



**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**