

Goals	Timeline/action plan	Expected outcomes
Support BIPOC nurses, nurse leaders, and nurse educators by building a network.	<p><u>January:</u> Develop ideas for an in-person event in April. Recruit/engage BIPOC individuals in the nursing industry to be on a panel for the event. The idea for the BIPOC panel is to include the following: (Christine Espena, Juana Gallegos, Weichao Ywen, Antwinett Lee)</p>	Empower multicultural nursing associations and sharing BIPOC nursing industry experience and knowledge in addressing health equity.
Bring more visibility to BIPOC nurses' contribution in the nursing industry	<p><u>February: BIPOC convening</u> Host an informal event on Feb 8th to build momentum for the April event. Engage on topics for the panel, and collect data (contact info for attendees for further engagement opportunities)</p> <p><u>March Planning Group</u> 2 planning meetings for April 1st event (Panel, venue, attendees, topics)</p> <p><u>April BIPOC convening</u> Host the in-person event on April 1st sponsored by WCN. Have a panel for nurse leaders with 30 attendees max for BIPOC nurse leaders/faculty.</p> <ul style="list-style-type: none"> - Tukwila or Burien (BIPOC-owned Venue) <p>BIPOC Panel (nurse faculty, nurse leaders)</p> <p>Example Questions for Panelist:</p> <ul style="list-style-type: none"> - What does diversity mean to you? - What does your organization do to address diversity? - What is urgent now in addressing diversity? - Other questions on resiliency, healing, support workplace- 	<p>Support WCN DEI initiatives and goals</p> <p>Community-building initiatives that promote inclusivity and belonging</p> <p>Explore the impact of a sense of belonging on mental health and well-being in nursing</p> <p>Support a platform for ongoing discussion, education, and coalition building by convenings to help support the BIPOC community in nursing.</p>

Addressing systemic/ hidden bias and promoting anti-racist policies	<p><u>May-August Open to everyone in the nursing community</u></p> <p>Host, a virtual educational series (3-4 sessions) with suggested topics:</p> <ul style="list-style-type: none"> - Effective allyship - Cultural humility in care - Celebrate BIPOC nursing professionals - How to support and mentorship BIPOC students - Biases in Nursing and strategies to address them. 	<p>Address best practices for fostering a sense of belonging in the nursing</p> <p>The role of cultural humility and competence in creating a sense of belonging</p> <p>Support WCN DEI initiatives and goals</p>
<p>Support a platform for ongoing discussion, education, and coalition building to support BIPOC community in nursing.</p> <p>Increase resiliency, retention efforts, healing, and support in workplace/classroom</p> <p>Burnout (healing space for the BIPOC nursing community)</p>	<p><u>September-December</u></p> <p>The planning process for a conference</p> <p>2024 lessons learned increase impact ideas, funding opportunities.</p>	<p>Support WCN DEI initiatives and goals</p> <p>Empower multicultural nursing associations and sharing BIPOC nursing industry experience and knowledge in addressing health equity</p>