

FUTURE OF NURSING™

Campaign for Action

Robert Wood Johnson Foundation

AARP
Real Possibilities

Sustaining Diversity: Learning From Great Examples

March 30, 2016

Andrea Brassard, PhD, FNP-BC, FAANP

Adriana Perez PhD, ANP-BC, FAAN

Barbara L Nichols, DNSc (hon) MS, RN, FAAN

Cynthia Bienemy PhD, RN

Sarah Hexem, JD

Dawndra Jones, DNP, RN, NEA-BC

Maria Torchia LoGrippo PhD, MSN, RN

Today's Webinar

- Support efforts to recruit and prepare a nursing workforce that reflects our population.
- Discuss strategies that state Action Coalitions may adopt to build on their progress within the area of diversity.
- Dialogue with leaders in 3 state Action Coalitions, who will share their insights and examples.
- Q&A



Andrea Brassard, PhD, FNP-BC, FAANP

Senior Strategic Policy Advisor
Center to Champion Nursing in America at AARP

Today's Guests



**Adriana Perez PhD,
ANP-BC, FAAN**
Assistant Professor
University of Pennsylvania
School of Nursing



**Barbara L Nichols,
DNSc (hon) MS,
RN, FAAN**
State Implementation Program
Coordinator, Diversity
Wisconsin Action Coalition

Today's Guests

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Cynthia Bienemy PhD, RN

Director

Louisiana Center for Nursing

Louisiana State Board of

Nursing

Co-Leader

Louisiana Action Coalition

Alumna of the SAMHSA

Minority Fellowship Program at

ANA



Sarah Hexem, JD

Director

Pennsylvania Action

Coalition

Policy Director

National Nursing

Centers Consortium

Today's Guests



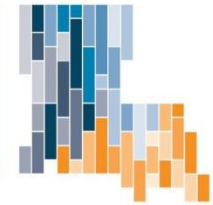
Dawndra Jones
DNP, RN, NEA-BC
CNO, VP Patient Care Services
University of Pittsburgh
Medical Center, McKeesport
Co-Chair
Pennsylvania Action
Coalition Nursing Diversity Council



**Maria Torchia LoGrippe PhD,
MSN, RN**
Co-Director, RN-BSN Program
Rutgers University
Project Director
New Jersey
Action Coalition



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IN LOUISIANA



Cynthia Bienemy PhD, RN

Director

Louisiana Center for Nursing

Louisiana State Board of Nursing

Co-Leader

Louisiana Action Coalition

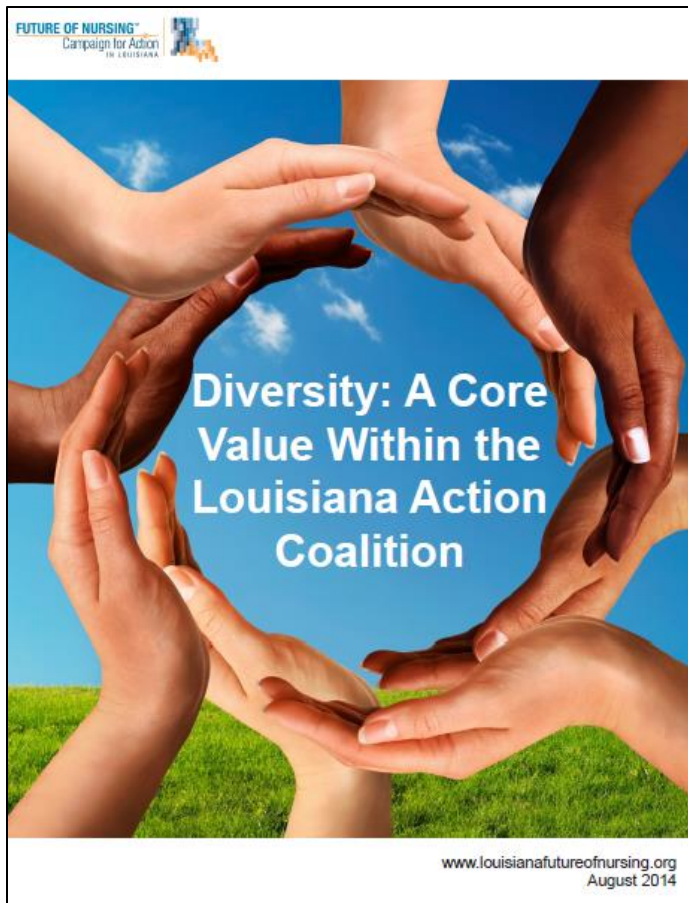
Alumna of the SAMHSA Minority

Fellowship Program at ANA

Louisiana's Diversity Action Plan (2014-2015) (RWJF SIP I Grant and The Rapides Foundation Matching Grant)

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Laying the Foundation for the Louisiana Action Coalition's Pillar of Work on Diversity



LAC's Nursing Workforce Diversity Think Tank

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Overall Goal: To recruit and retain a diverse workforce that mirrors Louisiana's demographics and that is prepared to provide culturally competent care in a variety of settings to an aging and more ethnically diverse population

Goal of the Day: To develop an action plan that will lead to the creation of a diverse nursing workforce that is culturally competent and values inclusivity in the provision of healthcare in Louisiana

Funding:

- Blue Cross and Blue Shield of Louisiana
- RWJF State Implementation Program Grant (SIP3)
- In-Kind Funding

