A Review of the Diversity Criteria and the Campaign for Action’s Diversity Resources: How does your Action Coalition compare?

July 27, 2015
Overview of the IOM recommendations on Diversity and Vision of the Diversity Steering Committee

Winifred V. Quinn, PhD
Director, Advocacy & Consumer Affairs
Center to Champion Nursing in America at AARP
Remove scope of practice barriers

- Advanced practice registered nurses should be able to practice to the full extent of their education and training.
- Increasing demand for primary care and chronic illness management
- Specific areas in the U.S. are being impacted by the shortage of primary care providers
Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

- …should take into consideration strategies to increase the diversity of the nursing workforce
- Academic nurse leaders should partner to recruit and advance diverse nursing students.
Double the number of nurses with a doctorate by 2020

- Schools of nursing …double the number of nurses with a doctorate by 2020 to add to the cadre of nurse faculty and researchers, with attention to increasing diversity.
IOM Report Leadership Recommendation

- Prepare and enable nurses to lead change to advance health.
  - Nursing associations should provide leadership development, mentoring programs, and opportunities to lead for all their members.
“To achieve the goal of increasing access to high-quality, culturally relevant care among the *diverse* populations in the United States, the nursing profession must increase its appeal to young people, men, and nonwhite racial/ethnic groups.”

“Steps should be taken to recruit, retain, and foster the success of *diverse* individuals. One way to accomplish this is to increase the diversity of the nursing student body… The combination of age, gender, race/ethnicity, and life experiences provides individuals with unique perspectives that can contribute to advancing the nursing profession and providing better care to patients.”

“The [IOM] committee believes the implementation of the recommendations from that report [Missing Persons: Minorities in the Health Professions by the Sullivan Commission] hold promise for ensuring a more *diverse* workforce in the future.”

“Expansion of programs that encourage health care providers to practice primary care, especially those from *underrepresented and culturally diverse* backgrounds, will be needed to keep pace with the demand for community-based care.”
Robert Wood Johnson Foundation funding opportunities include a diversity requirement
  - Academic Progression in Nursing
  - Future of Nursing: State Implementation Program

Establishment and engagement of a Diversity Steering Committee
Increasing diversity of nursing workforce and faculty will narrow health disparities gap

Nursing with diversity, not nursing + diversity

Committee will advise *Campaign* on:
- Diversity strategies
- Developing targeted TA to State Action Coalitions
The Nursing Workforce: A Reflection of America’s population

Barbara L Nichols, DNSc (hon) MS, RN, FAAN
State Implementation Program Coordinator
Diversity Wisconsin Action Coalition
USA – CHANGING DEMOGRAPHICS

Diversity needs to be viewed through U.S.A. changing demographics of race, ethnicity, religion, and age

*Five states have “minority” majorities:*

- California
- Hawaii
- New Mexico
- Texas
- Florida
USA – CHANGING DEMOGRAPHICS

Five states have non-white populations around 40%

Georgia
Maryland
Mississippi
New York
Arizona
USA – CHANGING DEMOGRAPHICS

2050 – 90% of U.S. population will come from Asians.

People of color are a majority in 48 of the nation’s largest cities.

Hispanics are the largest ethnic minority.

Islam is the fastest growing religion.

The U.S. is the largest recipient of international migrants globally.
The U.S.A. is becoming more:

- Multi-Ethnic
- Multi-Racial
- Multi-Linguistic
- Multi-Religious
- Multi-Cultural
USA – CHANGING DEMOGRAPHICS

This means Diversity in age, race, and religion challenges response to health care delivery, practices, and outcomes.
This Means That COLOR Matters
This means that health professionals must expand their view about providing culturally competent care across:

- Racial and Ethnic differences
- Cultural and Value differences
- Language and Religious differences
Focus on Nursing Diversity in Wisconsin

Diversity Focus Area

- Review population diversity
- Review student enrollment
- Review unique populations
- Unique populations - Native American tribes, Hmong
- Regional differences, rural vs. urban

Emphasis on ‘Inclusive Excellence’ in all settings
**Diversity Model in Wisconsin**

- All SIP and Action Coalition work emphasizes the goal:
  - **GOAL:** Infuse diversity into work of each initiative

**Operational Framework:**

1. Collect, analyze, integrate & utilize data to develop evidence-based strategies for SIP & WIAC goals (i.e. compiled reports)

2. Build partnerships across multiple & diverse stakeholder groups (i.e. healthcare organizations, minority associations)

3. Promote, target & sustain diversity efforts across educational & practice settings (i.e. use of academic/practice linkages)

4. Create direct outreach approaches that engage diversity groups & stakeholders (i.e. Diversity Conference, Stellar Students)
Questions?

