

FUTURE OF NURSING™
Campaign for Action



Robert Wood Johnson Foundation



**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

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*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.

- **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.

USA – CHANGING DEMOGRAPHICS

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***

USA – CHANGING DEMOGRAPHICS

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?

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Practical Action Steps to Develop a Diversity Plan

Adriana Perez, PhD, ANP-BC

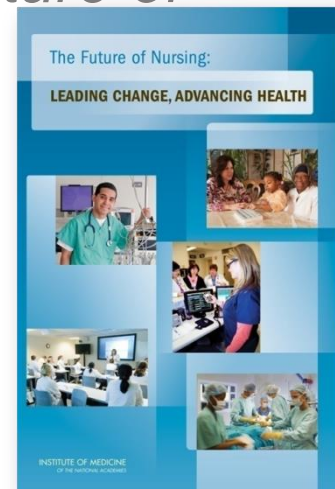
Assistant Professor & Southwest Borderlands
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Arizona State University
College of Nursing & Health Innovation



- Diversity plans should be:
 - at the “right line of sight”

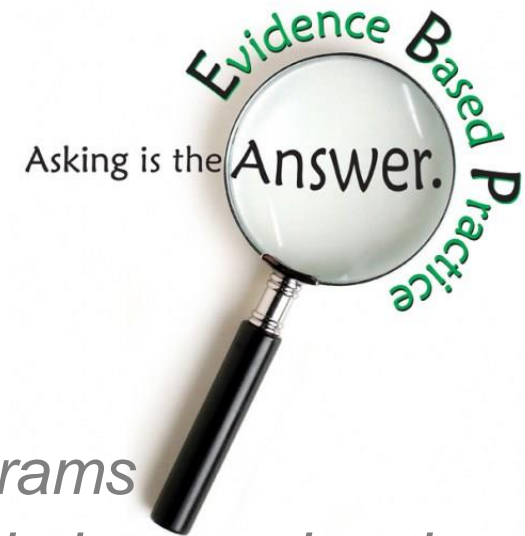
Clarify mission and goals to focus on state outcomes and reflect collaboration across multiple and diverse stakeholder groups; align with the IOM Future of Nursing report recommendations.



- 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.

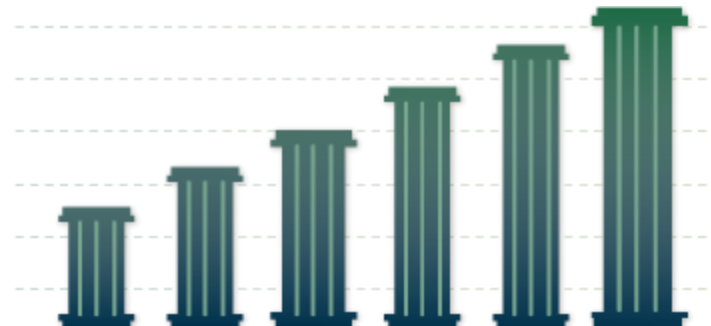
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- Diversity plans should be:
 - developed to keep in mind, from out outset, issues of sustainability and infrastructure

Consider strategies that will sustain diversity efforts long-term.

- 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

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ACNP-BC, CNE**

Associate Vice President for Curriculum &
Instruction

Director, Center for Multicultural Education
& Health Disparities

Josiah Macy Faculty Scholar, 2012
Jersey College



- 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

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

- 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

- 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

FUTURE OF NURSING™
Campaign for Action

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



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Affairs

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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

<http://bit.ly/cfadiversity>

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

<http://bit.ly/cfadiversity>