

TL1

Provide one example, with supporting evidence, of an initiative in nursing practice that is consistent with the organization's mission statement.

- Provide a copy of the organization's mission statement as one of the supporting documents.

Example: Organ Donor Honor Walk

Organizational Mission Statement

The WakeMed Health & Hospitals mission statement is "To improve the health and well-being of our community by providing outstanding and compassionate care to all."

(Evidence TL1-1, [WakeMed Health & Hospital Mission Statement](#))

Nursing Practice Initiative Aligned with Organizational Mission Statement

Organ donation is vital for saving the lives of survivors of injury or illness. Over 100,000 people need a lifesaving organ transplant. Organ donation may include the gift of a heart, lungs, liver, pancreas, kidneys, or small intestines. Donations can also include corneas or tissues.

WakeMed Health & Hospitals collaborates with the organ procurement organization HonorBridge to provide this lifesaving service. In FY 2023, WakeMed had 41 organ donors, with 40 at the Raleigh campus and one at the Cary campus. These resulted in 123 transplanted organs and 62 tissue donations.

The nursing practice of an "Honor Walk" is an emerging organ donation ritual used to provide compassionate care for the family of a dying patient. Held before an organ donation, healthcare professionals and family members stand in silence in an area leading to the operating room to recognize and honor the patient and family's decision to donate their loved one's organs. This gives family members, nurses, providers, and staff members a moment of quiet reflection and an opportunity to say goodbye to the patient. The literature shows that healthcare providers providing the family with compassionate and clear information about their loved one's critical condition can help them accept death and consider organ donation.

In October 2020, family members of organ donor patients at WakeMed Health & Hospitals requested Honor Walks, but visitor restrictions during the COVID-19 pandemic put these requests on hold.

During the May 2022 Donor Resource Team (DRT) meeting, Alexis Brewer, RN, Clinical Nurse III, Surgical Trauma Intensive Care Unit (STICU); Justine Sell, MSN, RN, CCRN, Clinical Nurse IV, Medical ICU; and Eileen Grissom, BSN, RN, CCRN, Clinical Nurse IV, Cardiovascular ICU, discussed providing compassionate care that is consistent with the hospital's mission statement by implementing the nursing practice of Honor Walks and developing a policy. The next step was to request stakeholders' input into the

development of this practice and policy. ([Evidence TL1-2, DRT May 2022 Meeting Minutes](#)) Education for families and nurses was vital to the success of this initiative.

In September 2022, during planning, Brewer advocated for an Honor Walk for a young patient who presented with devastating injuries. Brewer worked with Catrice Ayscue, BSN, RN, CNRN, Nurse Manager, STICU; Jennifer Elliott, DNP, RN, ACNS-BC, NEA-BC, Director, Critical Care Nursing Services; and Marcy VanSchagen, MSN, RN, CNML, Director, System Capacity and Patient Placement, to provide compassionate care through the nursing practice of an Honor Walk, recognizing this patient's gift of life, as requested by his family and friends.

Ayscue continued with the next steps to formalize this practice at WakeMed. In November 2022, Ayscue proposed formalizing Honor Walks at WakeMed to the WakeMed/HonorBridge Committee members. Becky Andrews, Senior Vice President, Administrator Raleigh, supported the development of a compassionate process and policy that provides for family education and consent for Honor Walks.

After administrative approval, Ayscue worked with key stakeholders to introduce Honor Walks and the role of nursing in this compassionate practice. A team was assembled to develop policy, consent, and family education materials. It included representatives from adult and pediatric nursing, medical staff, Surgical Services, Chaplain Services, and Legal Affairs, along with child life specialists and clinical administrators.

The compassionate process begins with nurses educating families about Honor Walks and offering them the opportunity to recognize their loved one's contribution of organ donation. If the family agrees to participate, the nurse obtains consent and provides written information as a resource. After consent is obtained, the charge nurse notifies the clinical administrator (CA) of the date and time for the Honor Walk. The CA shares the date, time, and location with all critical care units, operating rooms (OR), and intensivists. The Honor Walk starts at the entrance to the Critical Care Unit and ends at the entrance to the OR.

Elliott presented the draft Honor Walk Policy and guidelines at the February 2023 WakeMed/HonorBridge Committee meeting and received approval. ([Evidence TL1-3, WakeMed/HonorBridge Committee Meeting Minutes February 2023](#)) In March 2023, Ayscue presented the Honor Walk policy to the Nursing Policy & Procedure Committee and received approval. ([Evidence TL1-4, NSG P&P Minutes WakeMed Honor Walk Policy and Guidelines](#))

Nurses working in Intensive Care Units (ICU) and on the Donor Resource Team are compassionate in supporting patients and families during the donation process. By implementing the nursing practice initiative of an Honor Walk, WakeMed nurses, staff members, and providers educate families, pay their respects to patients undergoing organ recovery, and show support and gratitude to the donor's family. Implementing this practice is consistent with WakeMed's mission of supporting the community and "providing outstanding and compassionate care to all."

On May 1, 2024, at 1800, the Neuro ICU staff participated in an Honor Walk for a patient who extended his generosity beyond death by donating his organs. Rachel Brown, BSN, RN, Clinical Nurse II, Neuro ICU, implemented the nursing practice of an Honor Walk with the family the day before the scheduled procedure. Brown met with the family and educated them about Honor Walks, compassionately supporting them and answering their questions, after which the family consented.

The Honor Walk was made possible through collaboration between HonorBridge staff, nurses, clinical administrators, OR staff, and the patient's family and loved ones. It was evident to everyone involved that the patient was loved by many people. Approximately 40 family members and friends arrived, dressed in white to honor the patient on the way to the OR for organ recovery. ([Evidence TL1-5 Honor Walk Email](#))

Brown stated,

"As nurses, we participate in many honor walks during our career, and each one is a labor of love. During this difficult time, we often shift our focus from caring for the patient to caring for the patient's family. Compassionate nursing care is essential during this process. This is part of our job, but to the patient's loved ones, this changes their whole lives. Participating in this honor walk was a humbling experience. I'm thankful for my team's seamless collaboration, and I take pride in knowing that we could support this family in such a unique way."