

Ensure Equity and Safety in AI Integration in the Nursing Workforce

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Artificial intelligence AI in nursing represents an opportunity that must be pursued with urgency to achieve equity. The rapid integration of AI into healthcare is transforming nursing practice from clinical decision support to predictive analytics and staffing algorithms. While AI holds promise to improve patient care and reduce administrative burden, it also risks perpetuating racial and gender biases, displacing nursing jobs, and widening existing health disparities if not implemented thoughtfully. **As the leading voice for over 308,000 Black American nurses, the National Black Nurses Association, Inc. (NBNA)** urges Congress to ensure that the integration of AI in healthcare prioritizes patient safety, empowers nurses, and advances health equity.

Policy Priorities for Congressional Action

1. **Mandate equity impact assessments for healthcare AI tools** by requiring federally regulated AI systems used in clinical settings to undergo bias audits and health equity impact assessments.
2. **Invest in AI education and training for nurses through Title VIII Nursing Workforce Development Programs** to train nurses in underrepresented communities on safe and ethical AI use in clinical practice.
3. **Protect nursing roles and scope of practice** by establishing federal guidelines that prevent AI from replacing clinical judgment or undermining the **professional scope of registered nurses**.
4. **Ensure transparency and accountability** by supporting legislation that requires healthcare systems to disclose how AI tools are developed, validated, and monitored for racial and gender bias.
5. **Fund inclusive AI research and development** by directing federal research dollars to support AI technologies developed by and for diverse populations, ensuring representation of Black patients and clinicians in data sets and system design.
6. **Support nurse-led innovation in AI** by funding nurse-led pilot programs to develop, evaluate, and implement AI tools that enhance care delivery, reduce burnout, and promote culturally competent care.

Why This Matters

- AI tools **trained on non-diverse data**, risk reinforcing racial disparities in diagnosis, treatment, and outcomes.¹
- Black nurses make up only **7.8%** of the RN workforce and are underrepresented in healthcare tech development and policymaking.²
- Without oversight, algorithm-driven staffing tools have led to unsafe nurse-patient ratios and worsened burnout.³
- Equipping nurses with AI fluency is essential for **ethical, equitable, and safe integration** of these technologies into patient care.⁴

References

1. Obermeyer et al. (2019). *Dissecting racial bias in an algorithm used to manage the health of populations*, *Science*
2. National Council of State Boards of Nursing (2023). *Nursing workforce data report*
3. American Nurses Association (2024). *The impact of emerging technologies on nursing practice*
4. Frontiers in Medicine (2025). *The integration of AI in nursing: Addressing current applications, challenges and future directions*