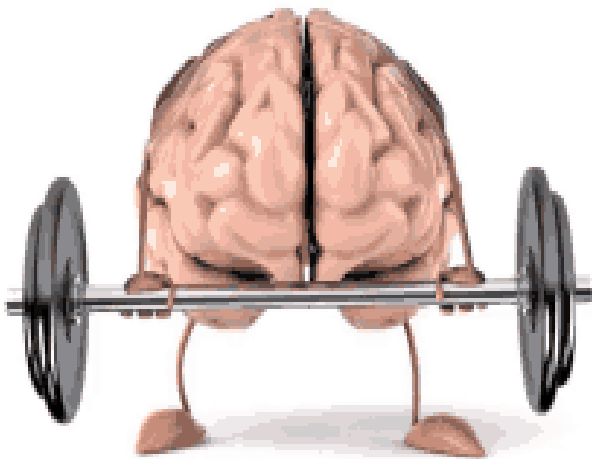
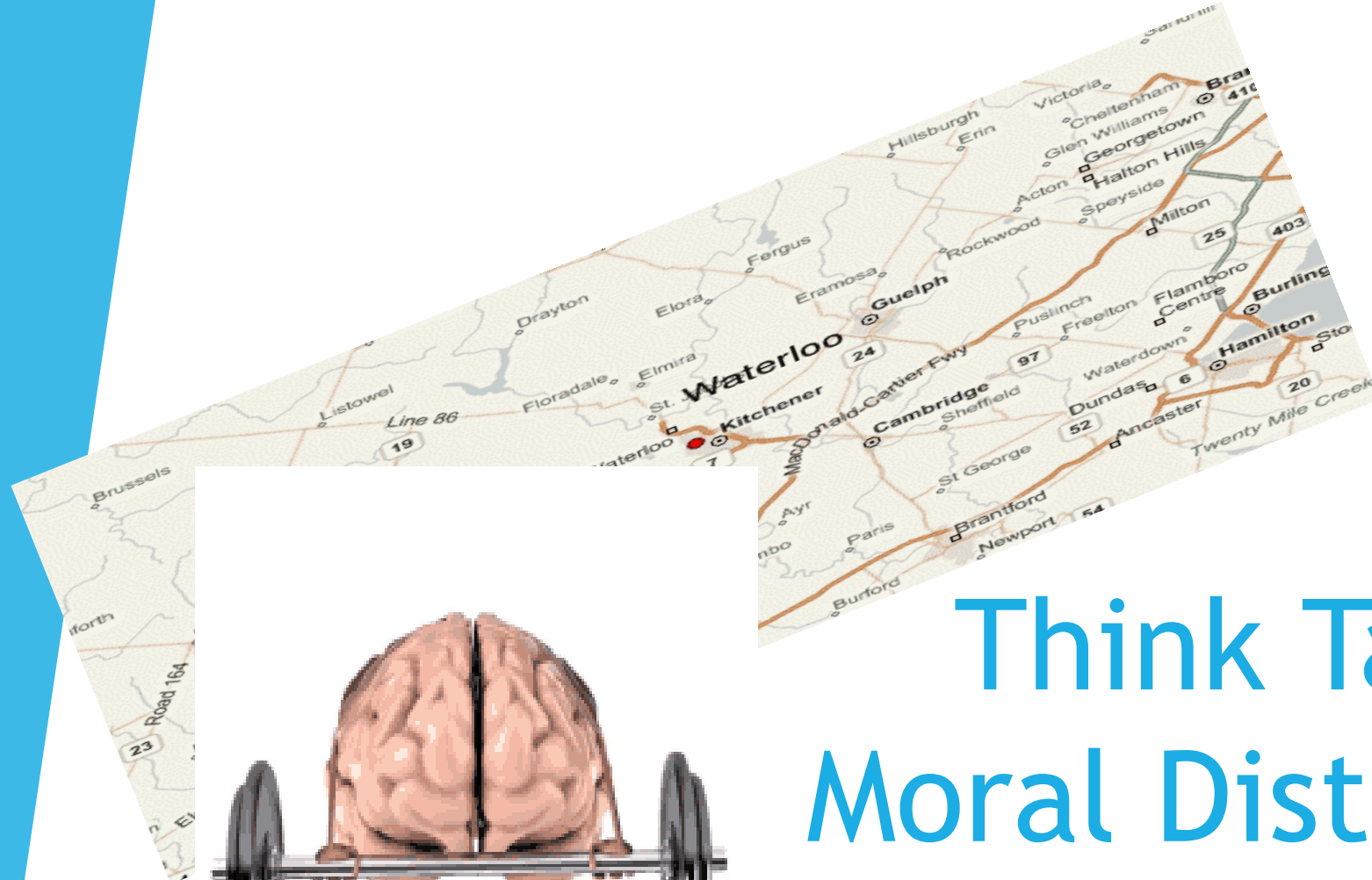
