Sustaining Diversity: Learning From Great Examples

March 30, 2016
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Adriana Perez PhD, ANP-BC, FAAN
Barbara L Nichols, DNSc (hon) MS, RN, FAAN
Cynthia Bienemy PhD, RN
Sarah Hexem, JD
Dawndra Jones, DNP, RN, NEA-BC
Maria Torchia LoGrippo PhD, MSN, RN
Today’s Webinar

• Support efforts to recruit and prepare a nursing workforce that reflects our population.

• Discuss strategies that state Action Coalitions may adopt to build on their progress within the area of diversity.

• Dialogue with leaders in 3 state Action Coalitions, who will share their insights and examples.

• Q&A

Andrea Brassard, PhD, FNP-BC, FAANP
Senior Strategic Policy Advisor
Center to Champion Nursing in America at AARP

www.campaignforaction.org/webinars
Today’s Guests

Adriana Perez PhD, ANP-BC, FAAN
Assistant Professor
University of Pennsylvania
School of Nursing

Barbara L Nichols, DNSc (hon) MS, RN, FAAN
State Implementation Program Coordinator, Diversity
Wisconsin Action Coalition
Today’s Guests

Cynthia Bienemy PhD, RN  
*Director*  
Louisiana Center for Nursing  
Louisiana State Board of Nursing  
Co-Leader  
Louisiana Action Coalition  
Alumna of the SAMHSA Minority Fellowship Program at ANA

Sarah Hexem, JD  
*Director*  
Pennsylvania Action Coalition  
*Policy Director*  
National Nursing Centers Consortium
Today’s Guests

Dawndra Jones
DNP, RN, NEA-BC
CNO, VP Patient Care Services
University of Pittsburgh Medical Center, McKeesport
Co-Chair Pennsylvania Action Coalition Nursing Diversity Council

Maria Torchia LoGrippo PhD, MSN, RN
Co- Director, RN-BSN Program
Rutgers University
Project Director
New Jersey Action Coalition
Cynthia Bienemy PhD, RN
Director
Louisiana Center for Nursing
Louisiana State Board of Nursing
Co-Leader
Louisiana Action Coalition
Alumna of the SAMHSA Minority Fellowship Program at ANA
(RWJF SIP I Grant and The Rapides Foundation Matching Grant)

Laying the Foundation for the Louisiana Action Coalition’s Pillar of Work on Diversity
Overall Goal: To recruit and retain a diverse workforce that mirrors Louisiana’s demographics and that is prepared to provide culturally competent care in a variety of settings to an aging and more ethnically diverse population.

Goal of the Day: To develop an action plan that will lead to the creation of a diverse nursing workforce that is culturally competent and values inclusivity in the provision of healthcare in Louisiana.

Funding:
- Blue Cross and Blue Shield of Louisiana
- RWJF State Implementation Program Grant (SIP3)
- In-Kind Funding
Data Drives Change

Data creates the base on which to seek the root cause of the problem, empower mindset changes, and activates diversity and inclusion initiatives.

Author Unknown
RN WORKFORCE ACCORDING TO GENDER AND RACE/ETHNICITY

- White
- Black/African American
- Hispanic/Latino
- Asian
- American Indian/Alaska Native
- Native Hawaiian/Pacific Islander

Female: Purple; Male: Blue
Types of Positions According to Race/Ethnicity

Types of Positions Held by Licensed RNs According to Race/Ethnicity

- Staff
- Executive
- Manager
- APRNs
- Faculty
- Other Health
- Other Non-Health

Legend:
- White
- Black/African American
- Hispanic/Latino
- Asian
- American Indian/Alaska Native
- Native Hawaiian/Pacific Islander
Type of Clinical Setting According to Gender

TYPE OF CLINICAL SETTINGS ACCORDING TO GENDER

- Medical Surgical
- Acute Care/ICU
- OR/PACU
- ER
- Adult Health/Family
- Pediatrics/Neonatal
- Home Health
- Maternal Child Health
- Psych Mental Health
- Geriatrics
Louisiana’s Eight Regional Labor Market Areas