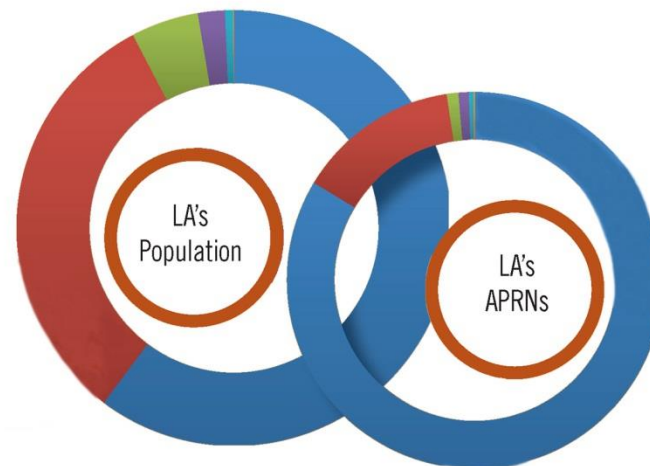
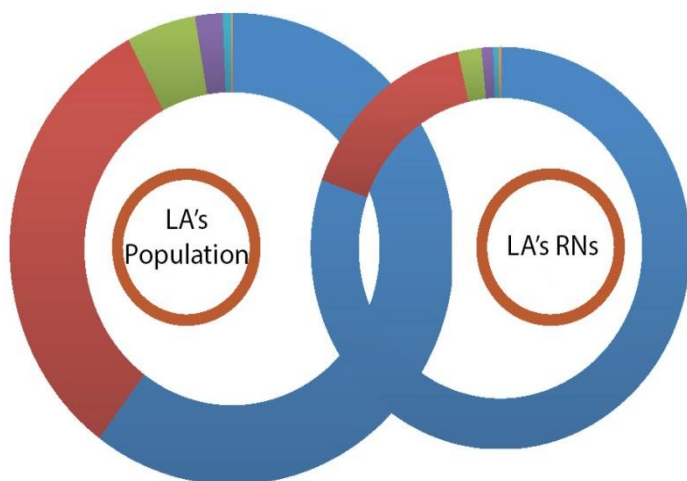
Data Drives Change

Data creates the base on which to seek the root cause of the problem, empower mindset changes, and activates diversity and inclusion initiatives.

Author Unknown

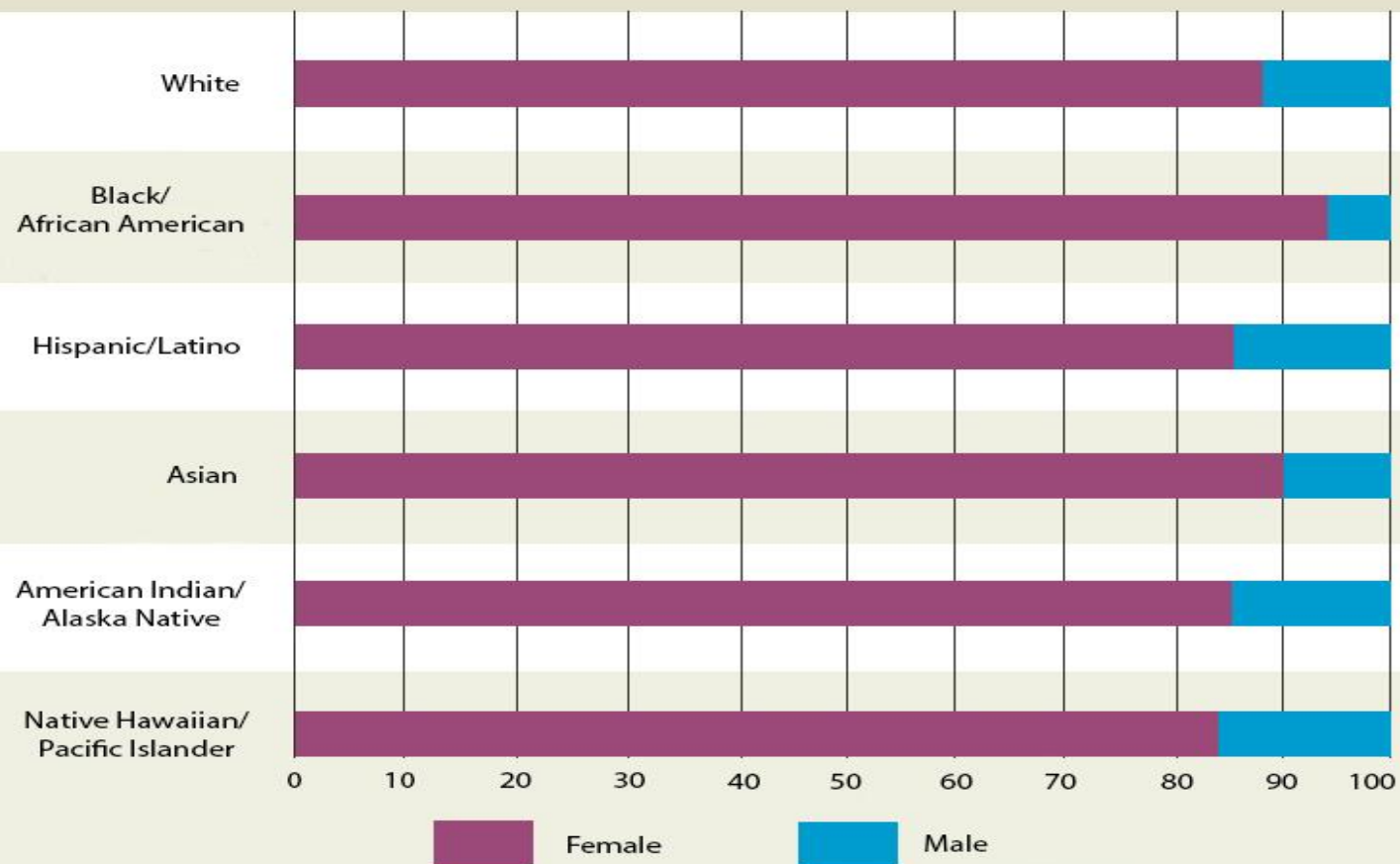
LA Population and RNs and APRNs Workforce by Race/Ethnicity