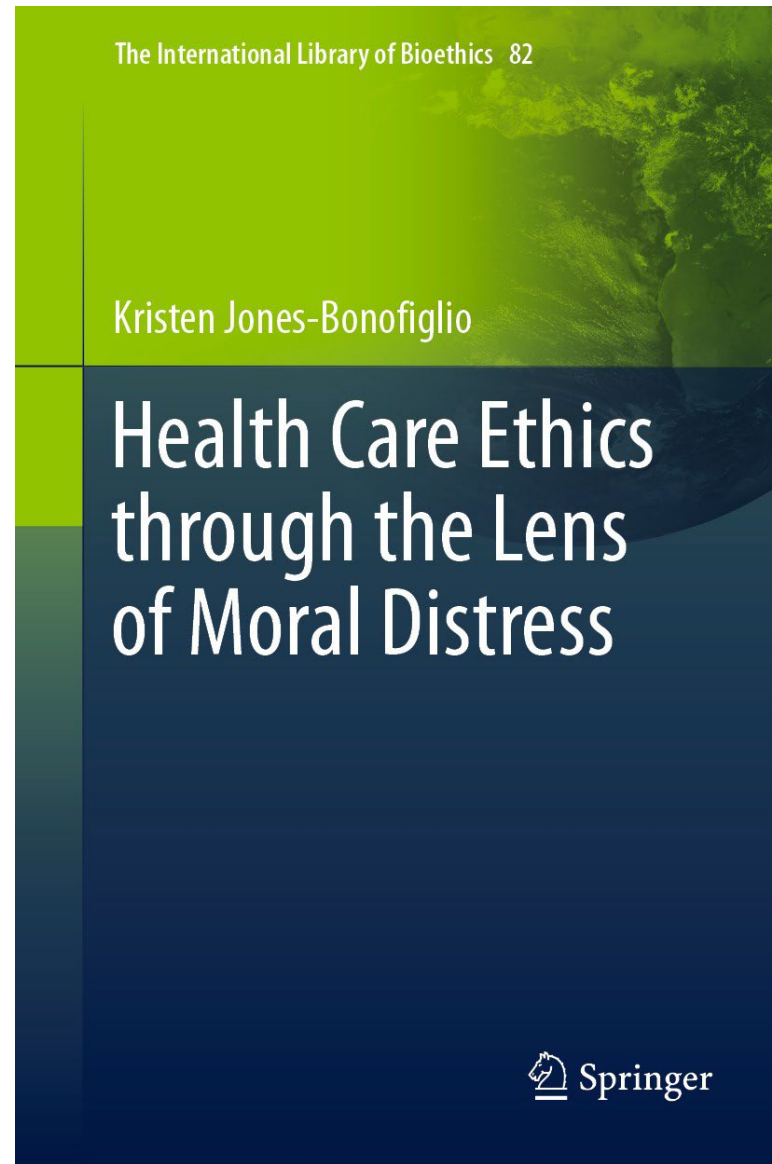




