

**Affirmative Action: What does this mean for your organization?**

**National Forum Sharing Session**

**October 20, 2023**

[Click to see presentation slides.](https://nursingworkforcecenters.org/wp-content/uploads/2023/10/Final_National-Forum-on-Workforce_October-Sharing_Affirmative-Action_102023.pptx)

Group Discussion:

[States with Anti-DEI Legislation May Impact Higher Education Link](https://www.bestcolleges.com/news/anti-dei-legislation-tracker/)

What does affirmative action mean to you?

* A leadership course on diversity included working on framing our diversity argument in light of all of the different aspects so that you can bring it up without emphasizing one characteristic. There is a book: Diversity's Promise for Higher Education: Making it Work, Daryl G. Smith
* Will college and universities will be able to continue having their programs that provide support to particular groups such as American Indian nursing students?
* There has been some movement of conferences from states that have passed DEI legislation. The NAACP has put out a list of where it is unsafe for travel.
* An organization can examine their population and align their efforts to serve that population. If the nursing school is in a diverse neighborhood, then they should represent that population.
* With the conversation about racism and examining maternity mortality rates, those discussions are still needed. Spoke with a nurse that had only been a nurse for less than 2 years and she felt that she had been targeted, not been made aware of opportunities etc.
* Need to call racism out. Need to be okay to speak about it. We don’t talk about the impact that racism has on recruitment, retention, student success in nursing schools, faculty getting tenure, promotion opportunities and job growth. It is a public health crisis and impacts health. Poverty also impacts social determinants of health. Racism is alive and well and we can’t put it under the rug.
* In Maryland, we are working with another organization to query CNOs about their best practices for nurse retention. Are asking them about whether they are collecting data on turnover of staff from underrepresented groups, making DEI dashboards available to staff, community audience, diversity awards, established goals, assessment of pay equity etc. Could provide a report card to the organization to use to help plan.
* In Washington, an Anti-racism resource has been developed. <https://www.wcnursing.org/anti-racism-social-justice-resources/> and a fact sheet that examined the diversity of our nurses as compared to population. <https://www.wcnursing.org/wp-content/uploads/documents/reports/2022-WA-Nursing-Diversity-Data-Snapshot-Final-2.17.23.pdf>
* Important to let organizations look in the mirror and think about how their DEI efforts are working. Important to have the people making decisions think about this, such as CEOs.
* Sometimes you can have data, if they do not value diversity, they might say that diversity is key but don’t put any resources into it then nothing happens.
* How are we measuring impact?
* We are within a private nursing program so the issues that impact public schools don’t impact us. The conversation is about moving data to action.
* There is a lot of work being done, be nice to catalog what is being done. Share these tools as a resource.
* CMS has released equity measures where hospitals have to look at social determinants of health and it will be interesting to see what actions come out of this. [Link to CMS Framework for Health Equity](https://www.cms.gov/priorities/health-equity/minority-health/equity-programs/framework)
* New Mexico is diverse state. The health outcomes are not good. Nurses coming out of nursing programs are not well prepared to work with diverse patients. We have healthcare deserts and don’t have healthcare available to many. We have a HRSA program that is supporting one of our smaller schools that provides support on tutoring, financial, social services etc. that has made a change. That is what we need to be doing.
* Accreditation organizations have some standards such as ACEN and AACN have DEI in a few standards, the Joint Commission has standard related to DEI (<https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/r3_disparities_july2022-6-20-2022.pdf> .
* We have seen a decline in diverse graduates and need to look at our data to see what is going on. Could look at each year of school and look where the drop-offs are occurring.
* AACN: Supreme Court Decision on Affirmative Action: The National Response and Resources to Move Forward: <https://www.aacnnursing.org/our-initiatives/diversity-equity-inclusion/supreme-court-decision>
* Georgia is looking at addressing communities that are left out, collecting data. There is a student looking at red-lined districts and health disparities and looking at oral history of diverse communities.