sustainable environmental practices” (American Nurses Association [ANA], 2025).

Nurse leadership in sustainability directly supports ANA Strategic Goal 3 by fostering inclusive engagement and strategic partnerships. The ANA Nursing Scope and Standards of Practice (2021), particularly Standard 18 on Environmental Health, further reinforces the need for nurse leadership.

Summary of Dialogue Forum Discussion:

- Some commenters suggested that the ANA should partner with existing domestic and international organizations focused on environmental sustainability and education. One example included collaboration with The Joint Commission (TJC) who has an organizational sustainability certification.
- One commentor encouraged nurses to join hospital committees and boards to help elevate sustainability awareness and integrate environmentally responsible practices into decision-making.

- Commentors indicated that environmental sustainability is not currently viewed as a priority for ANA or the nursing profession. It was also noted, however, that ANA has already developed resources and incorporated sustainability into the Scope and Standards of Practice and the Code of Ethics for Nurses.
- The environmental impact of AI and data centers was raised as an emerging concern that may require further attention and understanding within healthcare.
- One commenter recommended incorporating sustainability requirements into healthcare accreditation standards to drive broader adoption.
- Comments suggested that nurses may not fully understand the consequences of environmental impacts if no action is taken, highlighting the need for increased education and awareness.
- The importance of selecting and educating staff about sustainable products in healthcare settings was emphasized.
- A suggestion was made to develop sustainable healthcare certification opportunities for individual nurses.
- There was a concern by a few commentors for a loss of programmatic support and regulatory guidance at the federal level.

Recommendation:

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

1. Collaborate with stakeholders to clarify the nursing workforce's role, barriers, and potential as a driver of environmental sustainability in healthcare; gathering relevant information through channels available to ANA, and consider a national survey if data is not otherwise available.
2. Translate evidence into actionable guidance that equips nurses to lead environmental sustainability efforts.

Dialogue Forum #2 - Background Document

Dialogue Forum #2 - Video (Background Document)

Dialogue Forum #3: Integrating Cannabis Nursing Competencies Through Education and Policy to Advance Patient Safety and Compassionate Care in Practice.

This proposal was submitted by Dr. Deanna Collins Summers, Dr. Janice Putnam, Dr. Llewellyn Dawn Smith.

Issue Overview: This Forum addresses the critical intersection of nursing education, clinical practice, and health policy in response to the increasing use of cannabis for therapeutic purposes across the United States (Congressional Research Service [CRS], 2023). Grounded in the Code of Ethics for Nurses (American Nurses Association [ANA], 2025), this proposal affirms nursing's ethical obligations to practice with compassion;

prioritize patient-centered care; and advocate for the health, safety, and rights of individuals and communities.

Nursing also has a responsibility to advance knowledge, inform policy, and address health inequities through leadership and advocacy (ANA, 2025). Integrating cannabis nursing competencies with compassionate care policies represents a unified approach to addressing current gaps in practice (Parmelee, 2025; Parmelee, 2022).

Summary of Dialogue Forum Discussion:

- Nursing professionals may not be adequately informed about evidence-based practice (EBP) clinical guidance related to cannabis care, including risks, drug interactions, effectiveness, and genetic predispositions.
- It was noted that in April 2026, cannabis was moved to a Schedule III drug classification.
- Some comments highlighted the need to distinguish cannabis as part of a substance use category versus labeling it solely as an illicit drug.
- Concerns were raised that patients may delay pursuing care due to stigma or uncertainty related to cannabis use.
- Some commenters stated that certain existing standards do not sufficiently include guidance on cannabis-related care.
- Participants emphasized that patients are using cannabis and might need guidance from nurses to ensure safe and appropriate use.
- Documentation practices, facility policies, and legal considerations—including patient choice and autonomy (e.g., Ryan’s Law)—were identified as important factors to address.
- Multiple personal comments were shared describing positive patient experiences with cannabis use.

Recommendation:

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

1. Continue to promote policy alignment and support nursing practice of cannabis through advocacy, education, and practice support, including a series of educational webinars.
2. Collaborate with stakeholders to increase education to the nursing community to increase knowledge about cannabis across all licensure levels and healthcare settings.

[Dialogue Forum #3 - Background Document](#)

[Dialogue Forum #3 - Video \(Background Document\)](#)

