



Diversity and Inclusion Initiative Objectives

Objective One focuses on students pursuing pre-nursing or nursing as a second career education. The goal: diversify the nursing workforce by engaging students, parents and the community to build an infrastructure that assists students to develop the skills necessary for nursing school.

Objective Two focuses on student nurses. Goals include exploring diversity and inclusion curricula, establishing student nurse mentee/mentor relationships and associated training, creating toolkits and exercise, utilizing social media to communicate important messages and success stories and holding a conference related to diversity and inclusion in nursing.

Objective Three focuses on early employment support. Goals include researching and leveraging best practices, including recruitment, retention, nurse residency, orientation and workplace diversity/inclusion training. In addition, identify barriers to inclusion and retention and propose solutions.

Objective Four focuses on nursing leadership and succession planning. Goals include providing education, resources and tool-kits to fully support, implement and cultivate diversity and inclusion in Indiana nursing through coordination of resources from professional nursing leadership organizations, development of healthy work environments, leadership training on culture, diversity, and inclusion; workforce development, concentrated on graduate and post-graduate education, and succession planning.