

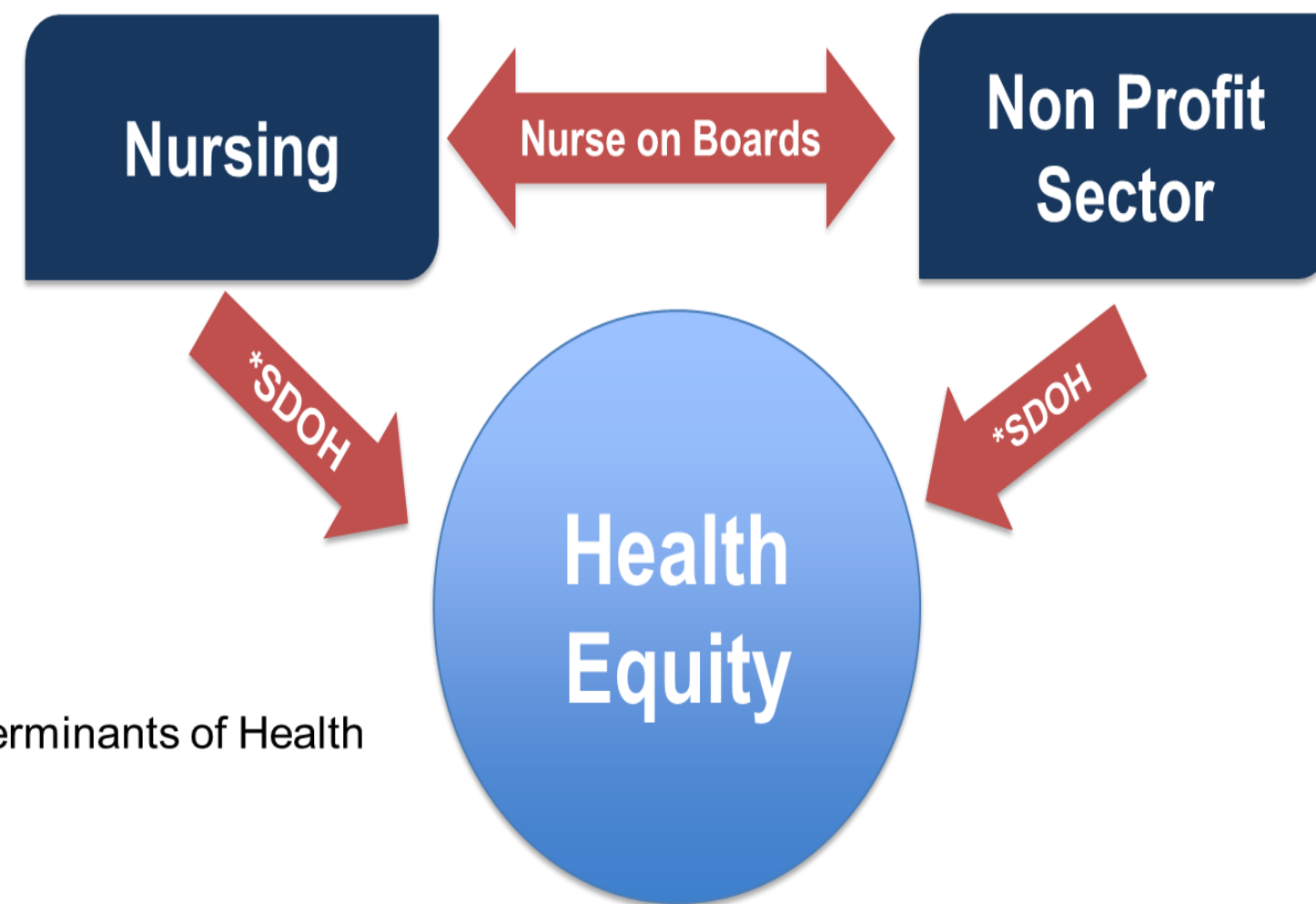


Achieving Health Equity: Developing Nurses for Nonprofit Board Service

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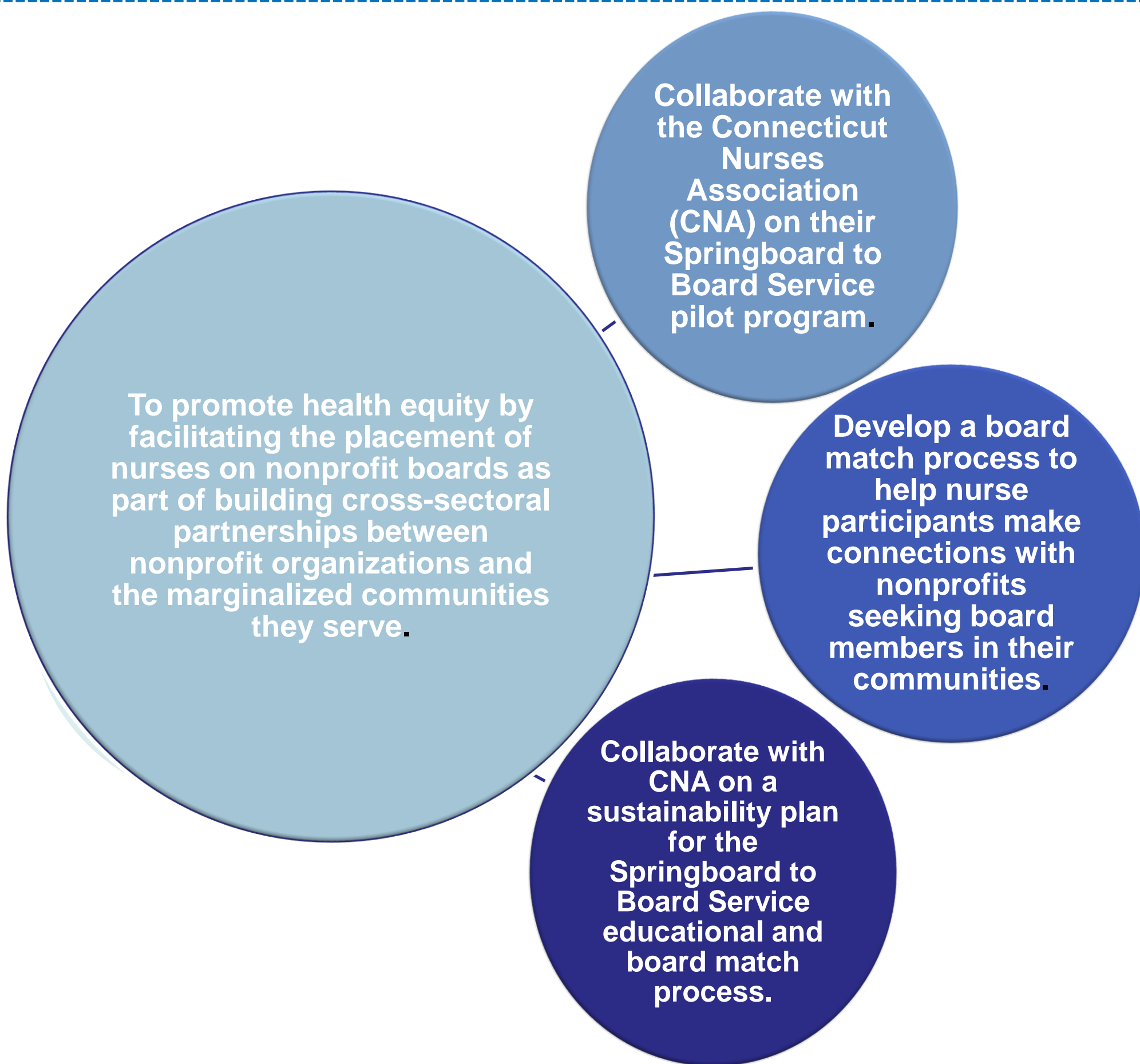
BACKGROUND



* Social Determinants of Health

Nonprofit boards desire diversity and community voice to govern effectively. Nurses on boards can promote board diversity and improve health equity; however, there is a systemic lack of nurses on boards or way of connecting them.

