

Exemplars of Diversity Action Plans

The *Campaign* encourages all Action Coalitions to develop diversity action plans using the Criteria of a Diversity Action Plan. This document outlines exemplars to help facilitate this work. Considering that each state is limited by current resources, there is flexibility to how each plan could be created and implemented.

Criteria: Plans should be:	Exemplars
1. at the right "line of sight"	<p><u>The Mission of the Pennsylvania AC:</u> "Committed to implementation of robust, innovative solutions to ensure affordable, accessible nursing care services throughout the Commonwealth. Our diverse partnerships with consumers, business leaders, nurses and other providers, insurance providers, policymakers, educators, union leaders, and others advance innovative, revolutionary strategies to improve our citizens' health."</p> <p><u>Wisconsin AC:</u> "The Wisconsin Action Coalition is working with its partners to transform health care through nursing. Wisconsin has specific health care challenges, and we recognize that an adequate, qualified and diverse nursing workforce supports quality care and healthier populations. Our partners and lead organizations - are the Wisconsin Center for Nursing and the Rural Wisconsin Health Cooperative."</p>
2. data-based and data- driven	<p>Education</p> <p>AAMN Recognition of Excellence for Nursing Educational Environments Supportive of Men" program. This recognition program was approved by the AAMN board of directors on August 20, 2013. The document describing the background, goals, process, achievement and renewal of recognition status. A detailed description of the criteria and key elements can be found at www.aamn.org</p> <p><u>Kansas AC:</u> Goal is to increase diversity of the nursing workforce to match Kansas' population. Action steps include: -- Establish baseline metrics and methodology to assess academic progression including collecting diversity via KHA survey. -- Encourage schools (via KACN/AHEC) to collect data on successful transition from pre-nursing to nursing, and on nursing program completion with data stratified to allow evaluation of diversity. -- Assess data from KACN on nursing workforce diversity.</p> <p><u>Ohio AC (pending submission 9/16/13):</u></p> <p>Using the Nursing Minimum Data Set (NMDS) with RN licensing and renewal, which can be used to inform data-based, data-driven interventions, system change and outcomes with specific emphasis on traditionally underrepresented</p>

groups in the nursing workforce as exemplars of diversity action plans

Oregon Center for Nursing:

To ensure that the nursing school applicant and enrolled student pools are representative of the general population.

Annual data collection of 21 ADN and BSN programs to accurately track and report admissions and enrollment trends.

Pennsylvania AC:

Identifying source(s) of scholarship funding to support minority students in BSN programs.

Wisconsin AC:

WI Center for Nursing Environmental Scan to assess sampling of diversity initiatives taking place in state. Process used is found in the full report at [http://www.wisconsincenterfornursing.org/documents/2013%20WCN%20Diversity Report final.pdf](http://www.wisconsincenterfornursing.org/documents/2013%20WCN%20Diversity%20Report%20final.pdf)

Practice

Kansas AC:

Assess data from KACN on nursing workforce diversity.

Mississippi AC:

Analyze Board of Nursing licensure data for racial/ethnic diversity.

Utah AC:

Imbed diversity data collection strategies within hospital based outcomes, nurse resident measures and program metrics.

Pennsylvania AC:

Completing a gap analysis between state demographics and nursing database in regard to diversity.

Leadership

Colorado AC:

Expand AC membership focusing on increasing member diversity.

Recruit participation by at least 60 education, clinical, non-nursing healthcare and community leaders into a statewide network (beyond Action Coalitions). Assure inclusion of diverse mix of nurse leaders.

Develop and recruit emerging nurse leaders, inclusive of representatives of rural communities and traditionally under-represented groups.

