

2. SUPPORTING NURSES TO ADVANCE HEALTH EQUITY

2.3 State governments, foundations, employers, and HRSA should direct funds to nurses and nursing schools to sustain and increase the gender, geographic, and racial diversity of the licensed practical nurse (LPN), registered nurse (RN), and advanced practice registered nurse (APRN) workforce.

1. Key Strategic Stakeholders

2. Top 3-5 Actions for 2021

3. Top 3-5 Actions for 2022

<p>Nursing Organizations Health Care Organizations Employers of nurses</p> <p>Non-profit Organizations Community organizations and partners; Faith-based organizations; Foundations; LGBTQ+ organizations; Organizations that advocate for diversity; Organizations that work with immigrant populations; Organizations that work with veterans</p> <p>State Government Workforce boards</p> <p>Education K-12 schools; Head Start programs; rural schools; urban schools</p> <p>Other - Corporations and retail clinics</p>	<p>A. Push for federal funding</p> <p>B. Conduct baseline analysis of current workforce: students in nursing schools, nursing school leadership, and health care system leadership</p> <p>C. Evaluate which stakeholders need to get involved and engaged and mobilize existing partnerships</p> <p>D. Leverage expertise across sectors to tackle recommendations among both the NAM report and AACN New Essentials report</p> <p>E. Learn from existing partnership models</p> <p>F. Establish business case for a diverse nursing workforce</p> <p>G. Evaluate school of nursing admissions processes</p>	<p>A. Standardize applications for scholarships</p> <p>B. Evaluate what nursing schools need to do to improve diversity</p> <p>C. Continue outreach to underrepresented populations</p> <p>D. Expand/develop mentorship programs in nursing schools for diverse students.</p> <p>E. Rethink financing models for nursing students/schools.</p> <p>F. Identify social determinants of health needs of students and develop action plans</p> <p>G. Implement holistic admissions processes</p> <p>H. Incorporate questions into American Association of Colleges of Nursing annual survey on social determinants of health needs and how they are being met (if at all)</p>
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4. Success Indicators

- Expansion in number of scholarship opportunities
- Increase in partnerships among K-12 schools
- Improvement in diversity in the nursing profession, nursing schools, nursing school leadership, and health care system leadership
- Increase in funding for programs that support the whole student (wraparound services)
- Establishment of business case for a diverse nursing workforce