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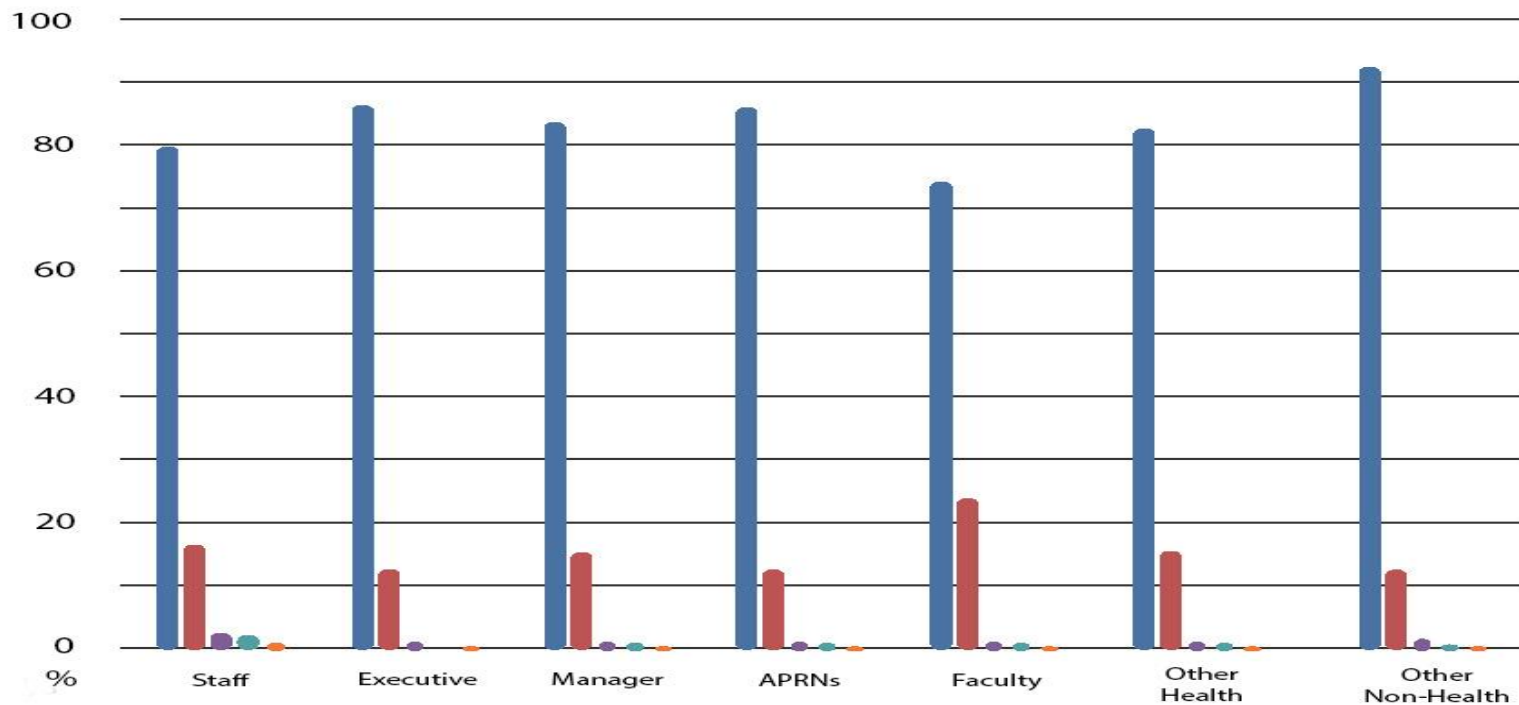
RN Workforce According to Gender and Race/Ethnicity

RN WORKFORCE ACCORDING TO GENDER AND RACE/ETHNICITY



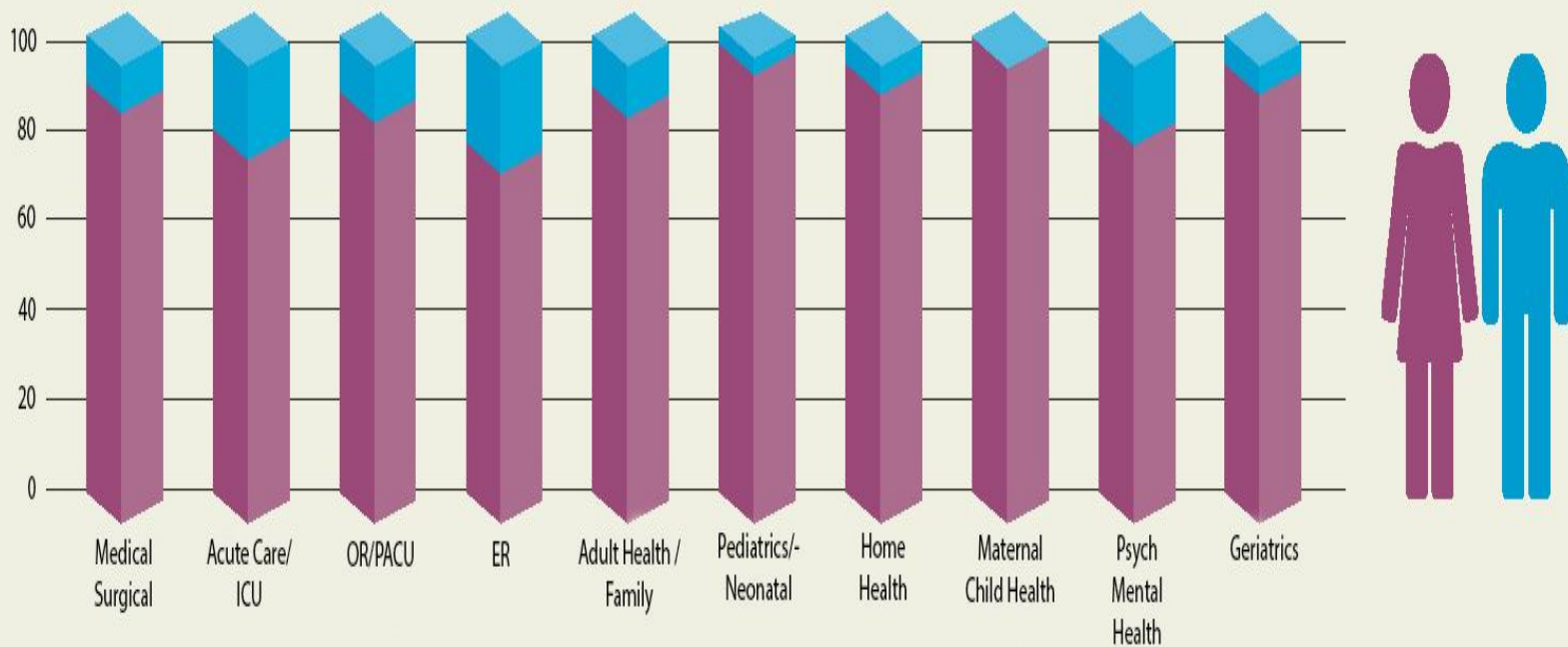
Types of Positions According to Race/Ethnicity

