

# STN Town Hall Webinar: Diversity, Inclusion & Health Equity

## Nursing Diversity Initiatives

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## Nursing Diversity Initiatives

**Nursing Diversity Initiatives** provides oversight for Boston Children's Hospital diversity and inclusion efforts within the Department of Nursing and Patient Care Operations.

Primary Areas of Focus:

- Strengthening the recruitment, engagement and inclusion of all members of the BCH Nursing and Patient Care Operations workforce
- Supporting transition to practice and professional advancement of nurses and PCS staff
- Improving workforce diversity across the BCH Nursing enterprise to reflect the spectrum and differences in patients and families served
- Enhancing cultural competency in care to ensure effective addressing of cultural and linguistic needs for patients and families
- Promoting equity for patient-families & staff and reducing child health disparities in clinical practice through education & training



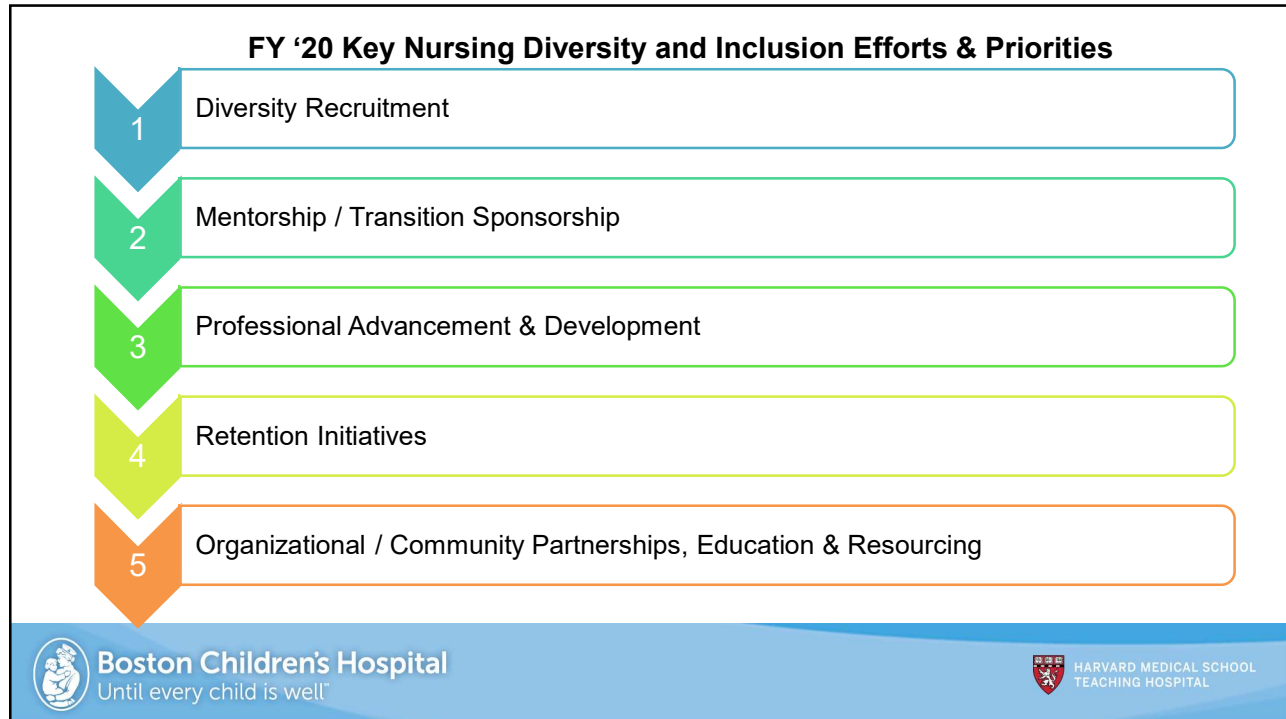
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## Nursing Career Lattice Program (NCLP)

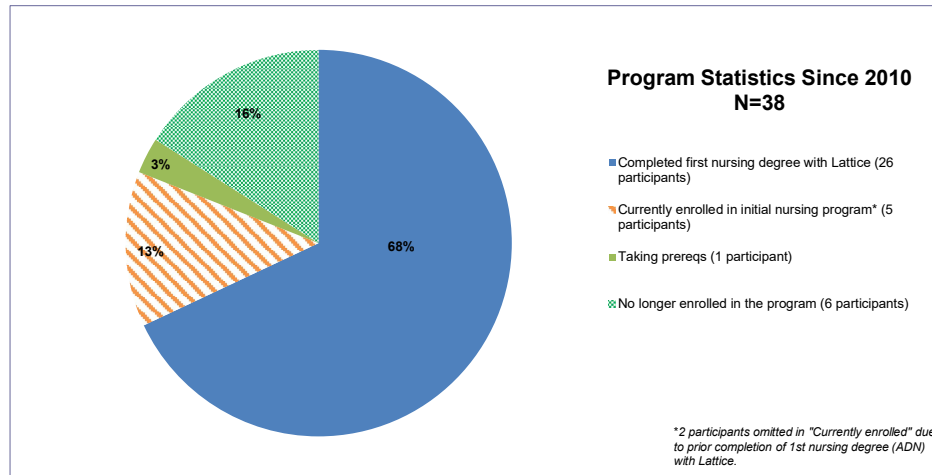
- Diversity & inclusion-based workforce development program: academic advising, nurse mentor and financial stipends for diverse BCH employees pursuing a nursing degree
- Goal: To develop a strong, multicultural BSN-prepared nursing workforce reflective of BCH's patients & families
- Since the program's inception in 2010:
  - 38 Total Lattice participants
  - 26 Lattice Graduates (with BSN degrees)
  - ED, Surgical/Transplant, Cardiac, Critical Care / ICU, Ambulatory / Satellites, Oncology, OR, Radiology

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## 10 Year Lattice Program Outcomes



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## Diversity New Graduate Recruitment Partnership

- Expanded New Graduate Direct Student Outreach
- National & Regional Partnerships / Events (Collaborations with Nursing Ethnic Associations)
- Facilitated shadow experiences for non-regional diverse new graduate candidates
- Enhanced diverse candidate pipeline building for experienced RN opportunities
- Summer Clinical Assistant Events (including focus on outreach & recruitment of racially & ethnically diverse BSN students enrolled in nursing school for pipelining)



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## Achieving Inclusive Excellence in Workforce Diversity Recruitment and Retention

- Candidate Source Heterogeneity
- Recruitment from Diverse Schools/Universities within your community or local region
- Internal/External Pipelining and Direct Sourcing of Diverse Candidates
- Diversity in All Professional Roles
- Professional Advancement of Diverse Staff and Leaders
- Mindfulness regarding “Selection Bias”
- Diverse Interview Panel Participation
- Importance of Focus on “Reflecting the Faces” of Patients and Families



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## Nursing Diversity & Inclusion Initiatives



### Nursing Cultural Sensitivity & Diversity Forum *American Nurse Journal 2020 All Pro Team Awardee*

- Nursing-led affinity group focused on supporting the care and advancement of racially and ethnically diverse patients, families, nurses and staff.
- Enhanced forum development will target:
  - Care Delivery in Racially/Ethnically Diverse Patients
  - Research and Innovation
  - Professional Advancement & Leadership Development
  - Community Partnerships
  - Collaborations with other BCH Affinity Groups



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## Thank-you!

For questions or to inquire about programs, please contact:

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