



## **Agenda Item 13:**

# **1440 Foundation: Healing Our Healthcare Heroes**

**Presenters: Katey Kennedy, Executive Director, 1440 Foundation**

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Foundation**



## HEALING OUR HEALTHCARE HEROES/NURSES AT 1440 MULTIVERSITY

**Healing Our Healthcare Heroes™** and **Healing Our Nurses™** are initiatives designed to support the mental health and well-being of healthcare workers, addressing challenges like burnout, moral injury, and emotional exhaustion. These programs aim to reduce burnout, improve retention, and show appreciation for the dedication of healthcare workforce by offering necessary support and resources.

- Number of healthcare participants since program inception - **5,900**
- Healthcare Systems – **14** private and public health
- Number of cohorts – **79** (with 45 –125 participants)



# PROGRAM COURSES

## ***Moral Injury Recognition and Care***

- Framework for understanding moral injury
- Barriers to self-care and compassion
- Tools and exercises for healing
- Approaches to personal & systemic recovery

## ***Community As Medicine***

- Equity-based coaching model
- Supports health & wellbeing goals
- Heals through human connection

## ***Grief and Healing***

- Defines grief in healthcare
- Self-assessment of grief's impact
- Stress effects on the body
- Healing tools for unresolved grief

## ***Hope, Journey to Joy and Growth***

- Causes of burnout
- Key habits and mindsets for well-being
- Tools: gratitude, relationships, purpose

# PROGRAM MEASUREMENT QUANTITATIVE STUDIES

## Initial Healing Our Nurses Effectiveness Study, June – Aug 2023

125 Nurses surveyed, contracted with Shira Maguen, PhD and Kris Burkman, PhD UCSF

69% Completion Rate, Pre-Post and 3 Month Post Survey

Results: Showed improvement in attitudes and overall wellbeing

Staff have recognized the conflict with moral injury

Anecdotal feedback healing programs have helped with their department's staff retention

## San Joaquin 112 Nurses Study, Nov – Jan 2025

Participants:

41% Registered Nurses

24% Staff Nurse

35% Other (Respiratory  
Therapist, LVN, etc.)

Average Wellness Rating	Rating 1-3 Very Dissatisfied/ Dissatisfied	Rating 4 Neutral	Rating 5-7 Satisfied/Very Satisfied
Pre-Program	17%	20%	63%
Post Program	2%	6%	92%

## TESTIMONIALS

- I440 Foundation's transformative wellness program is not just a professional development initiative — it's a human investment strategy. When individuals are well communities thrive. We hope to bring this life-changing experience to hundreds more who are leading, serving, and shaping the delivery of healthcare. San Joaquin Healthcare Leader
- I have been in Healthcare for 15+ years and have been to what seems like hundreds of workshops, retreats, and courses, but I have NEVER seen the post retreat impact that I440 has had on our staff. I have no doubt that these two sessions saved someone's life, marriage, relationship and career. Healthcare Foundation Leader
- The retreat was life-changing. I now have reorganized the way I approach each and every day so it results in a positive way, which in turn makes me feel better, more accomplished, and improved relationships.
- I feel like a drained battery that has been recharged.
- The beautifully designed program addressed the ongoing struggles nurses experience and the compounding damage these experiences have on our nursing workforce. This job in nursing can take a toll on us, for the things we witness are not typical to all individuals, and life-changing actions are a consistent theme of our profession. I was truly allowed to learn, rest, and collaborate with like-minded nurses which left me feeling hopeful and recharged to return to a demanding work life. My hope is, in the future, we can share this program with many more nurses." - April LoFranco, BSN, RN, Dominican Hospital & Cabrillo College Nursing Program