TYPES OF POSITIONS HELD BY LICENSED RNs ACCORDING TO RACE/ETHNICITY



Type of Clinical Setting According to Gender

TYPE OF CLINICAL SETTINGS ACCORDING TO GENDER



Louisiana's Eight Regional Labor Market Areas

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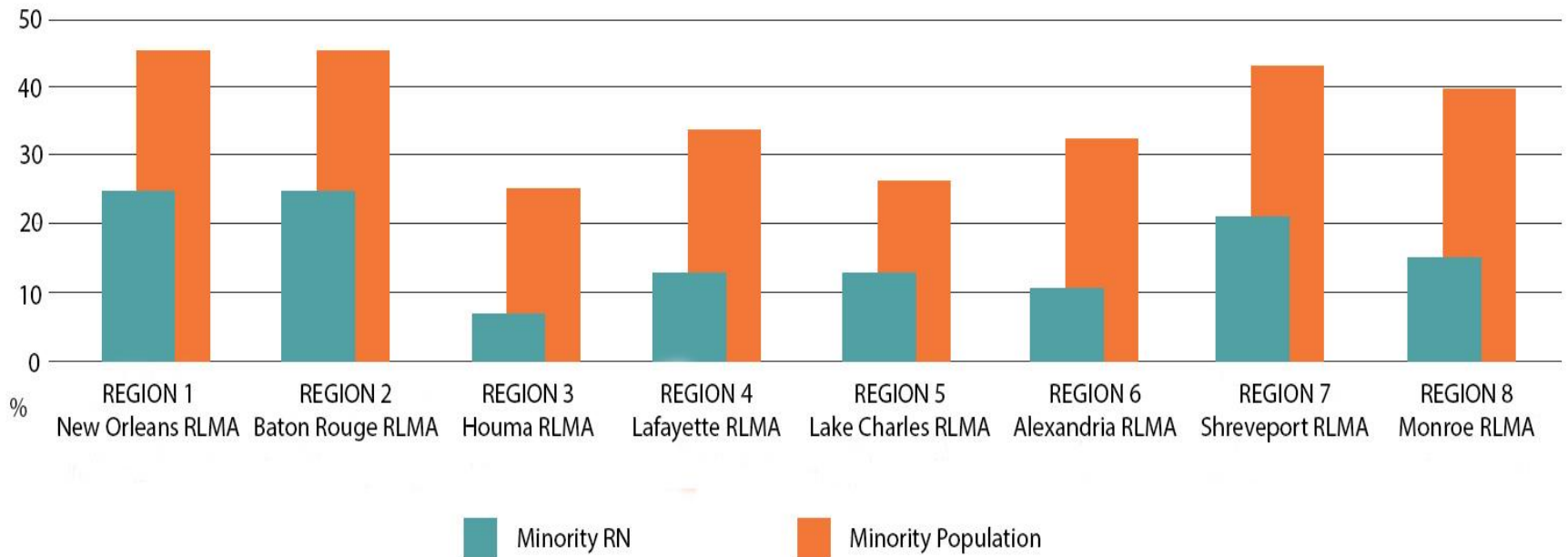


Louisiana's Eight Regional Labor Market Areas

- REGION 1 JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JAMES, ST. JOHN THE BAPTIST AND ST. TAMMANY PARISHES
- REGION 2 ASCENSION, EAST BATON ROUGE, EAST FELICIANA, IBERVILLE, LIVINGSTON, POINTE COUPEE, ST. HELENA, TANGIPAHOA, WASHINGTON, WEST BATON ROUGE AND WEST FELICIANA PARISHES
- REGION 3 ASSUMPTION, LAFOURCHE AND TERREBONNE PARISHES
- REGION 4 ACADIA, EVANGELINE, IBERIA, LAFAYETTE, ST. LANDRY, ST. MARTIN, ST. MARY AND VERMILION PARISHES
- REGION 5 ALLEN, BEAUREGARD, CALCASIEU, CAMERON AND JEFFERSON DAVIS PARISHES
- REGION 6 AVOYELLES, CATAHOULA, CONCORDIA, GRANT, LASALLE, RAPIDES, VERNON AND WINN PARISHES
- REGION 7 BIENVILLE, BOSSIER, CADDO, CLAIBORNE, DESOTO, LINCOLN, NATCHITOCHEs, RED RIVER, SABINE AND WEBSTER PARISHES
- REGION 8 CALDWELL, EAST CARROLL, FRANKLIN, JACKSON, MADISON, MOREHOUSE, QUACHITA, RICHLAND, TENSAS, UNION AND WEST CARROLL PARISHES

