Pipelines to Enhance Diversity in Nursing:

Strategies to Successfully Recruit and Support Culturally Diverse Students

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Conflict of Interest

No conflict of interest to report
Acknowledgments

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Create Partner Pipeline Institutions

• Connect with institutions that do not have health profession programs but have high achieving/high potential students who are interested in health care.
• Establish an advocate at partner institutions
• Communicate and create mentoring opportunities with students.
Recruiting the Best & the Brightest

Partner Pipeline Visits

Duke University School of Nursing

MOREHOUSE

SPELMAN COLLEGE

BENNETT COLLEGE

GREENSBORO, NC

UNIVERSITY of FLORIDA

The Foundation for The Gator Nation

UMBC

XAVIER UNIVERSITY

OF LOUISIANA

JACKSON STATE UNIVERSITY
Create Partner Pipeline Institutions

• Communicate with institutions regularly via:
  – Annual visits
  – Print and electronic promotional materials
  – Webinars

• Communicate with students regularly via:
  – Email
  – Facetime and phone calls
  – School approved social media
  – Zoom

• Students in the pipeline are the best adjunct recruiters!
Recruiting the Best & the Brightest
Print and electronic promotional materials

Health Equity Academy Pre-Entry Immersion in Nursing
June 4 – July 10, 2022

What is HEA
The Health Equity Academy (HEA) is a federally funded program that aims to provide educational and professional development opportunities for nurses. It focuses on improving health equity, reducing disparities, and empowering nurses to become leaders in addressing health disparities.

What is PN
The Pre-Entry Nursing (PN) pathway is designed for individuals who wish to become nurses. It provides foundational training and prepares students for entry into nursing programs.

Benefits of HEA
- Enhanced critical thinking and problem-solving skills
- Improved decision-making abilities
- Greater cultural competence
- Increased leadership skills
- Enhanced communication skills

Health Equity Academy
Developing Future Nurse Leaders to Address Health Disparities

Building Awareness
Enhancing Understanding
Cultivating Leadership
Committed to Action
Addressing Health Equity
<table>
<thead>
<tr>
<th>Barriers to Success</th>
<th>Strategies for Success</th>
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<tbody>
<tr>
<td>Institutional commitment to scholarship support</td>
<td>Early identification of faculty and peer mentors</td>
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<td>Eurocentric curriculum</td>
<td>Affinity groups that support diverse students</td>
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<tr>
<td>Dominant culture</td>
<td>Free tutoring program</td>
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<tr>
<td>Sense of belonging (isolation, loneliness)</td>
<td>Test taking strategies classes</td>
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<tr>
<td>Family demands</td>
<td>Sunday dinners (social support)</td>
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<tr>
<td>Lack of BIPOC faculty role models</td>
<td>Independent academic coordinator</td>
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## Pre-Entry Programs

### Promote Socialization
- Provide opportunity to connect with faculty, staff and students.
- Etiquette and networking seminar
- Shadow experiences
- Graduate and student mentors
- Community engagement

### Address Barriers
- Assist with budgeting and financial aid
- Faculty and student mentors
- Teambuilding
- Social worker to address individual level social determinants of health
- Mindfulness seminars
- Transitioning seminars
Create Meaningful Experiences
Community-wide Engagement

Statement of Diversity and Inclusion

Duke University School of Nursing is committed to increasing diversity and inclusiveness in our community. Diversity is more than broadly representative demographic differences. Rather, diversity embodies cultural sensitivity and openness, collaboration and inclusion. Diversity fosters learning by reflecting experiences from life, classroom, and practice, as well as social beliefs. Individually and together, we encourage opportunities to think and behave equitably by acknowledging and respecting different beliefs, practices, and cultural norms. We honor pluralism and encourage each other to explore, engage in, and embrace one’s uniqueness while we uphold academic excellence, celebrate strategic change, and honor traditions. By embracing diversity and inclusion in all that we do and strive for, we strengthen our community, our pedagogy, our research, and the future design, development, and delivery of a health care system that eliminates disparities both locally and globally. Moving forward, we will continue to acknowledge and celebrate our differences and promote community values that reflect our diversity and multiple ways of knowing in an intercultural world.

Submitted on December 7, 2012.

This statement was drafted by the Dean’s Advisory Council on Diversity and Inclusion with input by the broader School of Nursing stakeholder community:

- Faculty Governance Association
- Staff and Workforce Advisory Council
- Nursing Alumni Council
- Student Council
- National Student Nurses Association – Duke Chapter
NWD Program Outcomes...

**Program Completions**
- 44 graduated from Duke or other nursing programs
- 4 completed FNP program
- 1 FNP/DNP
- 1 CRNA
- 1 ACNP
- 3 MDs/DO
- 1 Psychotherapist

**Currently Enrolled**
- 3 enrolled in FNP program
- 1 enrolled in WHNP
- 1 FNP/DNP program
- 1 enrolled in PhD program
- 17 currently enrolled in the Duke Nursing Accelerated BSN program
Future Initiatives...

• Development of curriculum bridges between HBCU and Duke to promote the transition of underrepresented minority students into nursing and other health profession programs.

• Encourage development of stand-alone cultural/social determinants of health and health disparities curriculum which provides in-depth understanding of implicit and explicit bias, race, racism, ability, status, gender identity and socioeconomic difference.