Promoting Collaboration with Campaign’s State-based Action Coalitions

Virtual Workshop
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Building a Healthier America, State by State

Meet the Coalitions

Considerations for Collaboration

What is already happening outside of your organization that may impact your mentoring program?

Do you have supports in place for mentors and mentees?

Do you have a pool of mentors to draw from?

What are potential challenges?
Virtual Exemplar: Mentoring Collaboration

PA-AC Cohort of Exchanged Learning (PA-ACCEL)
  • Pennsylvania Action Coalition’s Nurse Diversity council
  • Lincoln University
  • Southeastern Pennsylvania Area Black Nurses Association (SEPABNA)
    • Monica Harmon, President of SEPABNA
      PA Action Coalition Diversity Co-Chair
      Lincoln University Adjunct Faculty

Funding Support: Foundation of the National Student Nurses Association

In-Kind Support: SEPABNA (Monica Harmon) and PA Action Coalition (Zaharaa Davood, Jennifer Horn)
Mentoring Program Design

A mentee cohort of 15 senior nursing students

One professional mentor from various nursing fields for one academic year

Virtual connections

Mentoring Program Support Team

- Logistics, organizing and management support
- Provides helpful resources
- Mentor-Mentee facilitation, preparation support, event planning, program evaluation
Clearly Define Mentoring Program Purpose

- Increase Racial Diversity of State Nursing Workforce
- Provide a Platform for Nursing Students to Obtain Guidance from Mentors
- Resources to Pass the NCLEX
- Opportunities to participate in professional experience, e.g. job fair, conference, networking
- Readiness to succeed in transition to future practice and/or graduate school
- Professional guidance on 5-year professional post-graduation plan
- Support through Professional Mentorship (Senior Year)
U.S. population continues to be more diverse
- 37% ethnic minority
- U.S. will be a major-minority nation by 2043
- White population be less than 50%

PA nursing workforce does not reflect these changes

Nursing workforce is still white and female
- 20 percent is an ethnic minority

Why????? → lack of support in nursing programs
- Financial, emotional, moral, technical, academic advising, professional socialization
Outline Program MENTOR Outcomes

Pride being a part of someone else’s growth & development

Leadership growth and development for yourself
  • Practice listening and giving feedback
  • Practice problem-solving for academic success
  • Opportunity to inspire others to be mentors

New professional relationship with a future nurse colleague

Connections with program and academic leaders
Program Expectations/Timeline

**Orientation Meeting** (first meeting between mentors and mentees)

**Build Post-Graduation Plan** with mentee throughout mentoring relationship

**Attend the virtual Professional Development Activity and the End of Mentoring Program event.**
- We will send details later.

**Complete Program Evaluations**
- Initial (Dec/Jan) | Mid-Year (Feb/March) | End of Program (May/June)
Formal closing of mentorship program
• June 2021

We encourage mentors and mentees to continue their mentoring relationship if they want to remain connected.
Mentees are encouraged to share with their mentor if they meet goals from their Post-Graduation Plan & NCLEX results after formally closing the mentoring relationship
Orientation (First Meeting with Mentees)

Mentors will contact students first via email to schedule Orientation Meeting (first meeting) by Tuesday, October 6

Mentor and Mentee Matches – updated student emails will be sent after Information Session

Before Orientation Meeting:
Review Mentor-Mentee Toolkit to prep/navigate mentoring relationship – especially Preparing for Mentoring Relationship section
- Watch the virtual mentor training conducted by Dr. Roberta Waite that covers unconscious bias, navigating mentor/mentee relationships, leadership styles, etc. (found in Toolkit & PA-AC website)
- Review other resources listed in the Mentor Resources section of Toolkit & PA-AC website
Orientation (First Meeting with Mentees)

Share preferred method of contact (email, phone)

Best time to contact

Set expectations/goals

How often to meet (*We suggest meeting at least once a month virtually*)

The mentor and mentee are responsible to establish a Meeting/Communication plan for the entirety of the academic year during their first meeting. Meetings may be over the phone, over video conference, or in-person. We highly encourage these meetings to be virtual.
Post-Graduation Plan

Purpose
The purpose of the post-graduation plan is to help senior nursing students develop short term and long-term career related goals.

Help your mentee create a 5-year career plan making it very specific. For example, within the mentee’s first year of being a nurse, they must earn a certain number of CEs, apply up to three graduate schools, etc.

Build this plan throughout your relationship with your mentee and provide a timeline for them to complete their goal(s)/expectation(s).
The mentor is responsible to document the progress of this plan in the program evaluations. To help keep track of progress during meetings, document details in the Post-Graduation Plan Worksheet.

Mentors and Mentees can refer to the Setting Goals Section in the Toolkit to help create SMART goals.
Establishing a Smart Strategic Plan

Is your objective Specific? \(\text{SPECIFIC} \)
Can you Measure progress towards goal? \(\text{MEASURABLE} \)
Is the goal realistically Achievable? \(\text{ACHIEVABLE} \)
How Relevant is the goal to your organization? \(\text{RELEVANT} \)
What is the Time for achieving this goal? \(\text{TIME BASED} \)
## Evaluation (Process & Outcome Driven)

### Mid-Year
- Clear program expectations
- Communication
- Mentor-Mentee relationship, in light of, COVID-19
- Lessons learned so far
- Post-graduation plan
- Additional resources needed

### End-of-Year
**Mentee:**
- Conference, professional networking
- NCLEX passing rate
- Graduation
- Employment rate
- ↑ confidence, ↑ support

**Mentor:**
- Satisfaction
- Leadership development skills through mentoring
- ↑ confidence, ↑ new knowledge

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**Conference, professional networking**

**NCLEX passing rate**

**Graduation**

**Employment rate**

**↑ confidence, ↑ support**

**Satisfaction**

**Leadership development skills through mentoring**

**↑ confidence, ↑ new knowledge**
Program Resources

PA-ACCEL Mentoring Program

- PA-ACCEL Mentor Resources
  - PA-ACCEL Mentor-Mentee Toolkit
  - Mentor Information Session (Recording)
  - Preparing for First Meeting: Mentor and Student Mentee Reflection Questions
  - Mentoring Partnership Accountability Tool
  - Post-Graduation Plan Worksheet
  - Mentor Biography Lookbook

Webinars/Trainings & Diversity and Inclusion Resources

- Cultural Humility Versus Cultural Competence: A Critical Distinction Defining Physician Training Outcomes in Multicultural Education
- Self-Reflection in Multicultural Training: Be Careful What You Ask For
- Dialogue as a Skill: Training a Health Professions Workforce That Can Talk About Race and Racism
- Creative and Innovative Mentoring Program for Improving Diverse Students in Education
- Diversity and Inclusion: Promoting Health Equity by Understanding Unconscious Bias
- Cultural Humility and Nursing: A Patient Safety & Quality Council
If you want 1 year of prosperity, grow grain.

If you want 10 years of prosperity, grow trees.

If you want 100 years of prosperity, grow people.

- Unknown
THANK YOU!
¡GRACIAS!

Now we look forward to learning about your mentoring plans & goals.