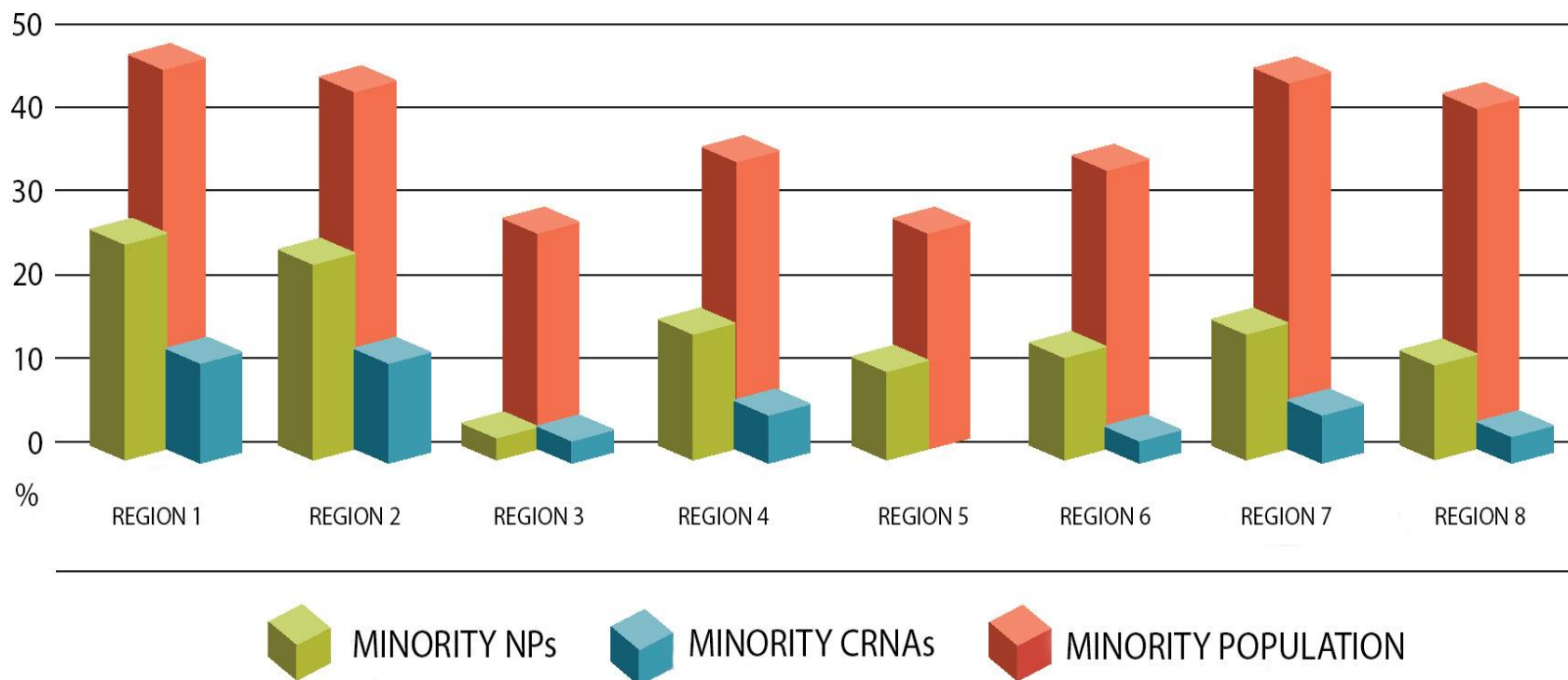
RN Minority Population and Regional Population

MINORITY RNs AND MINORITY POPULATION BY REGIONAL LABOR MARKET AREA



Minority NP and CRNA and Regional Minority Population

MINORITY NPs, MINORITY CRNAs, AND MINORITY POPULATION BY REGION IN LA (2014)



Reports on the Diversity of Louisiana's RN and APRN Workforce

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EMBRACING THE CHALLENGE

Enhancing Diversity in Louisiana's Nursing Workforce



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IN LOUISIANA



**LOUISIANA
CENTER
FOR
NURSING**

The cover of the report features a photograph of four healthcare professionals in blue scrubs, smiling. The background is a dark brown color with a yellow and white curved graphic element. The title and author information are printed in white text.

**LOUISIANA
CENTER
FOR
NURSING**

The Diversity of Louisiana's Registered Nurse Workforce: Race/Ethnicity and Gender

Cynthia Bienemy, PhD, RN
Director, Louisiana Center for Nursing

www.lcn.lsnb.state.la.us
December 2015

Snapshots on the Diversity of Louisiana's RN and APRN Workforce

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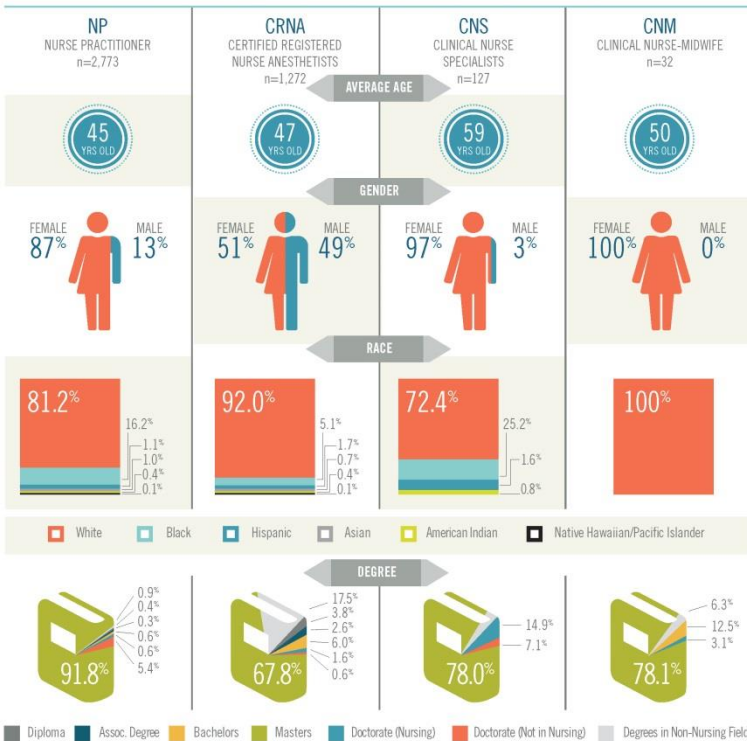
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ADVANCED PRACTICE REGISTERED NURSES (APRNs) IN LOUISIANA