Florida AC:

Working on a project to describe the demographics, diversity, board participation, retirement plans, succession planning, and work challenges of current nurse leaders. Action steps include:

-- Partnering with associations representing diverse nurse populations, Hispanic Institutions, Historically Black Colleges and Universities, and other institutions

	<p>serving a large minority population to establish a diversity resource council. -- The project will disseminate the survey to three organizations representing minority nurses to increase opportunity and participation among a racially and ethnically diverse group.</p> <p><u>Georgia AC:</u> Diversity membership goal: One third of the DSC members will be from underrepresented populations. Action steps include: -- Evaluate descriptive statistics for developing strategies to attract and support nurses from under-represented minority groups in doctoral programs. -- Appoint Advisory Board: Identify 8 persons to invite for participation on Advisory Board. Diversity Goal: One third of the board members will be from underrepresented populations.</p> <p><u>Nebraska AC:</u> Survey Nebraska nurses' involvement on boards and decision-making bodies, including participation barriers and opportunities for under-represented groups via electronic means and focused data collection.</p> <p><u>Utah AC:</u> Identify key diverse leads and stakeholders.</p>
<p>3. evidence-based</p>	<p>Education, Practice & Leadership</p> <p><u>Juntos Podemos (program at University of Texas :</u> To reduce negative effects of some of the educational and social disparities (students) may be experiencing while in nursing school. Methods include, Protégé-to-Mentor Learning support Social support Leadership Advisory Board Family programs</p> <p><u>Oregon Center for Nursing:</u> The Oregon Nursing Leadership Council, a coalition of five major nursing organizations in the state, developed a strategic plan to address Oregon's nursing shortage.</p> <p>OCNE has created a standardized curriculum that's seamlessly shared by eight community colleges and five OHSU campuses.</p> <p>The Nursing Student Admissions Database pilot project aims to collect accurate baseline data on the number and demographics of applicants and students in Oregon's nursing schools and then to track their progress over time, which has yielded helpful information.</p> <p>Wisconsin – UW Milwaukee Nurse Endeavor Program Intentional program to tap into applicant pool. Include 3 criteria; first generation, low income, underrepresented populations. Invited to join cohort, stay together throughout program; provision of support throughout.</p> <p>Wisconsin – Marquette University Project <i>BEYOND</i> Building Ethnic Youth Opportunities for Nursing Diversity</p>

4. developed to keep in mind from the onset issues of sustainability and infrastructure

Education

American Assembly for Men in Nursing

Men's health is one of the primary purposes of AAMN in addition to the recruitment and retention of men in nursing school and the nursing workforce. Additionally men of color have even more disproportionate health outcomes than men of the majority. (Consider AAMN members as a resource).

NLN Diversity Toolkit:

A one-week summer residential enrichment program, offered annually since 1990, found to be a successful tool for introducing students to the wide variety of nursing roles and career opportunities.

Georgia AC:

Goal is to identify candidates to invite for participation on Doctoral Steering Committee (DSC).

Juntos Podemos:

Development of a minority faculty recruitment plan.

Wisconsin Complementary grant: Diversity Matters: Recruiting Wisconsin's Future Public Health Workforce

Public Health program for all professions not just nursing but is focused on early outreach in middle and high school.

Practice

Montana AC:

Co-lead works directly with Project Director for the Montana American Indian Nurse Internship through Benefits Health System. This program first helps Native American student graduates be successful on their NCLEX; a large percentage have repeated attempts at passing.

Nebraska AC:

Develop Minority Recruitment Toolkit and sponsor regional conferences to educate *nurse employers* and educators on the need for BSN preparation and best practices in recruiting ethnic minorities.

Leadership

California AC:

During the Action Coalition's strategic planning discussions the group determined the need for a concrete state wide diversity strategy. The statewide director and members of the Executive Committee are in the process of identifying potential partners.

Established new partnerships with the CA Black Nurses Association, the CA Philippine Nurses Association, the CA Hispanic Nurses Association, and CA Men in Nursing and continued to work with the CA Nursing Students Association to increase both ethnic diversity and diversity of thought into its state efforts.