Region 1: Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, St. John the Baptist and St. Tammany Parishes

Region 2: Ascension, East Baton Rouge, East Feliciana, Iberville, Livingston, Pointe Coupee, St. Helena, Tangipahoa, Washington, West Baton Rouge and West Feliciana Parishes

Region 3: Assumption, Lafourche and Terrebonne Parishes

Region 4: Acadia, Evangeline, Iberia, Lafayette, St. Landry, St. Martin, St. Mary and Vermilion Parishes

Region 5: Allen, Beauregard, Calcasieu, Cameron and Jefferson Davis Parishes

Region 6: Avoyelles, Catahoula, Concordia, Grant, LaSalle, Rapides, Vernon and Winn Parishes

Region 7: Bienville, Bossier, Caddo, Claiborne, DeSoto, Lincoln, Natchitoches, Red River, Sabine and Webster Parishes

Region 8: Caldwell, East Carroll, Franklin, Jackson, Madison, Morehouse, Quachita, Richland, Tensas, Union and West Carroll Parishes
Minority NP and CRNA and Regional Minority Population

MINORITY NPs, MINORITY CRNAs, AND MINORITY POPULATION BY REGION IN LA (2014)

% REGION 1 REGION 2 REGION 3 REGION 4 REGION 5 REGION 6 REGION 7 REGION 8

- MINORITY NPs
- MINORITY CRNAs
- MINORITY POPULATION
Reports on the Diversity of Louisiana’s RN and APRN Workforce

The Diversity of Louisiana’s Registered Nurse Workforce: Race/Ethnicity and Gender

Cynthia Bienemy, PhD, RN
Director, Louisiana Center for Nursing

www.lcn.lbon.state.la.us
December 2015
Snapshots on the Diversity of Louisiana’s RN and APRN Workforce

### Advanced Practice Registered Nurses (APRNs) in Louisiana

Demographics According to APRN Roles in 2014

<table>
<thead>
<tr>
<th>Role</th>
<th>Female</th>
<th>Male</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>NP Nurse Practitioner</td>
<td>45%</td>
<td>55%</td>
<td>54%</td>
</tr>
<tr>
<td>CRNA Certified Registered Nurse Anesthesiologist</td>
<td>47%</td>
<td>53%</td>
<td>51%</td>
</tr>
<tr>
<td>CNS Clinical Nurse Specialist</td>
<td>59%</td>
<td>41%</td>
<td>50%</td>
</tr>
<tr>
<td>CNM Clinical Nurse-Anesthesia</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

### The Diversity of Louisiana’s Registered Nurse Workforce

- **Race/Ethnicity**
  - **White**: 81%
  - **Black/African American**: 16%
  - **Hispanic/Latino**: 2%
  - **American Indian/Alaska Native**: 0.9%
  - **Native Hawaiian/Pacific Islander**: 0.1%

- **Population and RNs Workforce by Race/Ethnicity**
  - Louisiana Population: 4,049,676 / 4,083,887

According to the July 2014 U.S. Census Population Projections (2015) minorities represent over 40 percent of Louisiana’s population, but only 19 percent of Louisiana’s RN workforce.

### Nursing Education and Race/Ethnicity

- **Phase 1**: RN
  - **White**: 91.1%
  - **Black/African American**: 6.7%
  - **Hispanic/Latino**: 2.6%
  - **Asian**: 0.9%
  - **American Indian/Alaska Native**: 0.4%
  - **Native Hawaiian/Pacific Islander**: 0.1%

- **Phase 2**: Associate Degree Nursing
  - **White**: 0.9%
  - **Black/African American**: 3.0%
  - **Hispanic/Latino**: 1.1%
  - **Asian**: 0.5%
  - **American Indian/Alaska Native**: 0.1%
  - **Native Hawaiian/Pacific Islander**: 0.0%

- **Phase 3**: Baccalaureate Nursing
  - **White**: 3.8%
  - **Black/African American**: 1.4%
  - **Hispanic/Latino**: 0.8%
  - **Asian**: 0.5%
  - **American Indian/Alaska Native**: 0.1%
  - **Native Hawaiian/Pacific Islander**: 0.0%

