

To improve diversity in the nursing workforce, we intend to:

develop data mechanisms that create accountability to diversity standards

Standardize/report diversity measures in nursing students, faculty & practice settings

Incentivise measurable outcomes

remove the barriers to advancement for BIPOC Nurses & students

Support BIPOC staff beyond hiring

Create support services for nurses and students from diverse backgrounds to retain them in education and the profession

Create wrap around services for nurses in practice (SDOE, childcare, etc) to support progression and retention

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 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)

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

Evaluate holistic admission and hiring practice r/t critical gaps in nursing education.

Increase diversity by utilising holistic admissions/hiring practices

make hiring processes accessible to marginalized groups

don't move forward with a hire unless the pool has diverse applicant

create a review system for every committee to check for diversity

review the applicant process to assure access by diverse groups

Increase slots in nursing programs at all levels

Remove hiring bias with lived experience narrative

Establish Baseline recruitment goals in these areas: identify who to engage who represents community, target pops with greatest need

Create community centered recruitment practices to build relationships in rural & city tribal communities (POC)

Adopt holistic admissions system wide

create a system of accountability through policy that aligns through all organizations

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.

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

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 develop leadership of BIPOC nurses to learn from their lived experience

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

Strategies developed by the Critical Gaps Team Leads & diversity experts December 6th, 2021