7. STRENGTHENING NURSING EDUCATION

7.1 Actions for deans, administrative faculty leaders, faculty, course directors, and staff of nursing education programs

1. Key Strategic Stakeholders

Nursing Organizations
Ethnic Minority Nursing Organizations; National Council of State Boards of Nursing

Non-profits
Chambers of Commerce; Non-profit organizations that serve the Black, Indigenous and People of Color (BIPOC), under-resourced/represented, those facing housing insecurity, and indigenous communities

Federal/State Government
Policy partners – legislators

Education
Education accreditation organizations; Students – prelicensure through doctoral; Secondary (high school) organizations, school districts, technical schools, etc. who often perpetuate the structural barriers and racism that prevent BIPOC students from entering the nursing pipeline; University Leadership, College/Dept Advisory Boards

Other
Movement leaders in the BIPOC community; Practice partners across the spectrum and including the long-term care community; Health professions partners; Licensing/certification organizations

2. Top 3-5 Actions for 2021

A. Educate faculty, partners and collaborators on needed changes
B. Understand the needs of under-resourced communities as we transform educational deliverables
C. Focus on mentoring and other programs to support & sustain diverse faculty and students
D. Reflect and assess policy, entry and structural barriers to inclusion in the nursing education system
E. Each school should develop, fund and support a DEI committee that is inclusive of diverse students and faculty
F. Determine college/school and community baseline representation/metrics
G. Conduct college/school-based DEI strategic assessment (baseline) and planning (move toward diverse representation across advisory groups, staff & faculty, student populations that reflects community diversity)

3. Top 3-5 Actions for 2022

A. Ensure that accreditation, licensure and certification partners are committed to the education and experiential learning on the needs about & for inadequately resourced communities and equity.
B. Institute holistic admission processes in each school/program
C. Examine faculty recognition processes & barriers that limit BIPOC participation – adjunct faculty designation, faculty pay, education requirements from accreditors, etc.
D. Encourage and expand cluster hiring practices to support diverse faculty retention and success.
E. Assure that nursing education programs address equity and social determinants of health across the lifespan through national curriculum consultation processes
F. Encourage faculty participation on community boards and commissions to increase faculty awareness and community engagement

4. Success Indicators

• College/University advisory boards (2022), faculty (2024) and student populations (2022) reflect the diversity of communities served by the institution by 2024
• Diverse members of advisory boards, faculty and student populations are fully supported with culturally based programs to ensure full participation and progression
• Funding from federal/state and local sources support this work