Demographics According to APRN Roles in 2014



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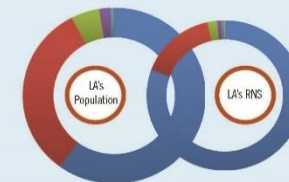
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THE DIVERSITY OF LOUISIANA'S REGISTERED NURSE WORKFORCE

White Black/African American Hispanic/Latino Asian American Indian/Alaska Native Native Hawaiian/Pacific Islander



LA POPULATION AND RNs WORKFORCE BY RACE/ETHNICITY
population=4,649,676 / n=53,087

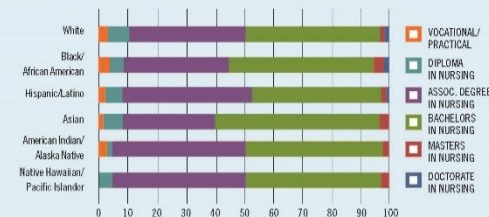


According to the July, 2014 U.S. Census Population Projections (2015) minorities represent over 40 percent of Louisiana's population, but only 19 percent of Louisiana's RN workforce.

AGE OF THE REGISTERED NURSE WORKFORCE ACCORDING TO RACE/ETHNICITY



RNs RESIDING IN LA ACCORDING TO BASIC NURSING EDUCATION AND RACE/ETHNICITY



The majority of Asian (59%) and Black/African American (52%) RNs in Louisiana began their nursing careers with a baccalaureate in nursing degree.

LAC Diversity Action Plan 2015-2016

Short Term Goals – To be accomplished within the next 10 Months

- Establish the LAC Diversity Steering Committee
- Revise/Update the LAC Diversity Action Plan using findings from the Diversity Think Tank Summary Report, the RN and APRN Diversity Reports and Infographics, and the Institute of Medicine (IOM) Five Year Assessment of the Recommendations on the Future of Nursing (2015) - Section 4 “Promoting Diversity”
- Implement and obtain measurable outcomes for two strategies identified in the diversity action plan to increase minority and/or male representation in one or more RN/APRN population areas: student enrollment and/or the RN/APRN workforce.
- Identify a process for assessing attrition and graduation rates for minority and male students enrolled in Louisiana’s RN and APRN programs that can be consistently implemented across the state.
- Integrate building a Culture of Health within all initiatives addressing the diversity of the nursing workforce.

- Director for the Louisiana Center for Nursing, LAC Action Coalition Co-Lead, and Diversity Steering Committee Lead
 - Cynthia Bienemy, PhD, RN
 - bienemyc@lsbn.state.la.us
- LAC Website: <http://louisianafutureofnursing.org/site/>
- Louisiana Center for Nursing: <http://lcn.lsn.state.la.us/>
- Email: lcnursing@gmail.com

Polling Questions

"Does you state AC conduct fundraising activities to support Diversity initiatives/work?"

A. Yes

B. No



**PENNSYLVANIA
ACTION
COALITION**

A healthy PA through nursing

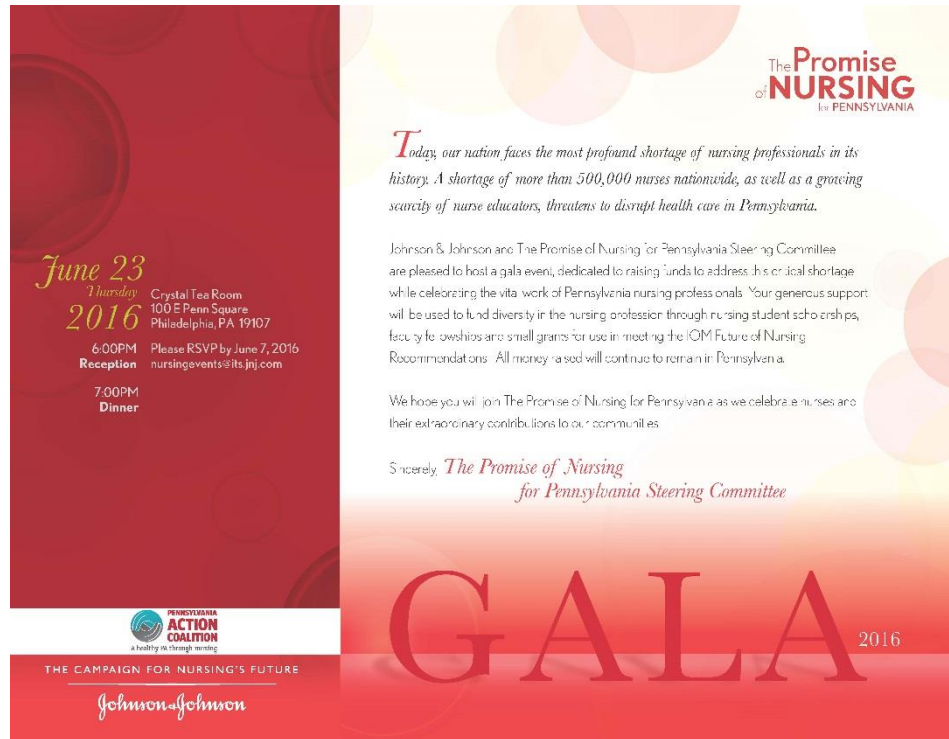
The Pennsylvania Action Coalition (PA-AC) Nursing Diversity Council (NDC) is dedicated to enhancing registered nurses' knowledge, skills, and attitudes regarding diversity, promotion of inclusion in the workforce, and provision of culturally competent care to all clients, families, and communities. The NDC philosophy of Gracious Space allows members to create environments that respect diverse perspectives, generate multiple alternatives, and facilitate creation of sustainable environments that honor and dignify diverse individuals and groups. The NDC works to foster relationships among individuals and communities with the goal of promoting culturally competent nursing care to the State's diverse residents and beyond.

