

# 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

Nursing Workforce Diversity Program, Bureau of Health Professions, Health Resources and Services Administration, Department of Health and Human Services under grant number D19HP30844.

# 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

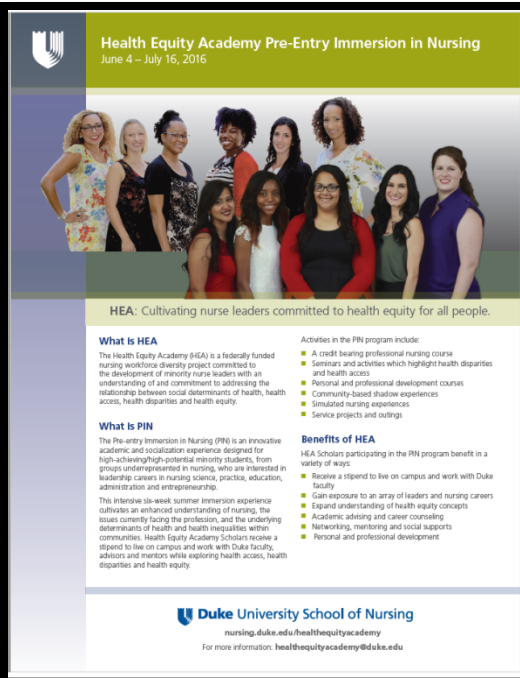


# Create Partner Pipeline Institutions

- 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 16, 2016



**HEA: Cultivating nurse leaders committed to health equity for all people.**

**What is HEA**  
The Health Equity Academy (HEA) is a federally funded nursing workforce diversity project committed to the development of minority nurse leaders with an understanding of and commitment to addressing the relationship between social determinants of health, health access, health disparities and health equity.

**What is PIN**  
The Pre-entry Immersion in Nursing (PIN) is an innovative academic and socialization experience designed for high-achieving/high-potential minority students, from groups underrepresented in nursing, who are interested in leadership careers in nursing science, practice, education, administration and entrepreneurship. This intensive six-week summer immersion experience cultivates an enhanced understanding of nursing, the issues currently facing the profession, and the underlying determinants of health and health inequalities within communities. Health Equity Academy Scholars receive a stipend to live on campus and work with Duke faculty, advisors and mentors while exploring health access, health disparities and health equity.

**Activities in the PIN program include:**

- A credit bearing professional nursing course
- Seminars and activities which highlight health disparities and health access
- Personal and professional development courses
- Community-based shadow experiences
- Simulated nursing experiences
- Service projects and outings

**Benefits of HEA**  
HEA Scholars participating in the PIN program benefit in a variety of ways:

- Receive a stipend to live on campus and work with Duke faculty
- Gain exposure to an array of leaders and nursing careers
- Expand understanding of health equity concepts
- Academic advising and career counseling
- Networking, mentoring and social supports
- Personal and professional development

**Duke University School of Nursing**  
nursing.duke.edu/healthequityacademy  
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## The Health Equity Academy

The Duke University School of Nursing announces The Academy for Academic and Social Enrichment and Leadership Development for Health Equity (Health Equity Academy). The Health Equity Academy (HEA), a newly funded Health Resources and Services Administration (HRSA) Nursing Workforce Diversity (NWD) grant (D19HP25902), is the next generation of the Making a Difference in Nursing II (MADIN II) program. MADIN II concluded December 31, 2013. The purpose of NWD is to increase nursing education opportunities for individuals who are from disadvantaged backgrounds, including racial and ethnic minorities that are underrepresented among registered nurses.



2016 Health Equity Academy Scholar Cohort

The Health Equity Academy will focus on Social Determinants of Health (SDH), health access, health disparities, diversity and health equity in the preparation of HEA Scholars destined to become the next generation of minority nurse leaders.

HEA is a competitive academic and professional socialization program for students interested in a career in Nursing, aspire to leadership in the profession and advanced levels of graduate education. Scholars are high achieving/high potential minority students from economically disadvantaged backgrounds. Benefits of becoming a Health Equity Scholar include:

- Participation in an intensive six-week summer immersion experience designed to cultivate an understanding of the social determinants of health. During this program, the Health Equity Academy Scholars will:
  - Receive a stipend to live on campus and work with Duke faculty, advisors and mentors

**SPECIALIZED PROGRAMS**

- Continuing Your Education
- Online and Distance Learning
- Military Programs
- Post-Graduate AGAP Residency Specializing in Primary Care for Veterans
- Post-Graduate NP Residency Specializing in Mental Health Care for Veterans
- The Health Equity Academy
- WSSU MSN to Duke PhD



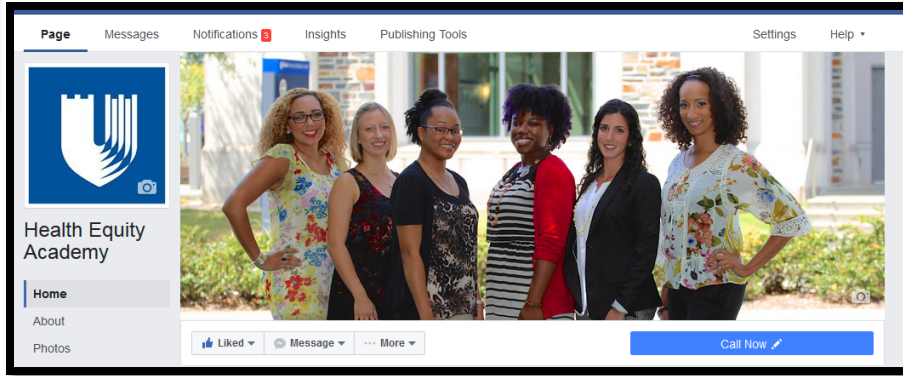
**Duke University School of Nursing**




## Health Equity Academy

Developing Future Nurse Leaders to Address Health Disparities

- Building Awareness
- Enhancing Understanding
- Cultivating Leadership
- Committed to Action
- Addressing Health Equity



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**Health Equity Academy**

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# Barriers to and Strategies for Success for URM Students

## Barriers to Success

- Institutional commitment to scholarship support
- Eurocentric curriculum
- Dominant culture
- Sense of belonging (isolation, loneliness)
- Family demands
- Lack of BIPOC faculty role models

## Strategies for Success

- Early identification of faculty and peer mentors
- Affinity groups that support diverse students
- Free tutoring program
- Test taking strategies classes
- Sunday dinners (social support)
- Independent academic coordinator)



# 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.

