Promoting Diversity & Inclusion in Nursing

November 3, 2014

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CEO, Indiana Center for Nursing

Diversity and Inclusion Leadership Team
Denise Ferrell
Jessica Gonzalez
Charlie Randolph
Kathleen Rathke
Megan Winegarden
Agenda

• 09:30–09:40 Welcome and Purpose
• 09:40–09:55 Group Introductions
• 09:55–10:05 Recap from First Meeting
• 10:05–10:20 Initiatives from Leadership Team
  • Pre-Nursing/Decision-Jessica
  • Student Nurse Support-Denise & Megan
  • Early Employment-Kathy
  • Leadership Support/Succession-Charlie
• 10:20–10:30 Move to Groups
• 10:30–11:30 Group Discussions
• 11:30–11:45 Report out from Groups
• 11:45 - 12:00 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
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

Introductions

Please introduce yourself with the following:

• Name
• Current role
• Attendance at February IC4N Diversity & Inclusion Meeting or phone interview?
Ground Rules

• Participate
• Share ideas and thoughts—we want to hear and learn from you!
• One speaker at a time
• All ideas are valued
• Minimize interruptions
  • Mobile phones on silent, please
• Confidentiality
• ENJOY!
Recap from February 2014 Meeting

<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 – 10:15</td>
<td>Welcome and Purpose</td>
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<tr>
<td>10:15 – 10:45</td>
<td>Group Introductions</td>
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<tr>
<td>10:45 – 11:30</td>
<td>Diversity in Nursing Background</td>
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<tr>
<td>11:30 – 1:00</td>
<td>Breakout Discussions &amp; Working Lunch</td>
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<td>1:00 – 1:45</td>
<td>Report Out from Groups</td>
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<tr>
<td>1:45 – 2:00</td>
<td>Wrap-up and Next Steps</td>
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Update Since February 2014 Meeting

- Approvals from IC4N board
- Creation of Diversity and Inclusion Leadership Team
- Logo creation based on RWJF principles
Review of Initiatives

- Pre-Nursing/Decision-Jessica
- Student Nurse Support-Denise & Megan
- Early Employment-Kathy
- Leadership Support/Succession-Charlie
Group Discussions

• Move to groups
• Select scribe and spokesperson
• Discussion
<table>
<thead>
<tr>
<th>SITUATION</th>
<th>INPUTS</th>
<th>ACTIVITIES</th>
<th>OUTPUTS</th>
<th>OUTCOMES-Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase Diversity and Inclusion in Indiana schools of nursing (SONs)</td>
<td>Larger Group</td>
<td>Map out tasks that need to be completed</td>
<td>Establish workgroup</td>
<td>Increase the number of non-traditional students choosing nursing after admission to universities.</td>
</tr>
<tr>
<td></td>
<td>Partners</td>
<td>Identify faculty or schools of nursing (SON)</td>
<td>Key stakeholders are identified</td>
<td>Support non-traditional students choosing nursing as a major</td>
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<tr>
<td></td>
<td>Social Media</td>
<td>Create Mentoring group</td>
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<tr>
<td></td>
<td></td>
<td>Solicit nurses willing to mentor nursing students</td>
<td>Nursing students have mentors</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Website link from ICN for communication and connections with non-traditional students</td>
<td>Identify person(s) to create and maintain</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Create an Evidenced-based list of activities that work to support non-traditional students Unbiased Teaching Tutors as needed Mentors Effective Advising</td>
<td>Post list for use</td>
<td>Increase the number of non-traditional students in SONs who persist to graduation</td>
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**ASSUMPTIONS**

**EXTERNAL FACTORS**
### Objective 1: Logic Model Worksheet

<table>
<thead>
<tr>
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<th>OUTPUTS</th>
<th>OUTCOMES-Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reach Pre-Nursing Education/Decision Making (K-12 and Second Career) -Focus on diversity</td>
<td>Larger Group Partners Student mentorship Outreach</td>
<td>Recruit members Identify K-12 organizations/Second career STEM programs Locate existing mentoring groups Create Mentoring group (underrepresented/minority) Create skits and case scenario, shadowing, tech skills Social media Community events Reach out to churches, schools</td>
<td>Establish Obj. 1 workgroup Key stakeholders are identified Counselors are engaged Students have guiding mentors Pre-immersion programs Campaign movement is spread in community Youth identified with healthcare interests</td>
<td></td>
</tr>
</tbody>
</table>

