

## 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	2. Top 3-5 Actions for 2021	3. Top 3-5 Actions for 2022
<p><b>Nursing Organizations</b> Ethnic Minority Nursing Organizations; National Council of State Boards of Nursing</p> <p><b>Non-profits</b> 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</p> <p><b>Federal/State Government</b> Policy partners – legislators</p> <p><b>Education</b> 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</p> <p><b>Other</b> Movement leaders in the BIPOC community; Practice partners across the spectrum and including the long-term care community; Health professions partners; Licensing/certification organizations</p>	<p>A. Educate faculty, partners and collaborators on needed changes</p> <p>B. Understand the needs of under-resourced communities as we transform educational deliverables</p> <p>C. Focus on mentoring and other programs to support &amp; sustain diverse faculty and students</p> <p>D. Reflect and assess policy, entry and structural barriers to inclusion in the nursing education system</p> <p>E. Each school should develop, fund and support a DEI committee that is inclusive of diverse students and faculty</p> <p>F. Determine college/school and community baseline representation/metrics</p> <p>G. Conduct college/school-based DEI strategic assessment (baseline) and planning (move toward diverse representation across advisory groups, staff &amp; faculty, student populations that reflects community diversity)</p>	<p>A. Ensure that accreditation, licensure and certification partners are committed to the education and experiential learning on the needs about &amp; for inadequately resourced communities and equity.</p> <p>B. Institute holistic admission processes in each school/program</p> <p>C. Examine faculty recognition processes &amp; barriers that limit BIPOC participation – adjunct faculty designation, faculty pay, education requirements from accreditors, etc.</p> <p>D. Encourage and expand cluster hiring practices to support diverse faculty retention and success.</p> <p>E. Assure that nursing education programs address equity and social determinants of health across the lifespan through national curriculum consultation processes</p> <p>F. Encourage faculty participation on community boards and commissions to increase faculty awareness and community engagement</p>
<h4>4. Success Indicators</h4>		
<ul style="list-style-type: none"> <li>• College/University advisory boards (2022), faculty (2024) and student populations (2022) reflect the diversity of communities served by the institution by 2024</li> <li>• Diverse members of advisory boards, faculty and student populations are fully supported with culturally based programs to ensure full participation and progression</li> <li>• Funding from federal/state and local sources support this work</li> </ul>		