

# Advancing Health Equity through Diversity and Representation



## Diversifying Nursing

The Future of Nursing: *Campaign for Action* initiated this effort to help nursing programs:

- Retain and graduate students.
- Prepare them to pass the nurse licensure exam (NCLEX).

Many students from backgrounds currently underrepresented in nursing face social as well as academic barriers that make it difficult to stay in school. By supporting mentoring programs that connect students with additional resources—a key strategy for promoting student success—the *Campaign* helps to build a more diverse nursing workforce and advance health equity in underserved communities.

## Why Our Work Matters

Diversifying the nursing workforce is a promising strategy for improving the quality of health care underserved people receive. According to the National Academy of Medicine's *Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*, Black Americans are 60 percent more likely to have diabetes than their White counterparts. Rural residents are more likely to die of heart disease, stroke, and cancer. Men at the bottom of the income scale live 15 fewer years on average than men at the top. A more diverse nursing workforce will be better equipped to serve diverse communities and help eliminate these disparities.

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Robert Wood Johnson Foundation  
**AARP** Foundation

# Our Diversifying Nursing Initiative



## How We Work

To help nursing programs establish or strengthen mentoring programs and other supports that help students succeed, the *Campaign*:

- Develops and shares resources and connects schools through learning collaboratives to encourage them to learn from one another.
- Connects schools with government, association, and philanthropic partners that can provide financial or technical assistance.
- Convenes meetings to strengthen these partnerships, and engages faculty and administrators in efforts to support student success.
- Explores strategies for helping students meet their transportation, childcare, and other needs.

## What We've Achieved

- Our mentor-training workshops have reached nursing programs at more than 100 schools, including:
  - Historically Black Colleges and Universities (HBCUs)
  - Hispanic-serving institutions (HSIs)
  - American Indian/Alaska Native- (AI/AN) serving institutions
- We've partnered with the U.S. Department of Health and Human Services' Office of Minority Health, the White House Initiative on HBCUs, the Indian Health Service, the Health Resources and Services Administration, and several national nursing organizations—alliances that will further our future efforts.

- We've engaged our network of state affiliates in activities around diversifying nursing. For example:
  - The *Campaign's* Maryland Action Coalition inspired three HBCUs to seek federal funding, which is now supporting mentorship for nursing students statewide.
  - The *Campaign's* Pennsylvania Action Coalition facilitated a mentoring program for nursing students at Lincoln University, an HBCU. Impressively, 100 percent of mentored students maintained a GPA of 3.6 or higher in their last semester and were on track with their post-graduation goals.

For more information, visit [campaignforaction.org/mentor-training/](https://campaignforaction.org/mentor-training/).

## Who We Are

This work is an initiative of the Future of Nursing: *Campaign for Action*. Backed by AARP Foundation, AARP, and the Robert Wood Johnson Foundation, the *Campaign* envisions an America where everyone can live a healthier life, advanced by equity-minded nurses as essential and valued partners in providing care and promoting health equity and well-being. Since the *Campaign's* launch, nurse leaders in every state have come together in Action Coalitions to mobilize their peers, form partnerships, and initiate projects that support the *Campaign's* goals. A decade later, members of this diverse, multi-sector network fuel our current efforts and remain committed to powering future *Campaign* endeavors.

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