

9. BUILDING THE EVIDENCE BASE

9.4 Determine evidence-based education strategies for preparing nurses at all levels, including through continuing education, to eliminate structural racism and implicit bias and strengthen the delivery of culturally competent care.

1. Key Strategic Stakeholders	2. Top 3-5 Actions for 2021	3. Top 3-5 Actions for 2022
<p>Nursing Organizations State Boards of Nursing; Minority Nursing Associations; National Council of State Boards of Nursing/NCLEX; American Association of Colleges of Nursing; National League for Nursing; Foundation of the National Student Nurses Association; Alliance for Nurses and Healthy Environments</p> <p>Health Care organizations Health systems; Area health education systems</p> <p>Non-profits Urban League; AARP; Social justice and ethics organizations</p> <p>State, Local State boards of nursing</p> <p>Education Universities, colleges, nursing schools; state education systems; K-12; Health Occupations Students of America; public health schools for health professions</p>	<p>A. Identify key indicators through research</p> <p>B. Identify best practices for eliminating racism and addressing implicit biases</p> <p>C. Identify practices in schools of nursing and practice settings</p> <p>D. Develop a comprehensive definition of ‘diversity, equity, inclusion and belonging’</p> <p>E. Develop a comprehensive definition of social determinants of health and how they operate in communities and for individuals</p> <p>F. Develop evidence-based education strategies/curricular content to address structural racism and biases that will better inform SDOH</p> <p>G. Identify political and legal SDOH that drive health outcomes (policy research)</p> <p>H. Require nursing students to have exposure to community service activities to understand and improve SDOH</p> <p>I. Examine “Social Mission” as related to nursing education.</p> <p>J. Emphasize political awareness and activism (education and experience) in nursing education as it relates to SDOH.</p>	<p>A. Assess, develop, and sustain pipelines for nursing within communities (K→RN) and funding to support programs</p> <p>B. Nursing schools develop blueprint for equity, inclusion, equality for students, faculty and staff</p> <p>C. Scale up and broadly disseminate best practices for eliminating structural racism and implicit biases</p> <p>D. Plan and implement research with adequate funding sources to eliminate structural racism and implicit biases</p> <p>E. Implement national awards/recognition program to elevate role models and champions to eliminate racism and implicit biases – focused on EEI. (No tokenism)</p> <p>F. Government & other funding sources update research agenda to include research about health outcomes and racism/implicit biases, impact of SDOH.</p> <p>G. Nursing schools partner with K-12 to facilitate nursing as profession and topics related to racism/biases, SDOH.</p> <p>H. Prioritize and allocate funding for policy research re: SDOH (upstream) rather than only disease research funding.</p> <p>I. Leverage and evaluate mentored partnerships between nurses and potential nursing students. (Toolkit sponsored by AACN and Office of Minority Health and AARP, NBNA)</p> <p>J. Implement education scholarships to support nursing students from diverse backgrounds (expand on existing funding) along with wraparound services.</p>

4. Success Indicators

- Tie NCLEX/Licensure to knowledge, skills abilities re: SDOH and structural racism/implicit biases.
- Research investigating healthcare outcomes with racism/implicit bias.
- Funding mechanisms for above research agendas (NIH, HRSA, AHRQ, etc.).
- All SONs will partner with at least 1 public school to facilitate curricula to address structural racism/implicit bias and SDOH.
- Increase in the % of racially diverse students who live in the local communities of higher ed institutions.
- Increase the % of racially diverse students who **graduate** from SONs.
- Mentorship programs that facilitate entry into nursing programs exist in all states.