**Achieving Health Equity: Developing Nurses for Nonprofit Board Service**

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**BACKGROUND**

Nursing  
Non Profit Sector  
Health Equity

* 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.

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**PROJECT PURPOSE AND AIMS**

To promote health equity by facilitating the placement of nurses on nonprofit boards as part of building cross-sectoral partnerships between nonprofit organizations and the marginalized communities they serve.

Develop a board match process to help nurse participants make connections with nonprofits seeking board members in their communities.

Collaborate with the Connecticut Nurses Association (CNA) on their Springboard to Board Service pilot program.

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**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 due to 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 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

**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.

**RESULTS**

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

**TIMELINE**

- Feb-May 2019: Establish relationship with CNA
- Complete the Best on Board course
- Develop board simulations
- Marketing, solicit DEI funding, develop relationships w/ community leaders, Nurses on Board Hartford

- Sep 2019 – Aug 2020: Pilot Springboard Program
- Board Match Process Program Evaluation
- 6 months: Follow up w/conn to see if serving on a board
- Recommend Sustainability Plan

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**IMPLICATIONS**

- 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.

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**SYNOPSIS**

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