PROJECT PURPOSE AND AIMS



PROJECT DESCRIPTION

LEADERSHIP IMMERSION

Relationship building with the nonprofit sector was critical to project success

CNA SPRINGBOARD PILOT

- Marketed to all registered nurses in Connecticut
- Partial scholarships offered through state Black and Hispanic nurses associations to cultivate a diverse cohort
- Cohort 14 nurses enrolled 43% POC
- 9-month hybrid flipped classroom structure
- Best-on-Board online Essentials of Board Governance certificate program
- Text: Connie Curran's Nurse on Board
- Holle Board Search Workbook (self-paced activities)
- 5 in-person sessions reinforce online learning with:
 - Speakers with subject-matter expertise
 - Board simulation activities
 - Networking luncheon with current nurses on boards
 - Elevator speech and board bio workshops
- Last 3 meetings via zoom meeting platform d/t COVID-19

BOARD MATCH

Key players in nonprofit sector are: Community Based Organizations (CBOs) and philanthropy

Nonprofit Boards recognize need for Diversity Equity and Inclusion (DEI) to be effective and representative of the communities they serve

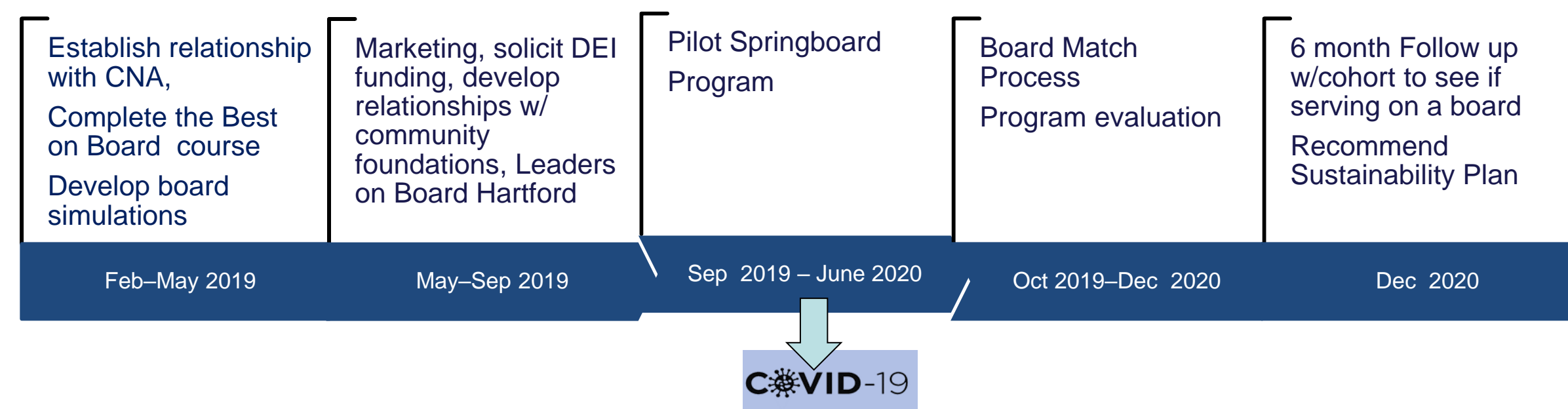
Nurses report they lack connections to boards in their communities

Community foundations acted as conduits to board service and were receptive to promoting nurses for board service

Provided 1:1 coaching and mentoring to 10 nurses throughout the board search process