Think Tank on Moral Distress in Long-Term Care

Dr. Kristen Jones-Bonofiglio PhD, RN
September 29, 2023, Waterloo, Ontario

Declaration of Conflict of Interest



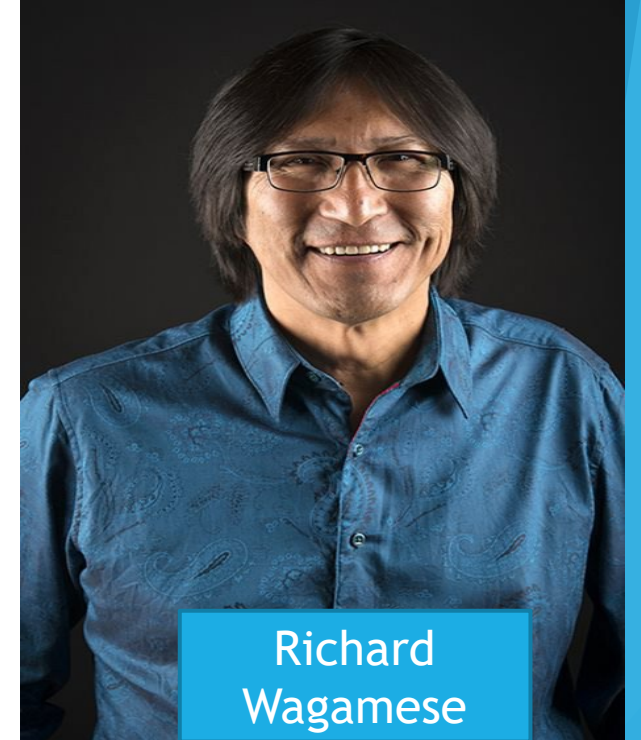
Key Concepts Today: Individual Experiences of Contributing to, Witnessing, Failing to Prevent (unnecessary) Harm

Moral Distress

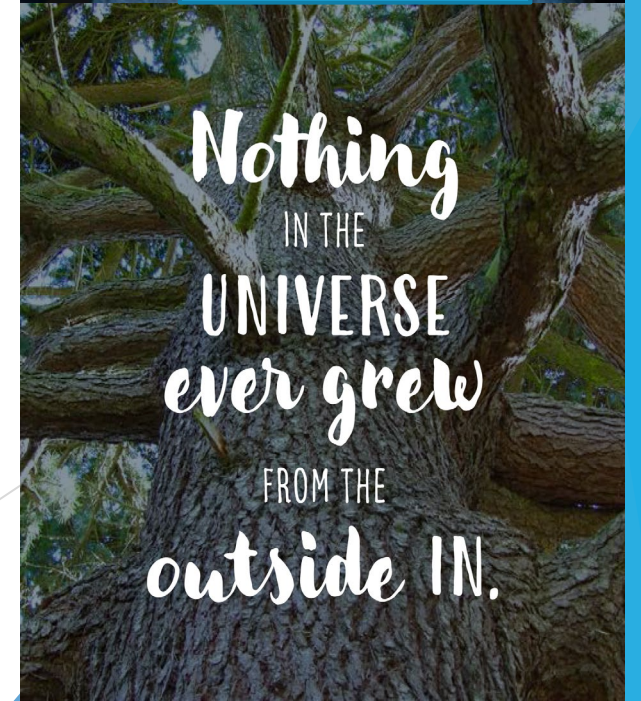
- ▶ Andrew Jameton
- ▶ Potential for holistic disequilibrium
- ▶ Inconsistencies between your values and/or fiduciary duties and your actions
- ▶ Often related to organizational/structural barriers, but not limited to
- ▶ Know what to do? Sometimes moral uncertainty instead.