**Short** | **Medium** | **Long**
---|---|---
Increase Diversity and Inclusion in Indiana Nursing Taskforce

**Assumptions**
Will be able to engage interested parties
NAHN chapter for support

**External Factors**
End of year commitments
LOGIC MODEL Worksheet Draft

Objective 2 Draft

<table>
<thead>
<tr>
<th>SITUATION</th>
<th>INPUTS</th>
<th>ACTIVITIES</th>
<th>OUTPUTS</th>
<th>OUTCOMES-impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guide non-traditional students to meet success outcomes.</td>
<td>Larger Group</td>
<td>Map out tasks that need to be completed</td>
<td>Establish workgroup</td>
<td>No course failures</td>
</tr>
<tr>
<td>Partners</td>
<td>Technology-Social Media or other</td>
<td>Identify school of nursing (SON) willing to participate</td>
<td>Key stakeholders are identified</td>
<td>100% diverse students graduating</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Create Mentoring group</td>
<td>Nursing students have mentors</td>
<td>Above national averages for NCLEX pass rates</td>
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<td></td>
<td>Employment rates &gt;70%</td>
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<td>On time (years) graduation</td>
</tr>
</tbody>
</table>

Short | Medium | Long

100% diverse students graduating | 100% NCLEX first time pass rates | 100% employment rates

ASSUMPTIONS

EXTERNAL FACTORS
Objective 3 Early Employment Support Comments from February 2014

• Mentoring—veteran nurse to a new nurse
• Recruit staff to accommodate a diverse staff/patients
• Importance of being a preceptor
• Potential nurses need to know how to deal with conflict and politics
• Positive role models (cheerleader)
**Objective 3: Early Employment Support (to Include Mentoring)**

**Situation:**
- Increase Diversity and inclusion in Indiana Nursing Taskforce
- Objective 3: Early Employment Support (to Include Mentoring)

**Inputs:**
- Larger Group
- Nursing Organizations in Indiana
- Employers that are part of ICIN
- Benchmark Organizations outside of healthcare who are leaders in Diversity & Inclusion initiatives

**Activities:**
- Map out tasks that need to be completed from notes
- Determine which "early employment activities" we are targeting
- Key stakeholders are identified
- Identify organizations who are already doing one or more of the following well:
  - Mentoring
  - Diversity & Inclusion Training
  - Retention planning
  - Diversity Recruiting Efforts (possibly part of objective 4)
  - Other activities based on discussion
- Invite representatives from those organizations to meet with working group
- Invite Diversity Officers from local businesses

**Outputs:**
- Establish Obj. 3 Strategy
- Establish "pilot program" and metrics
- Improved early employment support

**Outcomes - Impact:**

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<tr>
<td>Pilot program in one organization</td>
<td>Positive feedback from stakeholders</td>
<td>Increased representation and retention</td>
</tr>
<tr>
<td>Pilot programs in multiple organizations</td>
<td>Positive feedback from stakeholders</td>
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</tr>
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</table>

**Assumptions:**

**External Factors:**

**Indiana Center for Nursing**

*Home of the Indiana Action Coalition*
Objective 4

Leadership Support and Succession Planning
This workgroup will develop endeavors to ensure Nursing Leadership members are provided education, resources, and tools to fully support, implement, and cultivate diversity and inclusion in Nursing throughout Indiana.

Leadership Support and Succession Planning Priorities

• Develop Leadership Support Programs
• Develop Leadership Education Programs
• Coordinate with Objective 1, 2, and 3 teams to carry forward their messages to Nursing Leadership
• Design a Leadership Toolkit to hardwire these action items

Source: IC4N.org
Objective 4

**Topics to be included, but not limited to are:**

- Coordination of resources from professional nursing leadership organizations
- Development of healthy work environments
- Director of Diversity
- Leadership training on conflict management
- Leadership training on cultural diversity and training
- Mentor/Preceptor program
- Recruitment
- Staff driven committees to solve diversity issues in the workplace
- Succession planning
- Workforce development focusing on graduate and post-graduate education.
Objective 4 LOGIC MODEL Worksheet

**SITUATION**
- Increase Diversity and Inclusion in Indiana Nursing Task force
- Develop Leadership Support and Succession Planning

**INPUTS**
- Larger Group
- Partners
- Social Media

**ACTIVITIES**
- Map out tasks that need to be completed from notes
- Identify professional nursing leadership organizations
- Outreach
- Create Diversity Mentor / Preceptor Program
- Development of Diversity Training for Nurse Leaders
- Nurse Leader Surveys
- Key stakeholders are identified

**OUTPUTS**
- Establish Obj. 4 workgroup
- Develop Leadership Toolkit to implement and support Diversity and Inclusion workgroup action items
- Marketing Campaign conducted through Indiana Nurses Leaders
- Implementation of Mentoring Program
- Coordinate with professional nursing leadership organizations to share Diversity and Inclusion Leadership Toolkit.

**OUTCOMES-Impact**

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**ASSUMPTIONS**

**EXTERNAL FACTORS**
Questions, comments or thoughts before moving forward?
Report Out

• Group 1
• Group 2
• Group 3
• Group 4
Next Steps

• Commitment from meeting participants
• Next meeting(s)
Thank You!
Additional Slides from Feb 2014
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

“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
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.
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?
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
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