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Review of Diversity Criteria and the Campaign for Action's Diversity Resources: How Does Your Action Coalition Compare? Webinar Summary July 29, 2015

Presenters:

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Webinar Goals:

- To review criteria for Action Coalition diversity plans
- To review the goals of the Diversity Steering Committee and the resources offered to Action Coalitions
- To present plans in Wisconsin, New York and Arizona and examine challenges they faced

This webinar has been recorded and is available with this summary at www.campaignforaction.org/webinars

Across the country, there is a movement to advance the field of nursing so 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. This national level [Future of Nursing: Campaign for Action](#) is a result of the Institute of Medicine's landmark 2010 report on the [Future of Nursing: Leading Change, Advancing Health](#). The *Campaign for Action's* field-based teams, the [Action Coalitions](#) (ACs), are leading this movement and are equipping themselves with knowledge gained from technical assistance provided by the Center to Champion Nursing in America (CCNA), a joint initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation. Such technical assistance comes in the form of webinars, face to face interactions, and other facilitated engagements with public policy leaders, content experts, consultants, and Action Coalition peers across the country.

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Winifred Quinn of CCNA

Overview of the IOM recommendations on Diversity and Vision of the Diversity Steering Committee

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

Education Recommendations:

- Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020. Currently the rate is 59 percent
- 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.**

Leadership Recommendations:

- Prepare and enable nurses to lead change to advance health.

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- Nursing associations should provide leadership development, mentoring programs, and opportunities to lead for all their members. There is a goal of 10,000 nurses appointed to boards.

Other IOM recommendations:

- 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.”

Campaign for Action Diversity Initiatives

- 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 (launched 5/1/2012)

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Increasing diversity of nursing workforce and faculty will narrow health disparities

Nursing *with* diversity, not nursing + diversity

Committee will advise *Campaign* on:

- Diversity strategies
- Developing targeted TA to State Action Coalitions



Barbara Nichols, state Implementation Program Coordinator, Diversity Wisconsin Action Coalition

The Nursing Workforce: A Reflection of America's Population

USA Changing Demographics

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

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Five states have “minority” majorities – California, Hawaii, New Mexico, Texas and Florida. Five states have non-white populations around 40% -- Georgia, Maryland, Mississippi, and New York, Arizona

**This
means that
Color
Matters.**

Projections and Diversity Facts for the USA

- ✓ By 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

This means Diversity in age, race, and religion challenges responses 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



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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

All SIP and Action Coalition work emphasizes the goal to 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)

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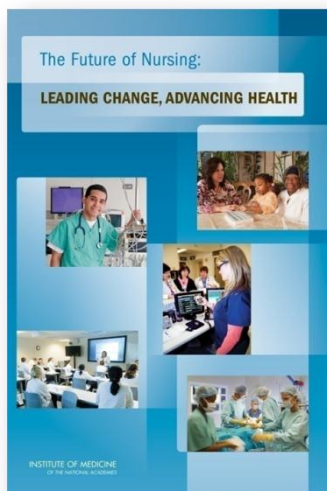
Assistant Professor & Southwest Borderlands Scholar, Arizona State University, College of Nursing & Health Innovation

Practical Action Steps to Develop a Diversity Plan

Review of Diversity Steering Committee Recommended Criteria.

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.



Diversity plans should be evidence-based

Start with what is known about state populations and workforce.



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 data-based and data-driven.

- developed to keep in mind, from the outset, issues of sustainability and infrastructure
- The important point here – is that you don't need to start from scratch. You can use lessons learned from state level coalitions, institutions, and gender, racial/ethnic minority organizations.

Consider strategies that will sustain diversity efforts long-term.

Diversity plans should be:

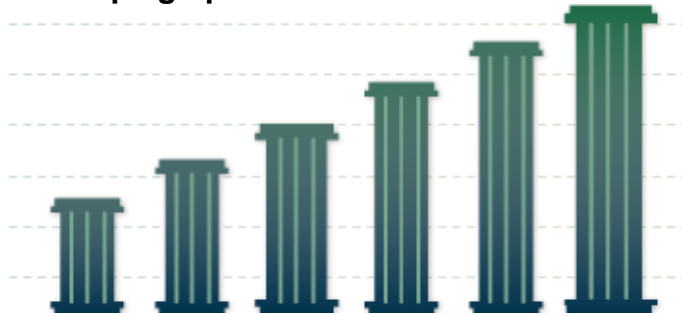
- embedded throughout Action Coalition efforts, including education, practice, and leadership
- Address issues of sustainability and infrastructure: Plans should include mechanisms to sustain, and scale up efforts over time. This includes thinking outside of nursing to engage non-traditional partners, such as: Schools, local city government, non-profit organizations, stakeholders that focus on issues of **diversity across the board** (including National Council of la Raza, the Urban League, youth groups, and even professional sports clubs, etc.)
- Consider innovative mechanisms of support that such organizations can offer, including help with communicating messages, consultation/strategies for working with hard to reach populations, technical help.

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Diversity should not be an isolated effort. Overall, diversity will positively impact all campaign pillars.



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
New York State Action Coalition Diversity & Inclusion Tool Kit

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

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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

Best Practice Models

- The Office of Minority Health- health policies and programs to improve the health or racial and ethnic minority populations & eliminate health disparities
- Action Plan to Reduce Racial and Ethnic Health Disparities
- <http://minorityhealth.hhs.gov/omh/browse.aspx?lvl=2&lvlid=10>

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,

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- 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 and 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

Members of the NYSAC Steering Committee & Committee for Diversity

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RWJF, AARP, and the Campaign are committed to increasing the diversity of the nursing workforce. We will continue to integrate diversity into all of our work, and to encourage every Action Coalition to develop diversity plans. Please stay tuned in the coming months for more resources and tools to help you do so.

Resources discussed today can be found on the Campaign for Action website or at the link on the PPT and it will also be posted in the chat box.

Those resources include:

- Action Coalition Diversity Criteria
- IOM Future of Nursing Report Recommendations on Diversity
- Directory of Minority Nursing Organizations
- RWJF Strategic Alliances Toolkit

<http://bit.ly/cfadiversity>

The IOM's recommendations include: the need for more advanced education of registered nurses; nurses leading innovations in health care and being appointed to decision making bodies; all nurses practicing to the full extent of their education and training; a more diverse nursing workforce and faculty; and more interprofessional collaboration among nurses, physicians, and other members of the health care team in the educational and clinical environments.

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For more information from the Center to Champion Nursing in America about this webinar, technical assistance or other questions related to the *Future of Nursing, Campaign for Action* contact Michael Pheulpin at MPheulpin@aarp.org or 202-434-3882.

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