

Over the next 2-3 years, to improve diversity in the nursing workforce, we plan to focus our energy on...

Critical Gaps Teams:

Education	Community
Diversity	Rural
Advance Practice	Long Term Care

Increase Quality Outcomes in Diverse Communities by Diverse Nursing Workforce

Establish funding and incentive program for academic and clinical sites to experience, learn, and develop about anti-racist policies	Build time/money into faculty loads to create rural & city tribal relationships	Develop non traditional educational models
Target funding that supports career ladder advancement in leadership for BIPOC nurses	Create shared faculty positions for both clinical partners and college partners to incentivize clinical sites.	Partnership between education and business for clinical sites that develops leadership of BIPOC nurses to learn from their lived experience

Implement a Diversity Focus for Admissions & Retention - Approaches that will Welcome All

Create holistic admissions and hiring workshops r/t critical gaps in nursing education	review the applicant process to assure access by diverse groups	Evaluate holistic admission and hiring practice r/t critical gaps in nursing education.	Increase slots in nursing programs at all levels	don't move forward with a hire unless the pool has diverse applicant	Create community centered recruitment practices to build relationships in rural & city tribal communities (POC)
Increase diversity by utilising holistic admissions/hiring practices	Remove hiring bias with lived experience narrative	make hiring processes accessible to marginalized groups	Establish Baseline recruitment goals in these areas: identify who to engage who represents community, target pops with greatest need	create a review system for every committee to check for diversity	Adopt holistic admissions system wide

Education

Attracting & Retaining a Diverse Workforce

Community

Critical Gaps Teams: Strategic Directions on Diversity

We intend to...

Develop Data Mechanisms that Create Accountability to Diversity Standards

Standardize/report diversity measures in nursing students, faculty & practice settings	Incentivize measurable outcomes
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Create a System of Accountability through Policy that Aligns through All Organizations

collective nsg leg action	strategic support of legislation (SB 5227/28/29)	Create infrastructure through legislative actions	Open WAC to address DEI Standards	Expect every institution to establish and implement retention policies.	Every organization will use a racial justice tool to adjust existing policies and programs.
Taking input from focus groups to create actionable solutions.	Examine legislative barriers to equitable practices/licensure	Remove Barriers in the WACs	Create shared legislative agenda to address institutional racism instead of organization-specific priorities.	Develop a legislative ask specific to addressing institutional barriers.	Listen to BIPOC nurses with policy of diverse leadership

Ensuring Accountability to Practices that Advance Diversity & Inclusion

Diversity

Remove the Barriers to Advancement for BIPOC Nurses & Students

Support BIPOC staff beyond hiring	Create wrap around services for nurses in practice (SDOE, childcare, etc) to support progression and retention	Create support services for nurses and students from diverse backgrounds to retain them in education and the profession
Develop programs to bridge diverse persons for nursing at all educational levels.	Establish middle school experiential program to increase awareness of health careers and health of community	

Create Mentorship Programs that Develop Leadership for Diverse Nurses

Develop a mandatory, quality, paid statewide mentorship program.	Create Mentorship a program that bridges all levels of nursing	mentorship for nurses of color
Intentional mentorship and more leadership programs like RWJ etc	create one-one partnerships to onboard diverse of BIPOC into new roles	Create ID-based mentorships

Create Inclusive Systems of Leadership, Co-leading with Affected Nurses

establish ground rules for a group in advance to create a safe space	Safe Spaces that are inclusionary for informal connections breaks with posted ground rules	Visible message of inclusion - i.e. sign on door	Create committees that are co-lead by POC
Inclusive leadership that invites behind the scenes support	Compose Principles of Solidarity & Engagement (Suggestion: Use Chinn, Principles of Peace and Power)	Get BIPOC community input	cohorts of students to minimize tokenism

Rural

Cultivating Meaningful Leadership & Growth Opportunities

Advance Practice

Long Term Care