Academic Progression in Nursing (APIN) Applicant Information Session on Developing a Diversity Plan
Welcome to the Webinar

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

Toolkit 1

Outreach & Recruitment
Forming
Strategic Alliances and Networks

Toolkit 2

Leadership
Moving Beyond Commitment Through Leadership, Strategy and Accountability

Available on the Diversity Matters Community web page

May 2012

http://community.rwjf.org/community/diversymatters
APIN Coordination

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)

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.
Diversity Steering Committee

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
Diversity Plan Strategies (cont’d)

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
Diversity Plan Strategies (cont’d)

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

• Proposals due by May 14, 2012 (3 pm ET)

• Notification to finalists by June 14, 2012

• Grants start August 15, 2012
Contact Information

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