Moral Injury

- ▶ Jonathan Shay
- ▶ Potential for holistic (including existential) disequilibrium
- ▶ Disruption of your beliefs/expectations/confidence of what is good and right in the world
- ▶ 3 components- violation of what is right, by a person in power/authority, in a high stakes situation
- ▶ Close correlations to trauma experiences and/or PTSD



Richard
Wagamese



40+ years of research on moral distress & moral injury: What we think we know so far:

- ▶ Organizational structural factors (barriers; e.g., policies, practices, etc.)
 - ▶ Proximity to care; conflicts in care expectations
 - ▶ Feelings of powerlessness
 - ▶ Lack of knowledge/incompetence
 - ▶ Inadequate staffing
 - ▶ Lack of truth telling/communication
 - ▶ Lack of support
-
- ▶ But in LTC, 'lonely fixers' working the 'in-betweens' (Edwards et al. 2013; Karlsson et al, 2009;)
 - ▶ Unique relationships between residents and caregivers (proximal nursing; Malone 2003)
 - ▶ Unregulated health care staff (PSWs) and role of family/visitors

What have you brought to this Think Tank?



- ▶ 2 things you want to share today with others?
 - ▶ Knowledge!
- ▶ 1 thing you want to learn more about?
 - ▶ Curiosity!

Mobilizing research results & knowledge application

For the morning sessions, opportunities during research snapshot presentations to reflect on:

- ▶ Things we knew before COVID
- ▶ Lessons learned because of COVID
- ▶ Unique context(s) of LTC
- ▶ Coping strategies of individuals and teams
- ▶ Responsibilities of leadership/leaders
- ▶ Improving staff competency and care outcomes
- ▶ Communication
- ▶ Role of technology
- ▶ And more....



What research questions still need to be answered?

Let's apply a strengths-based approach to our afternoon discussions as we share our knowledge and our curiosity about where we might seek potential for positive changes:

- ▶ Resilience
- ▶ Personal/professional identity
- ▶ Moral courage
- ▶ Post traumatic growth
- ▶ Compassion satisfaction
- ▶ Joy in the workplace
- ▶ And so much more...



The Afternoon...

Round Tables: Theory of Change

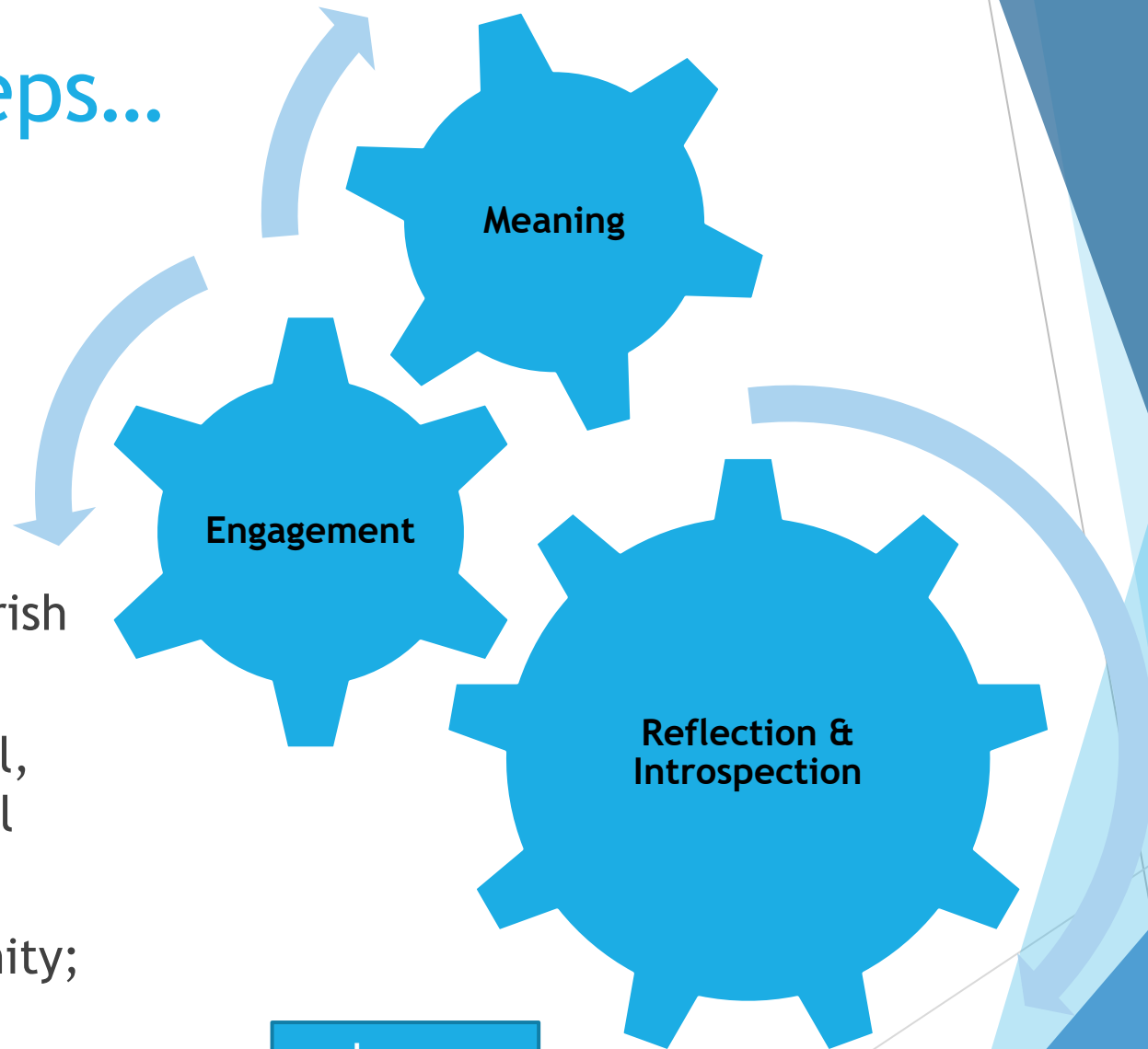
- ▶ How should **existing knowledge** be mobilized in LTC?
- ▶ How do you prevent moral injury/develop **moral resilience** in LTC?
- ▶ What do **policy makers** need to know about moral distress/moral injury in LTC?
- ▶ What are the research **gaps** and **opportunities**?

