

**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 faculty  1.2b Identify best practices for increasing diversity of nursing faculty  1.2c 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 diverse  candidates | Document describing populations/sub- populations and racial/ethnic composition of nurses in Michigan  Document summarizing findings of the literature review  Create a “What’s Working” document describing best practices  Post documents on the Michigan Center for Nursing website  System for linking mentors with future/new faculty  Resource guide and welcome message | Kristin Sewell  Manager, Data & Research, MHC  Diversity Project Team – to be determined after transition to new coalition model  Diversity Project Team – to be determined after transition to new coalition model – and Michigan  Health 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 degrees  1.4b Identify scholarships for minority nursing students 1.4c Explore consolidated application to determine  eligibility for multiple scholarships | Tip sheet for applying for scholarships  Online directory of scholarships | Diversity Project Team – to be determined after transition to new coalition model  Michigan Health Council |
| **Objective 2: Increase nursing student diversity, student retention, and successful academic progress** | | |
| 2.1 Provide educational resources that support diversification of nursing students  2.1a 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” document  Additional documents posted on the Center for Nursing website  Formal written justification submitted to AACN  Updated “Nursing Survey Diversity Report” posted to the Michigan Center for Nursing website  Summary of literature review findings. Materials posted to the Michigan Center for Nursing website | Diversity Project Team – to be determined after transition to new coalition model  Diversity Project Team – to be determined after transition to new coalition model  Diversity Project Team – to be determined after transition to new coalition model  Diversity Project Team – to be determined after transition to new coalition model |

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| Oakland Community College Nursing Students Association to collaborate on diversity service projects  2.5 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 training  3.1a Research existing resources  3.1b Identify target audiences and develop appropriate content  3.1c 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 care  3.2b Develop resources on how to provide culturally  congruent care | Compiled list of available resources  Resources posted on Michigan Center for Nursing website  Links to existing materials posted on website  On-line training modules posted on website  Resources posted on the Michigan Center for Nursing website | Regina Traylor  Diversity Project Team – to be determined after transition to new coalition model  Diversity Project Team – to be determined after transition to new coalition model |