- **Phase 4**: Master’s Nursing
  - **White**: 1.8%
  - **Black/African American**: 0.7%
  - **Hispanic/Latino**: 0.3%
  - **Asian**: 0.1%
  - **American Indian/Alaska Native**: 0.0%
  - **Native Hawaiian/Pacific Islander**: 0.0%

- **Phase 5**: Doctorate Nursing
  - **White**: 1.4%
  - **Black/African American**: 0.4%
  - **Hispanic/Latino**: 0.2%
  - **Asian**: 0.1%
  - **American Indian/Alaska Native**: 0.0%
  - **Native Hawaiian/Pacific Islander**: 0.0%

The majority of Asian (59%) and Black/African American (52%) RNs in Louisiana began their nursing careers with a baccalaureate in nursing degree.
LAC Diversity Action Plan 2015-2016

Short Term Goals – To be accomplished within the next 10 Months

• Establish the LAC Diversity Steering Committee

• Revise/Update the LAC Diversity Action Plan using findings from the Diversity Think Tank Summary Report, the RN and APRN Diversity Reports and Infographics, and the Institute of Medicine (IOM) Five Year Assessment of the Recommendations on the Future of Nursing (2015) - Section 4 “Promoting Diversity”

• Implement and obtain measurable outcomes for two strategies identified in the diversity action plan to increase minority and/or male representation in one or more RN/APRN population areas: student enrollment and/or the RN/APRN workforce.

• Identify a process for assessing attrition and graduation rates for minority and male students enrolled in Louisiana’s RN and APRN programs that can be consistently implemented across the state.

• Integrate building a Culture of Health within all initiatives addressing the diversity of the nursing workforce.
Contact

- Director for the Louisiana Center for Nursing, LAC Action Coalition Co-Lead, and Diversity Steering Committee Lead
  - Cynthia Bienemy, PhD, RN
  - bienemyc@lsbn.state.la.us
- LAC Website: http://louisianafutureofnursing.org/site/
- Louisiana Center for Nursing: http://lcn.lsbin.state.la.us/
- Email: lacnursing@gmail.com
"Does you state AC conduct fundraising activities to support Diversity initiatives/work?“

A. Yes
B. No
The Pennsylvania Action Coalition (PA-AC) Nursing Diversity Council (NDC) is dedicated to enhancing registered nurses’ knowledge, skills, and attitudes regarding diversity, promotion of inclusion in the workforce, and provision of culturally competent care to all clients, families, and communities. The NDC philosophy of Gracious Space allows members to create environments that respect diverse perspectives, generate multiple alternatives, and facilitate creation of sustainable environments that honor and dignify diverse individuals and groups. The NDC works to foster relationships among individuals and communities with the goal of promoting culturally competent nursing care to the State’s diverse residents and beyond.

-Gracious Space Philosophy, Nurse Diversity Council of the PA Action Coalition (updated February 2016)

Today, our nation faces the most profound shortage of nursing professionals in its history. A shortage of more than 500,000 nurses nationwide, as well as a growing scarcity of nurse educators, threatens to disrupt health care in Pennsylvania.

Johnson & Johnson and The Promise of Nursing for Pennsylvania Steering Committee are pleased to host a gala event dedicated to raising funds to address this critical shortage while celebrating the vital work of Pennsylvania nursing professionals. Your generous support will be used to fund diversity in the nursing profession through nursing student scholarships, faculty scholarships andsmall grants to support community change initiatives.

We hope you will join The Promise of Nursing for Pennsylvania as we celebrate nurses and their extraordinary contributions to our communities.

Sincerely, The Promise of Nursing for Pennsylvania Steering Committee
What kind of obstacles did you overcome on the way to realizing your dream?
Diversity is a key priority both at the state and national level and is intended to help to narrow the health care disparities gap. To support the importance of a diverse workforce and to help prepare the discipline of nursing to care for an increasingly diverse population. By increasing diversity throughout the health care and nursing workforce, we endeavor to ensure that all Americans have access to high-quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success.