Group Discussion

- ▶ What are the **top priorities** for action?
- ▶ How can we continue to **collaborate**?
- ▶ **Who** else should be involved?
- ▶ What are our **next steps**?

Potential next steps...

- ✓ Be practical and tactical
- ✓ Be creative and seek to nourish the roots
- ✓ Consider political , historical, economic, and socio-cultural factors
- ✓ Seek to build moral community; because together we are better!



Jones-
Bonofiglio,
2020, p.81)

What will you take with you when you leave the Think Tank?

Bringing back...

- ▶ Validation of your moral distress/moral injury experiences
- ▶ New knowledge
- ▶ Reinvigorated curiosity
- ▶ New connections to others
- ▶ Renewed hope for positive changes
- ▶ Desire to innovate and design together



Thank you!

- ▶ Kristen.Jones@lakeheadu.ca
- ▶ If you or someone you know might be in need of [help](#) with your experiences of moral distress and/or moral injury, please connect with resources and support.

Resources

Mental Health Commission of Canada (MHCC) produced a short, animated video that explains two workplace psychosocial factors that are particularly relevant for healthcare environments: (1) support for psychological self-care, and (2) protection from moral distress.

- Video (3:43): <https://www.youtube.com/watch?v=Db6VZ5Fgy7w>

MHCC also published two reports exploring these factors in more detail:

- MHCC (2022). Exploring Two Psychosocial Factors for Health-Care Workers Support for Psychological Self-Care and Protection from Moral Distress in the Workplace: Facilitators and Barriers. <https://mentalhealthcommission.ca/resource/exploring-two-psychosocial-factors-for-health-care-workers/>

- MHCC (2022). Examining Two Psychosocial Factors in Long-Term Care During the COVID-19 Pandemic: Policy Brief. <https://mentalhealthcommission.ca/resource/examining-two-psychosocial-factors-in-long-term-care-during-the-covid-19-pandemic-policy-brief/>