-Gracious Space Philosophy, Nurse Diversity Council of the PA Action Coalition (updated February 2016)

Patricia M. Hughes and Bill Grace (2004). *Gracious space: A practical guide for working better together*. Seattle, Washington: The Center for Ethical Leadership. (See <http://ethicalleadership.org>)

Fundraising

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June 23
Thursday
2016

Crystal Tea Room
100 E Penn Square
Philadelphia, PA 19107

6:00PM
Reception

7:00PM
Dinner

Please RSVP by June 7, 2016
nursingevents@its.jnj.com

THE CAMPAIGN FOR NURSING'S FUTURE

Johnson & Johnson

The Promise of Nursing
of **NURSING**
in PENNSYLVANIA

Today, our nation faces the most profound shortage of nursing professionals in its history. A shortage of more than 500,000 nurses nationwide, as well as a growing scarcity of nurse educators, threatens to disrupt health care in Pennsylvania.

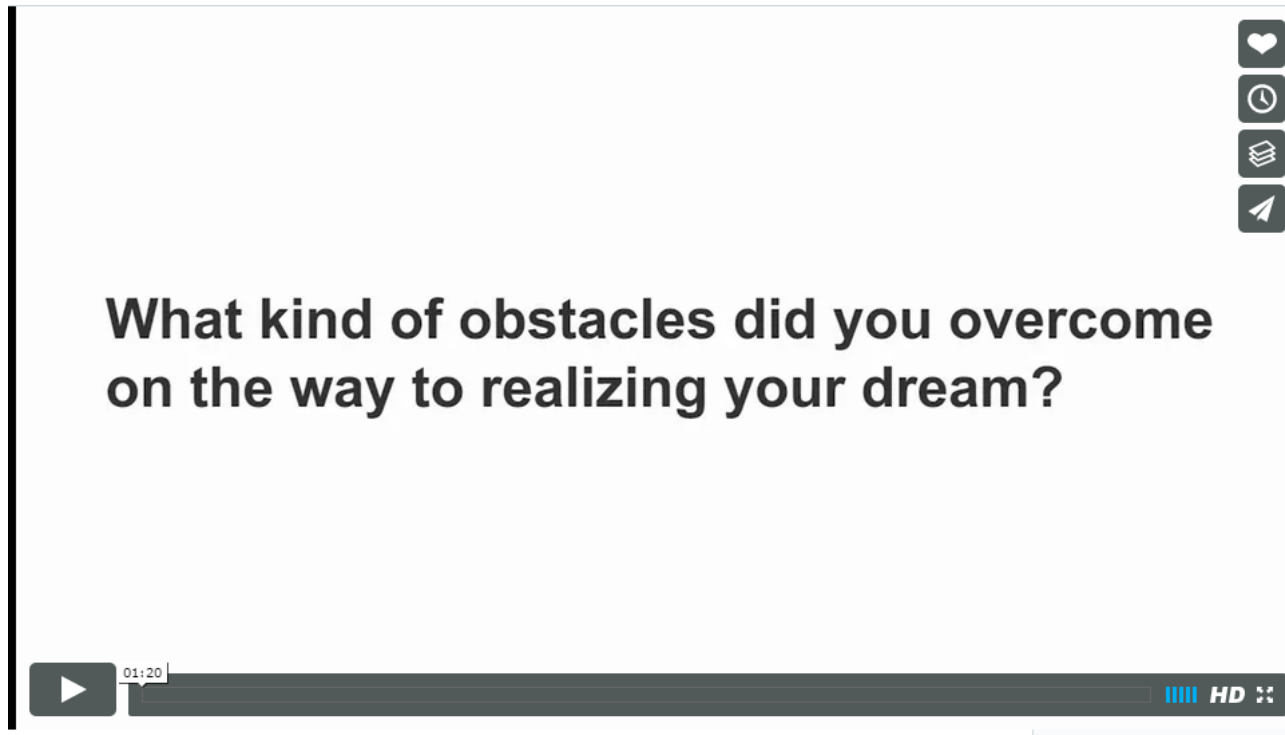
Johnson & Johnson and The Promise of Nursing for Pennsylvania Steering Committee are pleased to host a gala event, dedicated to raising funds to address this critical shortage while celebrating the vital work of Pennsylvania nursing professionals. Your generous support will be used to fund diversity in the nursing profession through nursing student scholarships, faculty fellowships and small grants for use in meeting the IOM Future of Nursing Recommendations. All money raised will continue to remain in Pennsylvania.

We hope you will join The Promise of Nursing for Pennsylvania as we celebrate nurses and their extraordinary contributions to our communities.

Sincerely, *The Promise of Nursing*
for Pennsylvania Steering Committee

GALA 2016

Voices of PA Nurses #yourstory



"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."

Diversity is a key priority both at the state and national level and is intended to help 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 an increasingly diverse population. By increasing diversity throughout the health care and nursing workforce, we endeavor to ensure 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.

NURSING DIVERSITY COUNCIL

The **Nursing Diversity Council** has engaged in a number of activities that align with PA-AC's diversity strategy, including:

- Developing short videos of nurses from traditionally underrepresented backgrounds sharing their experiences of becoming a nurse
- Conducting a survey of culturally competent practices in health care facilities throughout PA
- Collecting data and a gap analysis on diversity within the PA nursing workforce



Pennsylvania Action Coalition

about 5 months ago



Do you remember that moment when you first realized your calling was to become a nurse? Over the next few weeks, PA Action Coalition will be releasing a series of videos highlighting the many backgrounds and faces that make up PA's diverse and strong nursing workforce, helping to ensure a healthy PA through nursing. These are your stories. #nursesofPA #facesofnursing #yourstory <https://vimeo.com/105980000>



PA Action Coalition Video #1

VIMEO.COM

👍 12 💬 Comment ➔ 1



Pennsylvania's Healthcare Mosaic

October 20, 2016

8:30am-4:30pm

Robert Morris University

6001 University Blvd

Moon, PA 15108

Building a Culture of Health Equity

Please save the date for a conference brought to you by the Nurse Diversity Council of the Pennsylvania Action Coalition

Pennsylvania's Healthcare Mosaic: Building a Culture of Health Equity

Featuring keynote speakers:

Dr. Rachel Levine, Pennsylvania's Physician General

Candi Castleberry Singleton, Founder and CEO of Dignity & Respect, Inc.