Contact Info:

• Barbara Nichols, DNSc (hon.) MS, RN FAAN - SiP Coordinator, Diversity
  nichols@wicenterfornursing.org

• Carol Sabel, PhD, RN – Program Manager
  carol@wicenterfornursing.org

• Judith Hansen, MS, BSN, Project Director & WCN Executive Director
  judi@wicenterfornursing.org

• Data Reports - www.wicenterfornursing.org
Practical Action Steps to Develop a Diversity Plan

Adriana Perez, PhD, ANP-BC
Assistant Professor & Southwest Borderlands Scholar
Arizona State University
College of Nursing & Health Innovation
• Diversity plans should be:
  
  – at the “right line of sight”

Clarify mission and goals to focus on state outcomes and reflect collaboration across multiple and diverse stakeholder groups; align with the IOM Future of Nursing report recommendations.
Review of Diversity Steering Committee
Recommended Criteria

• Diversity plans should be:
  – Data-based and data-driven

Start with what is known about state populations and workforce.
Diversity plans should be:
- evidence-based

There are a number of successful programs aimed at increasing diversity in the workplace and at the institutional level.
There are varying levels of evidence that exist for programs.
• Diversity plans should be:
  – developed to keep in mind, from out outset, issues of sustainability and infrastructure

  Consider strategies that will sustain diversity efforts long-term.
Review of Diversity Steering Committee

Recommended Criteria

• Diversity plans should be:
  – embedded throughout Action Coalition efforts, including education, practice, and leadership

*Diversity should not be an isolated effort. Overall, diversity will positively impact all campaign pillars.*
New York State Action Coalition
Diversity & Inclusion
Tool Kit
Committee for Diversity

Kenya V. Beard EdD, GNP-BC, NP-C, ACNP-BC, CNE
Associate Vice President for Curriculum & Instruction
Director, Center for Multicultural Education & Health Disparities
Josiah Macy Faculty Scholar, 2012
Jersey College
Inside the Toolkit

- Background on research that links diversity, inclusivity and health equity
- Demographics of NY’s nursing workforce
- Challenges that hinder efforts to strengthen diversity
- Best practices for creating inclusive environments and ending health care disparities
- Recommendations for strengthening diversity in nursing
- Grants and scholarships for nursing education
Challenges

- Limited representation of culturally diverse nurses in academia & leadership positions
- Limited financial support for students
- Limited recruitment, retention and graduation
- Limited mentoring programs
Best Practices

- Examine the extent to which policies & initiatives reflect equity
- Encourage attitudes that support inquiry
- Educate in recognizing bias and appreciating difference
- Listen to the narratives of others to reconstruct personal truths
- Evaluate and rate the level of organizational inclusion
Resources

- American Assembly for Men in Nursing
- Association of Black Nursing Faculty
- Chi Eta Phi Sorority
- International Association of Latino Nurse Faculty
- National Alaska Native American Indian Nurses Association
- National American Arab Nurses Association
- National Black Nurses Association
- National Coalition of ethnic Minority Nurses Associations
- National Association of Hispanic Nurses
- Native American Nurses Association
- Philippine Nurses Association of America
- Asian American-Pacific Islander Nurse’s Association
Grants & Scholarships for Nursing Education

- The toolkit provides information on funding opportunities for undergraduate and graduate education
  - Practice Grants/Loan Repayments
  - Scholarships (Federal & NY State)
  - Private Foundations & Nursing Associations
NYSAC Steering Committee & Committee for Diversity

- **Susan Apold**, PhD, RN, ANP-BC, FAAN, FANP
- **Deborah C. Stamps**, EdD, MS, RN, GNP, NE, BC
- Hilah Richardson, DrPH, MPH, BSN, RN, FAAN
- Deborah Elliott, RN, BSN, MBA
- Carol Brewer, PhD, RN, FAAN
- Diana Mason, RN, PhD, FAAN, DHL(Hon.), DSc
- Maureen White, RN, MBA, NEA-BC, FAAN
- Barbara Zittel, RN, PhD
- Diane Cooney Miner, PhD RN, FAAN
- Marilyn A. DeLuca, PhD, RN
- Marsha L. Lewis, PhD, RN, FAAN

- Chair NYSA Committee for Diversity
- Lucia J. Alfano, RN, MA
- Caroline Austin-Mattison, APRN-BC
- Stephen R. Marrone, EdD, RN-BC, NEA-BC, CTN-A
- Amauche Obi-Eyisi, BSN, RN-BC
- Onome Henry Osokpo, MS, RN
- Maria Elena Pina Fonti, RN

**FUTURE OF NURSING™**
Campaign for Action
Press *1 on your telephone key pad to ask a question
OR
Use the “chat” feature to send the host/presenter a question.

Winifred V. Quinn, PhD
Director, Advocacy & Consumer Affairs
Center to Champion Nursing in America at AARP
Resources

1. Action Coalition Diversity Criteria
2. IOM Future of Nursing Report Recommendations on Diversity
3. Directory of Minority Nursing Organizations
4. RWJF Strategic Alliances Toolkit

Resources

1. Action Coalition Diversity Criteria
2. IOM Future of Nursing Report Recommendations on Diversity
3. Directory of Minority Nursing Organizations
4. RWJF Strategic Alliances Toolkit
5. Monthly Learning Collaborative Webinars
6. Technical Assistance/Consultation