Recommended Readings

- ▶ Edwards, M. P., McClement, S. E., & Read, L. R. (2013). Nurses' responses to initial moral distress in long-term care. *Journal of Bioethical Inquiry*, 10, 325-336.
- ▶ Fida, R., Tramontano, C., Paciello, M., Kangasniemi, M., Sili, A., Bobbio, A., & Barbaranelli, C. (2016). Nurse moral disengagement. *Nursing ethics*, 23(5), 547-564.
- ▶ Lindh, I. B., Severinsson, E., & Berg, A. (2007). Moral responsibility: A relational way of being. *Nursing Ethics*, 14(2), 129-140.
- ▶ Litz, B. T., Stein, N., Delaney, E., Lebowitz, L., Nash, W. P., Silva, C., & Maguen, S. (2009). Moral injury and moral repair in war veterans: A preliminary model and intervention strategy. *Clinical psychology review*, 29(8), 695-706.
- ▶ Lützn, K., & Ewalds-Kvist, B. (2013). Moral distress and its interconnection with moral sensitivity and moral resilience: viewed from the philosophy of Viktor E. Frankl. *Journal of bioethical inquiry*, 10, 317-324.
- ▶ Maeve, K. (1998). Weaving a fabric of moral meaning: how nurses live with suffering and death. *Journal of Advanced Nursing*, 27(6), 1136-1142.
- ▶ Maeve, M. K. (1994). The carrier bag theory of nursing practice. *Advances in Nursing Science*, 16(4), 9-22.
- ▶ Numminen, O., Repo, H., & Leino-Kilpi, H. (2017). Moral courage in nursing: A concept analysis. *Nursing ethics*, 24(8), 878-891.
- ▶ Pauly, B. M., Storch, J. L., & Varcoe, C. (2010). Moral distress in health care symposium: Final report. *Victoria, Canada: Canadian Institutes of Health Research, University of Victoria and University of British Columbia*.
- ▶ Perry, J. E. (2011). Managing moral distress: A strategy for resolving ethical dilemmas. *Business Horizons*, 54(5), 393-397.

Recommended Readings

- ▶ Peter, E., & Liaschenko, J. (2013). Moral distress reexamined: a feminist interpretation of nurses' identities, relationships, and responsibilities. *Journal of bioethical inquiry*, 10, 337-345.
- ▶ Rankin, J. M. (2009). The nurse project: An analysis for nurses to take back our work. *Nursing Inquiry*, 16(4), 275-286.
- ▶ Todres, L., Galvin, K. T., & Holloway, I. (2009). The humanization of healthcare: A value framework for qualitative research. *International Journal of Qualitative Studies on Health and well-being*, 4(2), 68-77.
- ▶ Verhezen, P. (2010). Giving voice in a culture of silence. From a culture of compliance to a culture of integrity. *Journal of Business Ethics*, 96, 187-206.
- ▶ Walsh, A. (2010). Pulling the heartstrings, arguing the case: a narrative response to the issue of moral agency in moral distress. *Journal of medical ethics*, 36(12), 746-749.

On my bookshelf & perhaps of interest to you...

- ▶ **Death work: Police, trauma, and the psychology of survival** by Vincent E. Henry
- ▶ **Solitary** by Albert Woodfox
- ▶ **The mindfulness revolution** by Barry Boyce (editor)
- ▶ **The little book of hygge: The Danish way to live well** by Meik Wiking
- ▶ **Flow** by Mihaly Csikszentmihalyi
- ▶ **Ikigai: Giving every day meaning and joy** by Yakari Mitsuhashi
- ▶ **Flourish** by Martin E. Seligman
- ▶ **Thrive** by Dan Buettner
- ▶ **Resilience** by Eric Greitens
- ▶ **Moral injury: Restoring wounded souls** by Larry Kent Graham
- ▶ **The gifts of adversity** by Norman E. Rosenthal
- ▶ **Grit: The power of passion and perseverance** by Angel Duckworth
- ▶ **Atlas of the heart** by Brene Brown (other books by her also very good!)
- ▶ **A fearless heart** by Thupten Jinpa
- ▶ **The book of joy** by the Dalai Lama, Desmond Tutu and Douglas Abrams
- ▶ **Health care ethics through the lens of moral distress** by Kristen Jones-Bonofiglio