Juntos Podemos:

	<p>Development of an endowment to sustain the program.</p> <p><u>Montana AC:</u> Identify diverse pool of potential members to invite for participation on advisory board. Target invitations to ensure adequate representation from nurses and other professionals, as well as appropriate ethnic/racial diversity in membership.</p> <p>Increase opportunity for diversity in Academy participants by disseminating advertisement of Leadership Academy to 50 venues targeting 400 nurses, including stratified dissemination to nurses from underserved and ethnic minority areas.</p> <p>Increase opportunity for interprofessional and community participation among a diverse group of Missouri residents by disseminating advertisement of Speaker’s Bureau Sessions to 50 venues, targeting 700 nurses, physicians, other health care professionals, business leaders, community members, payers, etc.</p> <p><u>The National Association of Hispanic Nurses, Phoenix Chapter, AZ/AARP</u> AARP Arizona and National Association of Hispanic Nurses (NAHN) educating Hispanic communities about the Affordable Care Act</p> <p>NAHN members build leadership skills</p> <p>NAHN members receive credible, unbiased information on the ACA</p> <p>Hispanic communities receive critical health care information</p> <p>AARP meeting consumer needs in underrepresented communities</p> <p><u>Pennsylvania AC:</u> Established a nursing diversity advisory council.</p> <p>Partnering with minority nursing organizations to determine “Best Practices”</p> <p><u>Texas AC:</u> Recruited individuals regionally to mentor minority nurses pursuing their BSN.</p> <p>Utilized APIN grant to hire a part-time diversity consultant.</p> <p>Established a Diversity Action Committee.</p>
<p>5. embedded throughout AC efforts, including education, practice, leadership</p>	<p>Education, Practice & Leadership</p> <p><u>Utah AC:</u> Developed website, recruitment materials, advertisements to attract and recruit ethnically diverse nursing students.</p> <p>Created career fair/booths and information for graduating diverse students.</p> <p>Tracking and sharing with nursing programs data regarding the diversity of their students and graduates.</p> <p>Assess needs (baseline – current diversity of RN employees) and organizational culture and climate supporting diversity in each site.</p>

	<p><u>Wisconsin AC:</u> Website feature “Spotlight on Stellar Students” to emphasize diversity.</p> <p>A statewide diversity taskforce was initiated to address the need for diversity and to develop strategies and completed an environmental scan of existing initiatives. Formal report compiled with recommendations & strategies.</p> <p>Held State wide diversity conference, <i>Cultivating a Diverse Nursing Workforce</i>.</p> <p>Advisory Council includes representatives from: BSN programs, ADN programs, practice partners, non-nursing stakeholders and funders. Membership represent geographic regions and representatives of traditionally underrepresented groups.</p> <p>Academic/Practice learning collaboratives, including selection of leadership, and inclusion of traditionally underrepresented groups.</p> <p>Metrics to assess participation, including representation from traditionally underrepresented groups.</p> <p>Identify point people for dissemination, including representation from traditionally underrepresented groups.</p> <p>Market campaign for SiP LEAD to nursing educators, health system leadership, potential funders, policy-makers and key stakeholders, diversity groups and general public.</p> <p><u>Wyoming AC:</u> With funding from the Wyoming Workforce Development Council, the Wyoming Center for Nursing and Health Care Partnerships (WCNHCP) sponsored an awareness campaign about nursing, targeting youth, men and minorities.</p> <p>Goal is to establish metrics to track increases in diversity and proportion of BSN graduates in Wyoming. Action steps include:</p> <ul style="list-style-type: none"> -- Review existing national standards for metrics of academic progression and diversity; dashboard indicators. -- Assess existing sources of WY data to monitor nursing educational levels and diversity of nursing student population. -- Define any needed measures, including those to monitor gender, age, and racial/ethnic diversity of nursing student population and/or new licensees.
--	--

References

Cantu, A.G., & Rogers, N.M. (2007). Creating a mentoring and community culture in nursing. *Hispanic Health Care International*, 5(3), 124-127.

Cluskey, M., Jackson, J.E., Brubaker, C.L., Cram, E.M., & Awl, C.P. (2006). Summer residential program: A university model for recruiting high school students to nursing. *Nursing Education Perspectives*, 27(6), 324-326.

Lewis, L. (2010). Uniting states, sharing strategies: Oregon takes the lead in addressing the nursing shortage. *AJN The American Journal of Nursing*, 110(3), 51-54.

Sullivan, L. W. (2004). Missing Persons: Minorities in the Health Professions. A Report of the Sullivan Commission on Diversity in the Healthcare Workforce.

