

LAC's regional coalitions were offered an opportunity to apply for grants to execute one of the strategies identified in the LAC Diversity Think Tank summary report, *Embracing the Challenge: Enhancing Diversity in Louisiana's Nursing Workforce*. Five regions applied for and were given small grants to accomplish specific goals between May 1, 2016 and December 31, 2016. The projects are summarized below.

### **Region 1 – New Orleans**

#### **Project Name: Generating Knowledge of Nursing and Interest in Becoming a Nurse Among High School Males**

Summary: A total of 13 one-hour presentations were held at St. Augustine High School and Lusher High School in New Orleans focused on nursing and the role of men in nursing. Handouts and giveaways were provided to students and pre- and post-program questionnaire were given to the male students prior to and following each session to determine if a change in knowledge and interest in nursing occurred. Test results showed increased knowledge in the scope of nursing and it was surmised that more education and exposure to nursing as a profession would help attract more males to the nursing profession.

Region 1 leadership is currently working to determine the best approach for follow-up with students who expressed interest.

### **Region 2 – Baton Rouge**

#### **Project Name: Increasing the Diversity of Louisiana's RN and APRN Workforce**

Summary: A packet of information was created and distributed to junior high and high school guidance counselors during a staff development meeting in Tangipahoa Parish for the purpose of educating counselors about the opportunities and prerequisite courses required for all professional nursing programs in the region. A Q & A document was created specifically for this purpose and included in the packet.

Region 2 representatives also met with other groups of adults and students including the Girl Scouts, and student athletes.

Due to the historic flooding that took place in the Baton Rouge area in August, 2016, and its effect on residents and schools, the group was not able to accomplish all of its goals. They will continue to work with schools, counselors and other groups in the region to further education about careers in nursing.

### **Region 4 – Lafayette**

#### **Project Name: Enhancing Diversity and Collaboration in Nursing, Phase I: Increasing the Number of Male Middle and High School Students Considering Nursing as a Career Choice**

Summary: The group worked with the Area Health Education Center (AHEC) as part of a summer program that was already planned. The students were asked to observe nurses in each setting they visited and note the work they performed. Region 4 representatives followed up by providing a one-hour presentation on nursing as a career choice as each group ended the program. The focus was expanded to include minority participants while encouraging all participants to consider nursing as a career choice and/or suggesting nursing to other students. In a post-program survey, 53 percent of participants indicated they would consider nursing as a career choice for themselves and 97 percent indicated they would recommend nursing as a career choice to other students.

Region 4 representatives is working with AHEC staff to plan a program for the 2017 summer session.

### **Region 6 – Alexandria**

#### **Program Name: Addressing Diversity in Nursing Education in Central Louisiana**

Summary: With input from regional nursing program faculty, the local AHEC, the Central Louisiana Economic Development Alliance and others, a survey relating to issues affecting diversity was developed and fielded to local nursing students. The results are being used to craft a plan to recruit a more diverse group of students into nursing programs.

Three video clips featuring minority and male RNs were filmed and used as part of a career presentation made by the Central Louisiana AHEC at 19 area high schools. A post-program survey revealed that 99 percent of those who saw the presentation increased their knowledge of health careers and 71 percent intend to pursue a health career.

### **Region 7 – Shreveport**

#### **Program Name: Counseling High School Counselors: Increasing Diversity in the Ranks of Nursing**

Summary: A lunch program was held with area high school counselors from Caddo, Bossier and Webster Parishes to educate about the nursing profession, the need to attract more diverse students and how the counselors can help with this effort. Community support for the event came from local hospitals and Northwestern State University. Region 7 representatives will continue to respond for requests from area counselors to speak to students about careers in nursing.