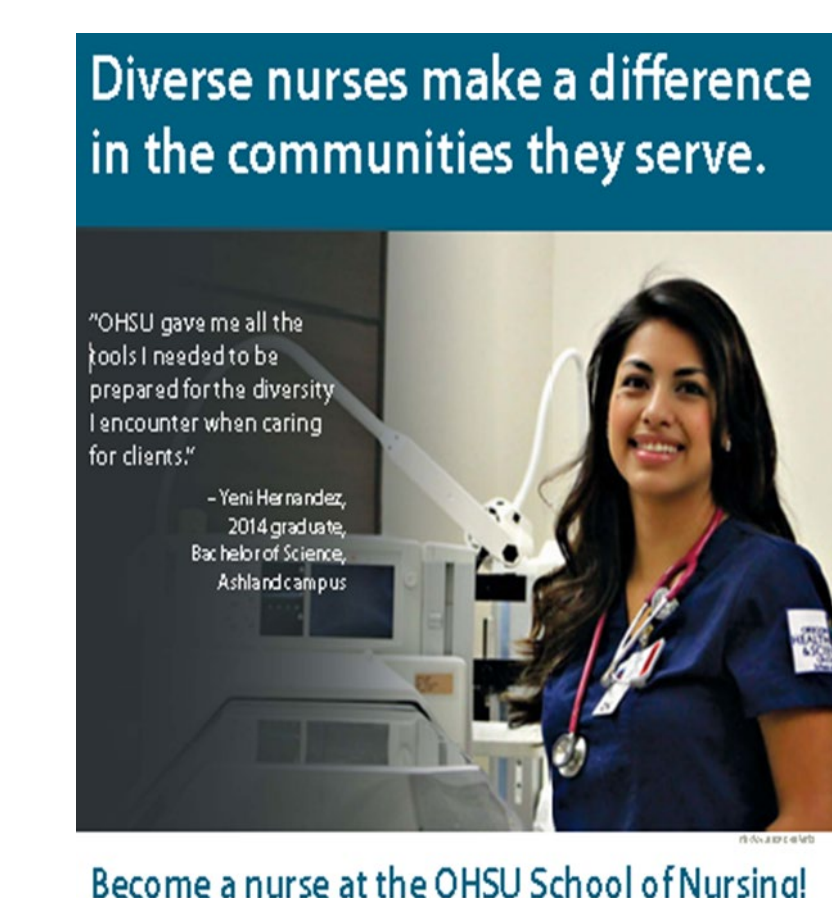


Advancing Health Equity through Student Empowerment and Professional Success (HealthE STEPS) 2.0 Statewide Program: Lessons Learned and Impact

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Take Home Message: Latino and Native American Oregonians have lower representation in the health care workforce than in Oregon's adult population which has been identified as a health disparity by the Oregon Health Authority. HealthE STEPS 2.0 is a comprehensive innovative plan of evidenced-based strategies to address health equity through developing a diverse professional nursing workforce to practice in medically underserved communities.

Purpose

The HealthE STEPS program addresses Social Determinants of Education (SDE) to enroll, retain, empower, and graduate nursing students from disadvantaged backgrounds, including underrepresented ethnic and racial minority populations and in particular Hispanics and Native Americans, to improve health equity within their communities through professional nursing practice.

