Promoting Diversity & Inclusion in Nursing

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Agenda

10:00 – 10:15  Welcome and Purpose
10:15 – 10:45  Group Introductions
10:45 – 11:30  Diversity in Nursing Background
11:30 – 1:00  Breakout Discussions & Working Lunch
1:00 – 1:45  Report Out from Groups
1:45 – 2:00  Wrap-up and Next Steps
Indiana Center for Nursing

Mission
The Indiana Center for Nursing endeavors to ensure a highly qualified nursing workforce prepared to meet the needs of Indiana’s healthcare consumers.

ICN Strategic Priorities
- One Voice, One Center for Indiana Nursing
- Design Indiana Nursing’s Future
- Build Indiana Nursing Workforce Data Infrastructure
- Nursing Scholarships and Tuition Assistance
- Education-Service Alliance
- Increase Diversity in Nursing to Reflect Population of the State

Source: IC4N.org
IOM and RWJF Background

• The RWJF and the IOM introduced an initiative to examine and transform nursing in 2008

• Outcome included a report with action-oriented recommendations (2010)

• Eight recommendations related to the key messages

• Two of those recommendations referenced diversity directly

IOM Recommendations

• Remove scope of practice barriers

• Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

• Implement nurse residency programs

• Increase proportion of nurses with BSN degree to 80 percent by 2020
IOM Recommendations (cont.)

• Double the number of nurses with a doctorate by 2020

• Ensure that nurses engage in lifelong learning

• Prepare and enable nurses to lead change to advance health

• Build an infrastructure to collect and analyze health care workforce data
Recommendation 4

Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020

Academic nurse leaders across all schools of nursing should work together to increase the proportion of nurses with a baccalaureate degree from 50 to 80 percent by 2020. These leaders should partner with education accrediting bodies, private and public funders, and employers to ensure funding, monitor progress, and increase the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan.
Recommendation 5

Double the number of nurses with a doctorate by 2020

Schools of nursing, with support from private and public funders, academic administrators and university trustees, and accrediting bodies, should double the number of nurses with a doctorate by 2020 to add to the cadre of nurse faculty and researchers, with attention to increasing diversity.
“We are working to transform health care through nursing by mobilizing coalitions representing nurses, other health providers, consumers, educators and businesses. Backed by the Robert Wood Johnson Foundation and AARP, the Future of Nursing: Campaign for Action is driven by evidence-based recommendations from the Institute of Medicine.”

Source: http://campaignforaction.org/about-us
The Center to Champion Nursing in America Goals:

- Strengthen America’s educational pathways to prepare the nursing workforce of the future
- Increase the number and diversity of nurses entering and remaining in the profession
- Remove barriers that limit nurses’ ability to provide the health care that consumers need
- Extend the influence of nurses in high levels of health care, policy, business and community decision making
- “State Action Coalitions are the driving force of the campaign at the local and state levels, forming a strong, connected grassroots network of diverse stakeholders working to transform health care through nursing.”

Source: http://campaignforaction.org/about-us
Promoting Diversity

“Racial and ethnic minorities make up approximately **30 percent** of the **U.S. population**, but just under **15 percent** of registered nurses, and just **seven percent** of RNs are men. It is essential for the Future of Nursing that the **nursing population evolves to reflect America’s changing population** . . . Researchers have long recognized **the connection between a culturally diverse workforce and quality patient care**. The ability of providers to communicate effectively with patients and to **understand their cultural backgrounds is important to patient care**. Our work on diversity is focused on supporting **the importance of a diverse workforce** and helping to prepare the discipline of nursing to **care for a substantially increasing diverse population**—ultimately to help narrow the health care disparities gap.”

Source: http://campaignforaction.org/campaign-progress/promoting-diversity
“Patients come with an expectation that the caregiver will understand all of their care needs. When you have a diverse workforce, you have people with knowledge and skills to meet the diverse needs of patients. The patient’s cultural identification, spiritual affiliation, language and gender can all affect the care they need, and it is very important that the nurse understands that.”

Deidre Walton, RN/PHN, MSN, JD, president and CEO of the National Black Nurses Association

Questions, comments or thoughts before moving forward?
Breakout Discussions

How can we best accomplish this IOM recommendation?

“Increase the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan.”
Breakout Discussions

• What current diversity efforts do you see working well? (outreach, recruitment, mentoring, organizational efforts, etc.)
• What efforts are not working well?
• What are the barriers to promoting diversity and inclusion?
• Who influences the career seeker and why?
• This is an exciting and large initiative. What ideas do you have to make it manageable/actionable?
• What is missing? What other questions should we be asking?
• Are there other individuals/organizations you would recommend getting involved?
Report Out

- Results from breakout groups
One Last Question...

Based on what you’ve just heard, what would an effective diversity & inclusion working group look like?
Final Thoughts

• Your thoughts
  • How did you feel about today?
  • Are you glad you came?
  • What worked/What didn’t?

• Follow-up survey

• Invitation for future participation

• Next steps
Thank You!