**NURSING DIVERSITY COUNCIL**

The Nursing Diversity Council has engaged in a number of activities that align with PA-AC’s diversity strategy, including:

- Developing short videos of nurses from traditionally underrepresented backgrounds sharing their experiences of becoming a nurse
- Conducting a survey of culturally competent practices in health care facilities throughout PA
- Collecting data and a gap analysis on diversity within the PA nursing workforce

*Pennsylvania Action Coalition*

About 5 months ago

Do you remember that moment when you first realized your calling was to become a nurse? Over the next few weeks, PA Action Coalition will be releasing a series of videos highlighting the many backgrounds and faces that make up PA’s diverse and strong nursing workforce, helping to ensure a healthy PA through nursing. These are your stories. #nursesofPA #facesofnursing #yourstory https://vimeo.com/105980000
Events

Pennsylvania’s Healthcare Mosaic
Building a Culture of Health Equity

October 20, 2016
8:30am-4:30pm
Robert Morris University
6001 University Blvd
Moon, PA 15108

Please save the date for a conference brought to you by the Nurse Diversity Council of the Pennsylvania Action Coalition.

Pennsylvania’s Healthcare Mosaic: Building a Culture of Health Equity

Featuring keynote speakers:

Dr. Rachel Levine, Pennsylvania’s Physician General
Candi Castleberry Singleton, Founder and CEO of Dignity & Respect, Inc.
Dr. Rita Adeniran, President & CEO of Innovative and Inclusive Global Solutions

The conference will explore the concept of health equity and the relevance of cultural competence within health care.

Information to submit an abstract and register will be available soon.
Contact

- **PA Action Coalition Director**
  - Sarah Hexem, Esq.  shexem@nncc.us
- **Website:** paactioncoalition.org
- **Email:** paaction@nncc.us
- **Nurse Diversity Council Cochairs**
  - Dr. Dawndra Jones, DNP, RN, NEA-BC
  - Dr. Rita K. Adeniran, DrNP, RN, CMAC, NEA-BC, FAAN
New Jersey Action Coalition (NJAC)

Promoting Diversity
Breakthrough Nurse Leader 2015,
Gina Miranda-Diaz, MS/MPH, DNP, RN
New Jersey

- State-licensed health officer and director of the Health Department of West New York, NJ
- She is an active volunteer with disaster health services at the American Red Cross
- Gina is the President of the National Association of Hispanic Nurses New Jersey chapter, 2016
- Member of the executive board of the American Diabetes Association
- Gov. Chris Christie appointed Miranda-Diaz to the New Jersey State Board of Nursing in 2014.
Bilingual Navigators

Hired two nurse navigators, Suzanne Crincoli and Jessica Del Valle
Maria Torchia LoGrippo, PhD, RN, MSN, NE-BC
Email: logrippo@rutgers.edu
Office: 973-972-8539

Get the App!
http://www.njccn.org/nj-action-coalition/

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info@njauctioncoalition.com
Campaign for Action Website

www.CampaignForAction.org
Questions or Comments?

Press *1 on your telephone key pad to ask a question
OR
Use the “chat” feature to send “everyone” a question.

You can find the recording, webinar summary, and additional resources by going to: www.campaignforaction.org/webinars.
• AC Coalition Membership Resources available here: http://campaignforaction.org/resource/
• Wisconsin Diversity Toolkit for Recruiting Diverse Nurses
• Mississippi Diversity Recruitment Plan
• Michigan Diversity Recruitment Plan for Nursing Schools https://michigancenterfornursing.org/diversity
Monthly Webinar Series

Coalition Building and Sustainability Learning Collaborative WebEx

Next Webinar June 30
  Time 3:00 PM ET – 4:00 PM ET

Topic: STEM Programs to Grow a Diverse Nursing Workforce
Please share your feedback about this webinar with us by completing this Survey Monkey evaluation:

https://www.surveymonkey.com/r/3W6RFCB