



Robert Wood Johnson Foundation

Academic Progression in Nursing (APIN) Applicant Information Session on Developing a Diversity Plan

April 25, 2012

Welcome to the Webinar



Robert Wood Johnson Foundation

**Susan B. Hassmiller, PhD, RN,
FAAN, RWJF Senior Advisor
for Nursing and Director,
Campaign for Action**



<http://championnursing.org/webinars>



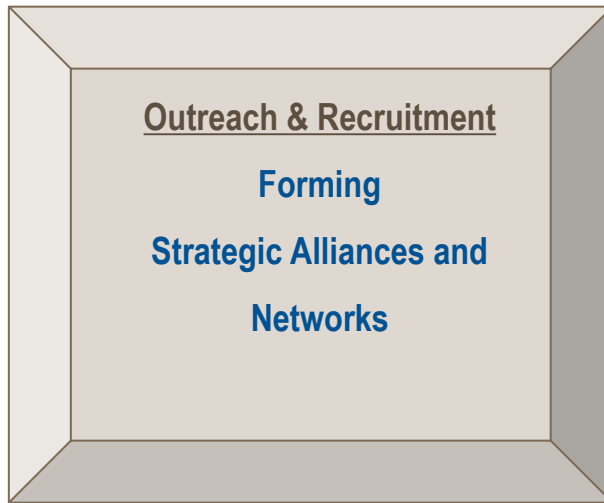
Diversity and inclusion are core values of the Robert Wood Johnson Foundation, reflected in our Guiding Principles. We value differences among individuals across multiple dimensions including, but not limited to, race, ethnicity, age, gender, sexual orientation, physical ability, religion and socioeconomic status. We believe that the more we include diverse perspectives and experiences in our work, the better able we are to help all Americans live healthier lives and get the care they need. In service to our mission, we pledge to promote these values in the work we do and to reflect on our progress regularly.

Human Capital Diversity Project: Toolkit Series



Robert Wood Johnson Foundation

Toolkit 1



Available on the
Diversity Matters
Community web page

Toolkit 2



May 2012

<http://community.rwjf.org/community/diversitymatters>

APIN Coordination



Robert Wood Johnson Foundation

Tri-Council of Nursing to Lead Program

- **American Organization of Nurse Executives**
- **American Association of Colleges of Nursing**
- **National League for Nursing**
- **American Nurses Association**



Beverly Malone,
PhD, RN, FAAN
CEO, National
League for Nursing



- **Increased diversity of the health care workforce:**
 - Enhances communication between providers and patients from multicultural backgrounds;
 - Promotes patient satisfaction;
 - Improves access to care;
 - Assists in addressing disparities in health outcomes; and
 - Diverse perspectives lead to innovation and the ability to solve complex problems.

APIN Request for Proposals (RFP)



Robert Wood Johnson Foundation

Up to \$300,000 to up to 9 state ACs for
two years, with chance to reapply
2 + 2

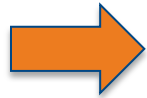
Implement robust statewide or regional
plan to achieve 80% BSN workforce and
higher by 2020

Must show significant commitment from
key stakeholders, including community
colleges, universities and health care
employers



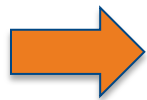
<http://championnursing.org/webinars>

Applicants will need to:



Demonstrate measures to increase favorable employment practices such as:

- **Flex time, tuition benefits/waivers**
- **Pay differentials, preferential hiring policies**
- **Requirements for AD nurses to get BSN degree within specific timeframe**



Incorporate plan to strengthen the diversity of the nursing workforce



Incorporate nurse of the future competencies



Winifred V. Quinn, PhD

Director, Legislation and
Campaign Operations

Center to Champion Nursing
in America, AARP





Future of Nursing: *Campaign for Action*

Diversity Steering Committee

Co-leads:

Deborah Washington, RN, MS and Antonia Villarruel, PhD, RN, FAAN

Members

William Lecher, RN, MS, MBA, NE-BC, President, American Assembly for Men in Nursing

Reimund Serafica, PhD, MSN, RN, Assistant Professor, Asian American/Pacific Islander Nurses Association, Inc

Beverly Patchell, RN, MS, CNS, President, National Alaska Native American Indian Nurses Association, Inc

Angie Milan, MSN, RNP, CNS, President, National Association of Hispanic Nurses

Deidre Walton, JD, MSN, RN, President, National Black Nurses Association

Daisy L. Alford-Smith, Ph.D., President, National Coalition of Ethnic Minority Nurses Association

Reynaldo Rivera, DNP, MA, EdM, RN, CCRN, NEA-BC, ANP, President, Philippine Nurses Association of America, Inc.



Future of Nursing: *Campaign for Action* Diversity Steering Committee
March 2012



Mission

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 a substantial increasingly diverse population, the Future of Nursing: *Campaign for Action's* Diversity Steering Committee is organized to ensure that all Americans, regardless of race, religion, creed, ethnicity, gender, sexual orientation, or any aspect of identity will have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success.



Diversity Steering Committee Co-leads



Antonia Villarruel, PhD, RN, FAAN;
Associate Dean for Research and
Global Affairs, Professor & Nola J.
Pender Collegiate Chair, University of
Michigan School of Nursing

Deborah Washington, RN, MS;
Director, Diversity, Patient Care
Services Massachusetts
General Hospital





Diversity Plan Strategies

Suggested Strategies:

1. Start with a Needs Assessment

- Tailor to your individual state or region/Define Diversity and develop own Diversity Profile
- Identify needs/ assess current programmatic approach
- Build an Infrastructure



2. Anticipate Potential Barriers/Challenges

- Finding a diversity focus
- Managing unintended consequences
- State Action Coalition Member alignment
- New stakeholders
- A Data driven Diversity Initiative



3. Outreach and Networking

- Minority in nursing associations, local chapters
- Board of Nursing
- State government
- Media



4. Strategic Partnerships

- **Develop partnerships with minority communities to facilitate interest into nursing and to educate all nurses in addressing community health needs**
- **Develop and sustain successful mentorship programs for minority nurses**

Questions





How to Apply

- **Applications must be submitted through the action coalition.**
- **Proposals must be submitted via the RWJF online system only**
- **Refer to the e-mail invitation you received with a link to the online proposal system and additional instructions**
- **To begin your proposal, select the link in the e-mail and follow the instructions.**

Reminder: Only One Application Per State!

Project Timeline



Robert Wood Johnson Foundation

- **Proposals due by May 14, 2012 (3 pm ET)**
- **Notification to finalists by June 14, 2012**
- **Grants start August 15, 2012**

Contact Information



Robert Wood Johnson Foundation



Please contact Catherine Malone, MBA, for questions at:
nep@rwjf.org