

**2018 – 2020 Diversity Action Plan**

**Goals:** Prepare a diverse nursing workforce to meet the demands of diverse populations across the lifespan; broaden the definition of diversity to ensure inclusiveness; increase nursing student and faculty diversity.

**Link to Population/Public Health:** Diverse nursing workforce reflects the populations served and positively impacts population health outcomes and cost of delivering care.

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| **Action Steps** | **Deliverables** | **Lead Organization(s)/****Person(s)** |
| **Objective 1: Increase nursing faculty diversity** |
| 1.1 Understand the relationship between the composition of the general population and the composition of nursing faculty in Michigan* 1. a Describe the composition of the general population

1.1.b Define faculty needed to match the population* 1. Provide educational resources that support diversification of the nursing faculty workforce

1.2a Research and categorize the current state of nursing faculty1.2b Identify best practices for increasing diversity of nursing faculty1.2c Develop materials for web posting* 1. Develop ”faculty to faculty” mentorship program

1.3a Promote faculty roles in nursing – Draft resource guide and create welcome message to encourage diversecandidates | Document describing populations/sub- populations and racial/ethnic composition of nurses in MichiganDocument summarizing findings of the literature reviewCreate a “What’s Working” document describing best practicesPost documents on the Michigan Center for Nursing websiteSystem for linking mentors with future/new facultyResource guide and welcome message | Kristin SewellManager, Data & Research, MHCDiversity Project Team – to be determined after transition to new coalition modelDiversity Project Team – to be determined after transition to new coalition model – and MichiganHealth Council |

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| * 1. b Provide resources on the effects of public health, health disparities, and social determinants of health on diversity
	2. Provide resources to support nurses in pursuit of advanced degrees

1.4a Identify barriers to advanced degrees1.4b Identify scholarships for minority nursing students 1.4c Explore consolidated application to determineeligibility for multiple scholarships | Tip sheet for applying for scholarshipsOnline directory of scholarships | Diversity Project Team – to be determined after transition to new coalition modelMichigan Health Council |
| **Objective 2: Increase nursing student diversity, student retention, and successful academic progress** |
| 2.1 Provide educational resources that support diversification of nursing students2.1a Conduct literature review* 1. b Develop materials for posting on the Michigan Center for Nursing website
	2. Encourage AACN to expand race/ethnicity categories to include Arab Americans who are currently counted as Caucasian
	3. Understand the current diversity level of nursing students in Michigan

2.3a Update nursing student diversity information utilizing 2017 data from AACN* 1. b Encourage expansion of race/ethnicity categories (See 2.2)
	2. Identify ways to attract and retain nursing students 2.4a Conduct literature review to identify best practices 2.4b Develop materials for posting on the website

2.4c Contact Michigan Student Nurses Association and | Updated “Promoting Nursing Student Best Practices in Michigan” documentAdditional documents posted on the Center for Nursing websiteFormal written justification submitted to AACNUpdated “Nursing Survey Diversity Report” posted to the Michigan Center for Nursing websiteSummary of literature review findings. Materials posted to the Michigan Center for Nursing website | Diversity Project Team – to be determined after transition to new coalition modelDiversity Project Team – to be determined after transition to new coalition modelDiversity Project Team – to be determined after transition to new coalition modelDiversity Project Team – to be determined after transition to new coalition model |

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| **Action Steps** | **Deliverables** | **Lead Organization(s)/****Person(s)** |
| Oakland Community College Nursing Students Association to collaborate on diversity service projects2.5 Develop student mentoring program | Increased enrollment of racially diverse students.System for linking mentors with nursing students or prospective students | Diversity Project Team – to be determined after transition to new coalition model – and Michigan Health Council |
| **Objective 3: Prepare a diverse nursing workforce to meet****the demands of diverse populations across the lifespan and to become future educators** |  |  |
| 3.1 Develop materials on diversity to augment existing preceptor training3.1a Research existing resources3.1b Identify target audiences and develop appropriate content3.1c Identify research on population changes, cultures and sub-cultures, health disparities, and social determinants of health.* 1. d Develop on-line training resources that focus on addressing health disparities and social determinants and providing culturally competent care/culturally congruent care
	2. Expand the workforce’s understanding of culturally congruent care

3.2a Develop resources to address the importance of providing culturally congruent care3.2b Develop resources on how to provide culturallycongruent care | Compiled list of available resources Resources posted on Michigan Center for Nursing websiteLinks to existing materials posted on websiteOn-line training modules posted on websiteResources posted on the Michigan Center for Nursing website | Regina TraylorDiversity Project Team – to be determined after transition to new coalition modelDiversity Project Team – to be determined after transition to new coalition model |