DIVERSITY INITIATIVE

According to the[***Future of Nursing*: Campaign for Action**](http://campaignforaction.org/campaign-progress/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.”

The Indiana Center for Nursing is committed to the strategic goal of increasing diversity in Indiana’s nursing workforce to better reflect the state’s population. Nearly thirty nurses–students, faculty and practitioners, participated in the inaugural Diversity Discussion on February 28, 2014. Contributors enthusiastically shared experiences, insights and ideas, which will serve as a framework as we strive to reach this goal. Following the February meeting, team leaders developed objectives which were presented to the group-at-large at the November 2014 meeting.

**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 exercises, 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.

**2.28.14 Diversity Discussion**  
[Participant List](http://www.ic4n.org/wp-content/uploads/2014/04/2.28.14-Diversity-Discussion-Participant-List.for-webpage.pdf)  
[Presentation](http://www.ic4n.org/wp-content/uploads/2014/04/Promoting-Diversity-2-19-2014-for-website.pdf)  
[Discussion Compilations](http://www.ic4n.org/wp-content/uploads/2014/04/2.28.14-Diversity-Disc.-Compilations-Final.revised.pdf)

**11.3.14 Discussion**  
[Presentation](http://www.ic4n.org/wp-content/uploads/2014/11/Promoting-Diversity-11-3-2014.pdf)

*There are nearly 100,000 licensed registered nurses in Indiana   
- INDIANA STATE BOARD OF NURSING*

http://www.ic4n.org/wp-content/themes/nursing/img/paper-clip.png

*RELATED CONTENT*

* [Missing Persons: Minorities in the Health Professions, The Sullivan Commission](http://www.ic4n.org/wp-content/uploads/2014/04/SullivanReport.pdf)
* [Diversity and Inclusion Objectives 11.14](http://www.ic4n.org/wp-content/uploads/2014/12/Diversity-and-Inclusion-Objectives-11.141.pdf)

INDIANA CENTER FOR NURSING • 9302 N MERIDIAN ST, STE 365 • INDIANAPOLIS, IN 46260 • 317.574.1325 • [INFO@IC4N.ORG](mailto:info@ic4n.org)