Need

Racial and Ethnic Composition of Nursing & Oregon Population

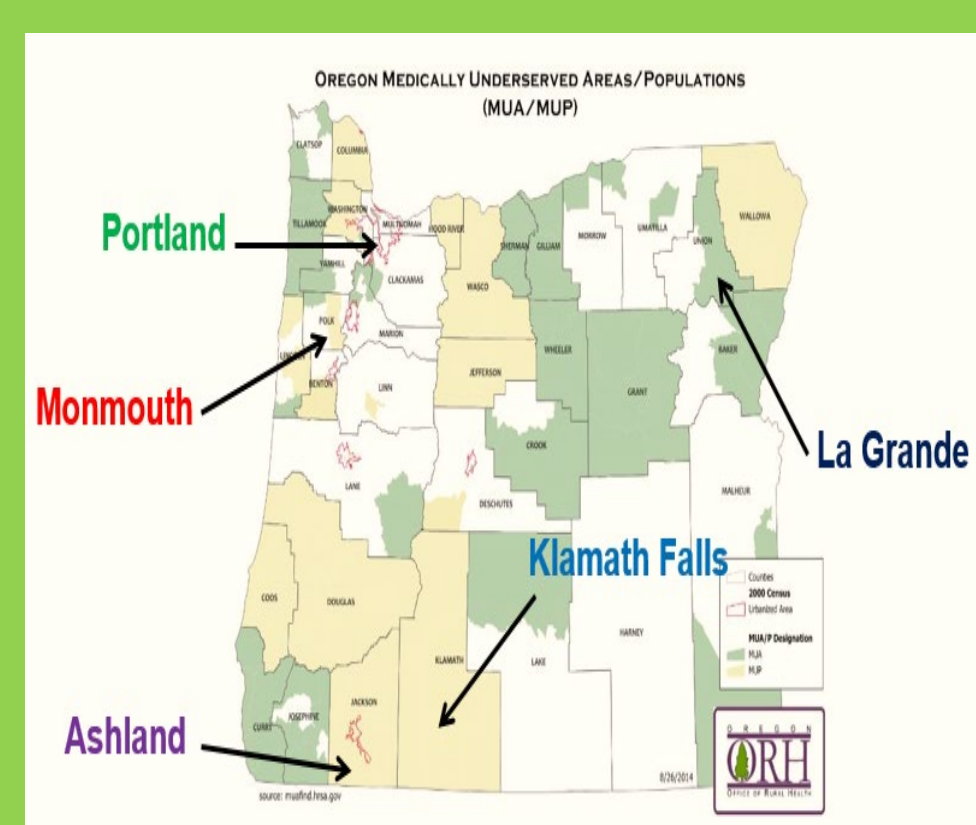
Race/Ethnicity	CNAs	LPNs	RNs	NPs	CRNAs	CNSs	Or Pop
White	57%	68.3%	76.8%	79.3%	72.2%	85.1%	75.1%
Hispanic	14.7%	7.8%	3.9%	3.7%	3.3%	0.6%	13.4%
Black	5.9%	4.1%	1.4%	1.8%	1.0%	1.2%	2.2%
Asian	5.0%	4.1%	4.1%	3.7%	4.3%	2.4%	4.9%
Native American/ Native Alaskan	0.9%	0.7%	0.5%	0.3%	0.2%	0.0%	1.8%
Pacific Islander	1.0%	0.6%	0.4%	0.3%	0.0%	0.0%	0.5%
Other Race	0.5%	0.4%	0.4%	0.5%	0.7%	0.0%	NA
More than one race	3.5%	3.6%	2.5%	2.1%	2.5%	1.8%	4.0%

OHA, Public Use Nursing Workforce Data File, 2020

Sites

OHSU SON values diversity, equity, and inclusion. All students benefit from diverse teams and diverse perspectives.

Counties in yellow and green are medically underserved communities (location of four regional campuses)



Targeted OHSU Students

Baccalaureate 3 year program in all five; Ashland, Klamath Falls, LaGrande, Monmouth, & Portland and Accelerated Baccalaureate Program in Ashland and Portland (total 38 students) Graduate Students (5 students Year 2; 8 students Year 3 and 9 students Year 4)

Promising Practices

Social Determinant	Interventions
Educational opportunity	Career exploration activities Recruitment fliers and videos Nursing CAS application workshops Mock interviews and interview guide Holistic admissions
Academic socialization	Writing support Test-taking strategies workshops Peer tutoring Consultation with internal and external partners
Economic stability	Scholarships Stipends for exam preparation Paths to Scholarships workshops Financial literacy and debt management workshops Case management
Financial resources	Mentoring Career planning Professional development opportunities Graduate school exploration workshops and webinars Transition to Practice workshops
Socioeconomic opportunity	Unconscious bias training Campus culture survey Faculty and staff development Consultation with internal and external partners
Community & Professional Network	Faculty development Clinical placements in MUCs Tracking employment in MUCs Consultation with internal and external partners
Inclusive learning environment	
Campus Culture	
Health equity	
Multicultural curriculum Development	

Activities



"Nursing was a great class! It really taught me about different options in the medical field. I learned SOOO many new things. It was also REALLY fun and we got to experience real life things that were interesting."