Matched with CBOs based on nurses' passions and skill set

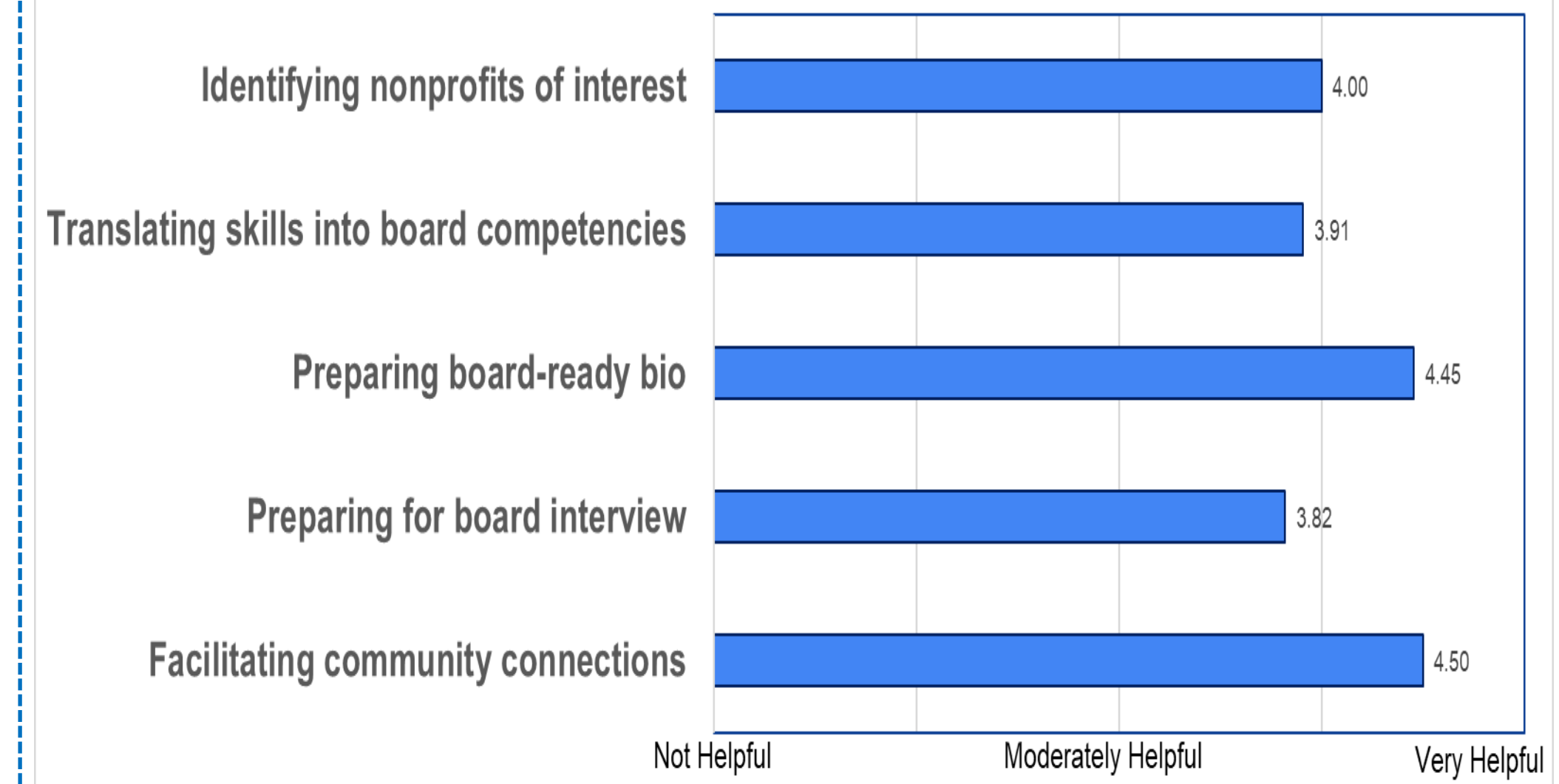
TIMELINE



RESULTS

73% of participants interested in board service secured a board seat.

What Did Nurses Find Helpful?



- The Sundean Healthcare Index for Preparedness in Board Competencies (SHIP-BC) pre- and post-pilot survey indicated gains in community and analytic skills.
- Exit measurements indicated satisfaction with pilot format and content.

IMPLICATIONS

The COVID-19 crisis has shone a bright light on health disparities and elevated the need to have nurses engage in board service leadership to address SDOH in their communities.

State Nurses' Associations can leverage philanthropic relationships to connect nurses with nonprofit boards in their communities.

