

# Enhancing Workforce Diversity: The Indiana NEEDS Initiative

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# NURSING AND DIVERSITY

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# Diversity Defined

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

Race

Life experiences

Ethnicity

Education

Socioeconomic status

Age

Gender

Other personal characteristics

Sexual orientation/gender preference

# 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

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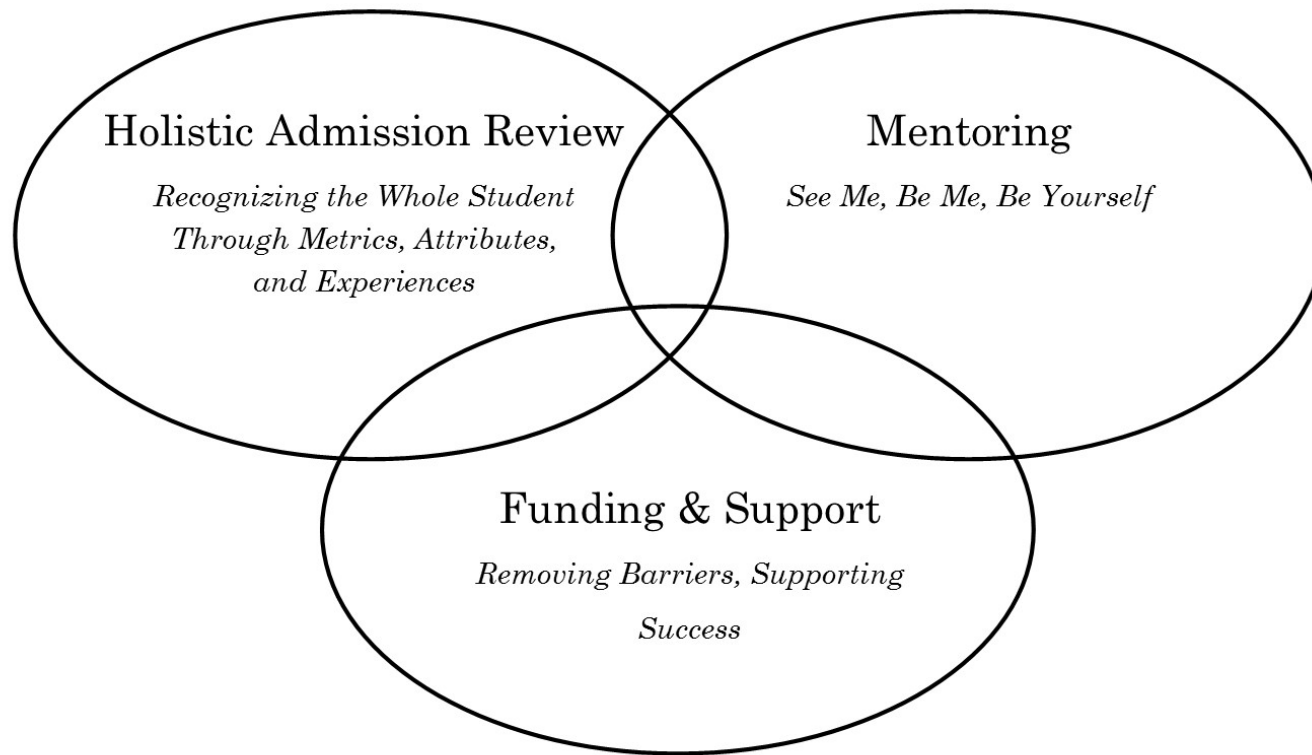


# Indiana Center for Nursing Strategic Priority Area

Increase diversity in nursing to improve  
the culture of health in Indiana

# The Indiana NEEDS Initiative:

## Nursing Education Engagement & Diversity Statewide



*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

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# 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

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# 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
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- Funding to date for the 2 year project is \$152,500

# QUESTIONS?

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# Thank You!

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