



Over the next 3-5 years, how will we work together to strengthen and sustain a diverse nursing workforce?

Our Vision

Three years from now, as a result of our efforts, we will see:

Defined and Funded Nursing Roles in SDOH

A Variety of Funding Streams beyond DOH

Robust Data informing Policy

A Diverse Workforce at all Levels

Systems of Mentoring to Advance Excellence in all Roles of Nursing

Strategic Alignment and Partnerships

With the Application of an Equity Lens in all of our Work and Initiatives

Our Obstacles

We recognize that we are blocked from our vision by:

Competition about Who Speaks for Nursing

Fragmented Information & Decentralized Data Collection

Cyclical Workforce Shortages Acutely Exacerbated by the Constant Crisis

Entrenched Power Structures across our Institutions

Implicit Bias throughout our System

Current Structures designed to address Individual rather than Community Needs

Single Source Funding

Our Strategic Directions

We will address our contradictions and advance our vision by:

Elevating the Central Importance of Nursing Retention

Building on our Unique Roles to Support Population Health

Strengthening Coalitions & Centering New Voices

Strengthening our Capacity to Advance the Data