What One Thing Can Each Of Us Do To Achieve Diversity In Nursing?

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“We ourselves feel that what we are doing is just a drop in the ocean. But the ocean would be less because of that missing drop.”

-Mother Teresa
Objectives

• **Learner Objective 1:** The participant will articulate why a diverse nursing workforce is necessary.

• **Learner Objective 2:** The participant will learn several interventions from current nursing literature used successfully to increase diverse nursing students persistence to graduation.

• **Learner Objective 3:** The participant will learn the status and next steps of the diversity initiatives of the Indiana Center for Nursing for the State of Indiana.
Megan’s Story

- Lived outside the US
- Denied housing in Germany
- Wouldn’t wait on us in Hawaii
- Watched my children be target
  - Sticks and Stones

Kirk
- Age 4.5 years
Denise’s Story

- Minority Nursing Students Perceptions of Their Educational Experiences
- Research from DNP Project
- Indiana Workforce Statistics - Past and Present
What is Diversity?
Literature Review

- World wide problem (NZ, UK, Ireland, Australia, Canada, USA, etc.)
- Barriers exist to having amore diverse workforce
- Multipronged approaches: financial, academic, family, connections
- No one thing clearly works
- Common program starts with HRSA grants-sustainability
What Help is Needed?

- Tutoring & Remedial Classes
- Financial & Technology
- Faculty support and advisement
- Teaching & Modeling Cultural Competence

Connections

- Tutoring & Remedial Classes
- Financial & Technology
- Mentoring & Family Included

Interventions
Why Do We Need a Diverse Nursing Workforce?

- Quality
- Cultural Aspects
- Inclusion
- Return to Practice at Home
What Are The Academic Goals?

Meet Progression Criteria

Persistence to Graduation

NCLEX-RN pass, 1st time
What Are The Workforce Goals?

Successful Transitions

Mentoring

Leadership for Tomorrow
ICN: Diversity & Inclusion Initiative

Spring 2014-First Steps

*Promoting Diversity and Inclusion in Nursing in Indiana*

- Focused Discussion Group-Statewide Representation
- Breakout Sessions-Questions & Responses
- Diversity and Inclusion Leadership Team -Brainstorming; Structure & Planning

Summer 2014-Meetings; Face-to-Face & Teleconferences

Fall 2014-Larger Group Re-Engaged Nov. 3rd

- Ongoing Statewide Taskforce
ICN: Diversity & Inclusion Initiative

“We value differences among individuals across multiple dimensions including, but not limited to, race, ethnicity, age, gender, sexual orientation, physical ability, religion and socioeconomic status.”

-RWJF definition of Diversity
ICN: Diversity & Inclusion Initiative

Mission

“Increase diversity in nursing to reflect population of the state”

-Taken from the ICN Strategic Plan
ICN: Diversity & Inclusion Initiative

Goals

• Recommendation # 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020

• Recommendation # 5: Double the number of nurses with a doctorate by 2020

-As defined by the IOM Report
ICN: Diversity & Inclusion Initiative

4 Objectives:

• Pre-Nursing Education & Decision Making
• Student Nurse Support & Funding
• Early Employment Support & Mentoring
• Leadership Support & Succession Planning
ICN: Diversity & Inclusion Initiative

• Next Steps...Moving Forward
• Working for you...
• Invitation to join our efforts

http://www.ic4n.org/statewide-initiatives/diversity-initiative/
What will **YOU** do to increase Diversity and Inclusion in Indiana?

**YOU** can make a difference!
Thank You!

Questions?
Selected References

- Baker, B. (2010). Faculty ratings of retention strategies from minority students. *Nursing Education Perspectives. 31* (4).
- Dapremont, J.A. (2013). A review of minority recruitment and retention models implemented in undergraduate nursing programs. *Journal of Nursing Education and Practice. 3* (2)
Selected References (cont.)