Dr. Rita Adeniran, President & CEO of Innovative and Inclusive Global Solutions

*The conference will explore the concept of health equity and
the relevance of cultural competence within health care.*

Information to submit an abstract and register will be available soon.



- PA Action Coalition Director
 - Sarah Hexem, Esq. shexem@nccc.us
- Website: paactioncoalition.org
- Email: paaction@nccc.us
- Nurse Diversity Council Cochairs
 - Dr. Dawndra Jones, DNP, RN, NEA-BC
 - Dr. Rita K. Adeniran, DrNP, RN, CMAC, NEA-BC, FAAN

New Jersey Action Coalition (NJAC)



Promoting Diversity

Multicultural meeting: June 2015

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Breakthrough Nurse Leader 2015, Gina Miranda-Diaz, MS/MPH, DNP, RN

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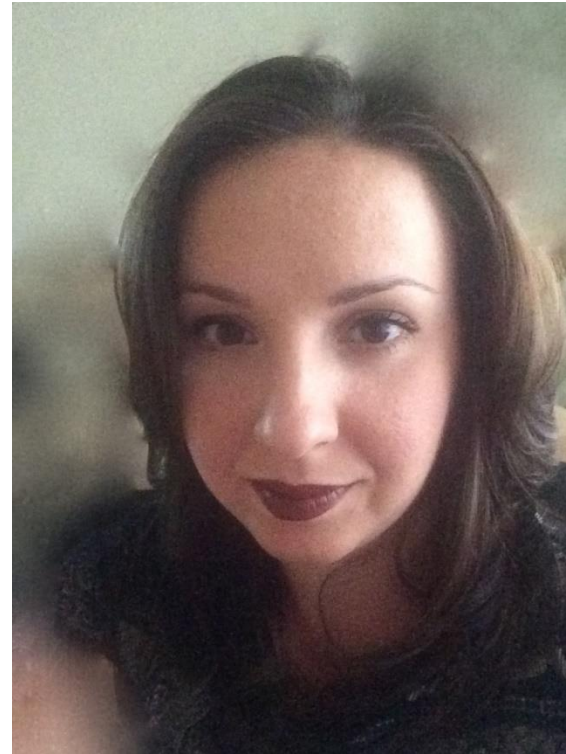
New Jersey



- State-licensed health officer and director of the Health Department of West New York, NJ
- She is an active volunteer with disaster health services at the American Red Cross
- Gina is the President of the National Association of Hispanic Nurses New Jersey chapter, 2016
- Member of the executive board of the American Diabetes Association
- Gov. Chris Christie appointed Miranda-Diaz to the New Jersey State Board of Nursing in 2014.

Bilingual Navigators

Hired two nurse navigators, Suzanne Crincoli and Jessica Del Valle



**Maria Torchia LoGrippo, PhD, RN,
MSN, NE-BC**

Email: logrippo@rutgers.edu

Office: 973-972-8539

Get the App!

<http://www.njccn.org/nj-action-coalition/>

NJAC Program Office

180 University Avenue Room

Newark, New Jersey 07102

www.njactioncoalition.com

info@njactioncoalition.com

Campaign for Action Website

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Campaign for Action

www.CampaignForAction.org

The screenshot displays the Campaign for Action website homepage. At the top left, the logo reads "FUTURE OF NURSING™ Campaign for Action AT THE CENTER TO CHAMPION NURSING & AMERICA" alongside the AARP logo. A dark blue navigation bar contains links for "about us", "who's involved", "campaign progress", "state action coalitions", "directory of resources", and "community", with a search bar on the right. The main content area features several sections: "the challenge" (Nursing schools turned away 75,000+ qualified applicants), "our progress" (Community colleges are offering baccalaureate degrees), "get involved" (learn more about your state with a dropdown menu and "join the conversation" buttons), and "the latest" (a photo of a nurse with a patient and a "Thank Them" link). At the bottom, there are three boxes: "Directory of Resources", "Subscribe" (with a "register now" button), and "IoM report" (with a "read it here" button).



**Press *1 on your telephone key pad to ask a question
OR
Use the “chat” feature to send “everyone” a question.**

You can find the recording, webinar summary, and additional resources by going to: www.campaignforaction.org/webinars.

- AC Coalition Membership Resources available here:
<http://campaignforaction.org/resource/>
- Wisconsin Diversity Toolkit for Recruiting Diverse Nurses
<http://www.wisconsincenterfornursing.org/documents/Diversity%20product/Diversity%20Toolkit%20FINAL%20Jan%202015.pdf>
- Mississippi Diversity Recruitment Plan
<http://campaignforaction.org/sites/default/files/DiversityPlanMS%20Sip.pdf>
- Michigan Diversity Recruitment Plan for Nursing Schools <https://michigancenterfornursing.org/diversity>

Coalition Building and Sustainability Learning
Collaborative Collaborative WebEx

Next Webinar June 30

Time 3:00 PM ET – 4:00 PM ET

Topic: STEM Programs to Grow a Diverse Nursing
Workforce

Evaluation

Please share your feedback about this webinar with us by completing this Survey Monkey evaluation:

<https://www.surveymonkey.com/r/3W6RFCB>

Campaign Resources

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Campaign for Action

Visit us on the web at
www.campaignforaction.org



- about us
- who's involved
- campaign progress
- state action coalitions
- evidence
- community**

A banner with a light orange background. On the left, a red vertical bar contains the text "the challenge". In the center, the text "Transforming Health Care for the 21st Century" is written in red. On the right, an orange vertical bar contains the text "our progress". To the right of the text is a photograph of a smiling nurse in a white coat using a stethoscope on a young child.

 <http://facebook.com/campaignforaction>

 www.twitter.com/campaignforaction