Enhancing Workforce Diversity: The Indiana NEEDS Initiative

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NURSING AND DIVERSITY
Diversity Defined

Diversity speaks to under-represented cultural groups across multiple dimensions including:

<table>
<thead>
<tr>
<th>Race</th>
<th>Life experiences</th>
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<tr>
<td>Ethnicity</td>
<td>Education</td>
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<tr>
<td>Socioeconomic status</td>
<td>Age</td>
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<tr>
<td>Gender</td>
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<td>Other personal characteristics</td>
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<td>Sexual orientation/gender preference</td>
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Why Diversity Matters

- Health inequities persist
- Rapidly diversifying patient population
  - Individuals from ethnic and racial groups more than 1/3 of population in 2012
  - Projections indicate that by 2043, minority populations will be the majority
- Minority providers provide care for the bulk of minority patients
  - Approximately 25% of nurses self-identify as being minority
- Language and cultural barriers limit ability to serve patient needs
Why Diversity Matters

A healthcare workforce that is “diverse and representative of the communities it serves has been shown to facilitate the delivery of effective, high quality, culturally sensitive, and patient-centered care” (HRSA, 2016, p.1).

In order to develop a diverse workforce, it is imperative that we start with the pipeline of those entering our nursing programs.
Diversity in Nursing Education

BSN Nursing Students by Ethnicity, 2016

(AACN, 2017)

White 68.5%
African American 10.6%
Hispanic or Latino 10.5%
American Indian 0.5%
Asian/Pacific Islander 7.4%
Two or More Races 2.4%
Diversity in Nursing Education

Gender, 2016 (AACN, 2017)

12% of all baccalaureate and graduate nursing students are male compared to 49% of the American population.

By State, 2016 (AACN, 2017)

Indiana percentage of diverse baccalaureate and graduate nursing students is 16.0%
THE INDIANA NEEDS INITIATIVE
Indiana Center for Nursing
Strategic Priority Area

Increase diversity in nursing to improve the culture of health in Indiana
Improving health equity and building a culture of health by increasing diversity and inclusion in the Indiana nursing workforce.
Indiana NEEDS Initiative Project Goals

- Design and implement a mentoring program framework in collaboration with diverse Indiana partners integrating inclusion and interprofessional education and practice.

- Create a statewide infrastructure through the Indiana NEEDS Initiative to increase the diversity of the nursing workforce to build a culture and health equity in the state.
Project Outcomes

- An increase in representation and success of culturally under-represented groups in participating schools
- Increased cultural competence of all nursing students
Initiative Composition

- Indiana Center for Nursing/Indiana Action Coalition

- Steering Committee
  - 12 Schools of Nursing
    - ASN/Diploma/BSN
    - Public/Private
    - Urban/Rural
    - Broad Geographic Representation

- Advisory Committee/community partners
HOLISTIC ADMISSIONS REVIEW
Holistic Admissions Review

- Recognizes the uniqueness of each applicant to a nursing program
- Based on metrics, attributes and experiences
  - Common attributes
    - Integrity, intellectual curiosity, leaderships, values and beliefs
  - Common experiences
    - Life experiences, leadership roles, educational background, community service
Holistic Admissions Review (HAR)

- Commitment by 12 schools to implement HAR over the next three years
- Educational Offerings
- Tool kit developed and available via ICN website
MENTORING
Mentoring

- Students from under-represented cultural groups need to be able to see themselves as successful nursing students and nurses entering the workforce.

- One of best ways to achieve this is through mentoring.
Mentoring: See Me, Be Me, Be Yourself

- Statewide mentoring framework
  - Fits the NEEDS initiative
  - Adaptable to school/program mission
  - Will identify essential elements
  - Program frameworks
    - Student
    - Peer to Peer
    - Faculty

- Tool kit
  - Available via ICN website to all
Funding Partners

- Center to Champion Nursing in America Grant
- Indiana Center for Nursing/Indiana Action Coalition
- Indiana Organization of Nurse Executives
- Area Health Education Centers (AHEC)
- Orbis Education

- Funding to date for the 2 year project is $152,500
QUESTIONS?
Thank You!

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