Academia Latina Participant

Pathway Activities Career Exploration Participants



Outreach



Career Planning



Graduate School Exploration Day & Latino Health Equity Conference June 2016



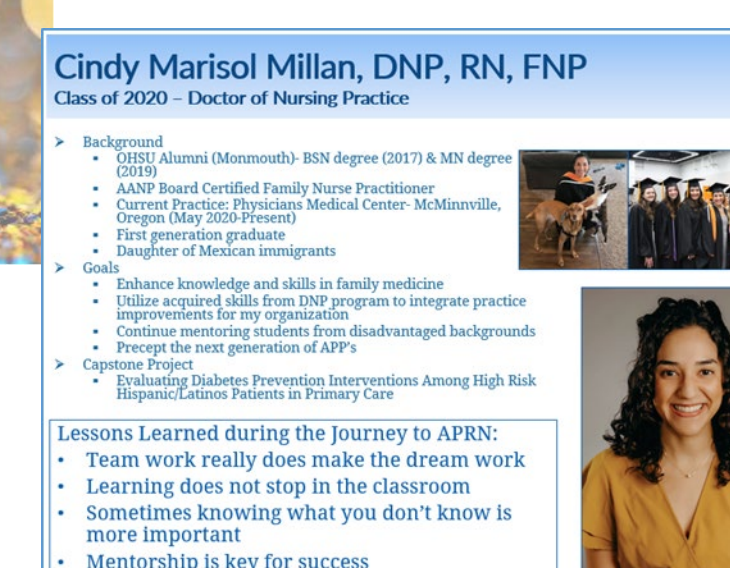
Mentorship



"Thank you for this great opportunity. This scholarship is fantastic! I am going up to Salem with my mentor tomorrow to spend the day with ORANA (Oregon Association of Nurse Anesthesia) on their legislative day. I am very excited."

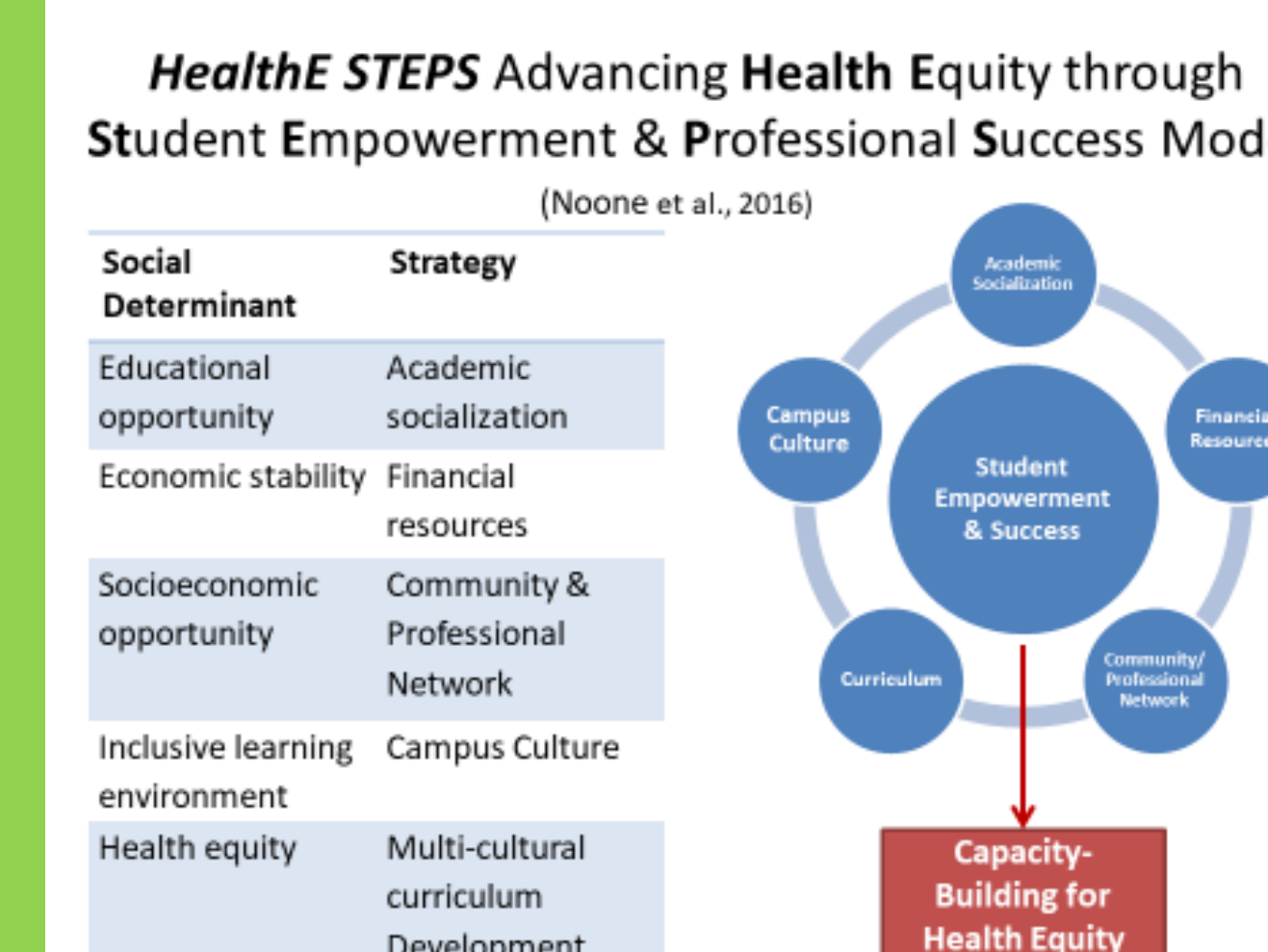
OHSU Ashland Student (now CRNA student in Southwest)

Team and Partners

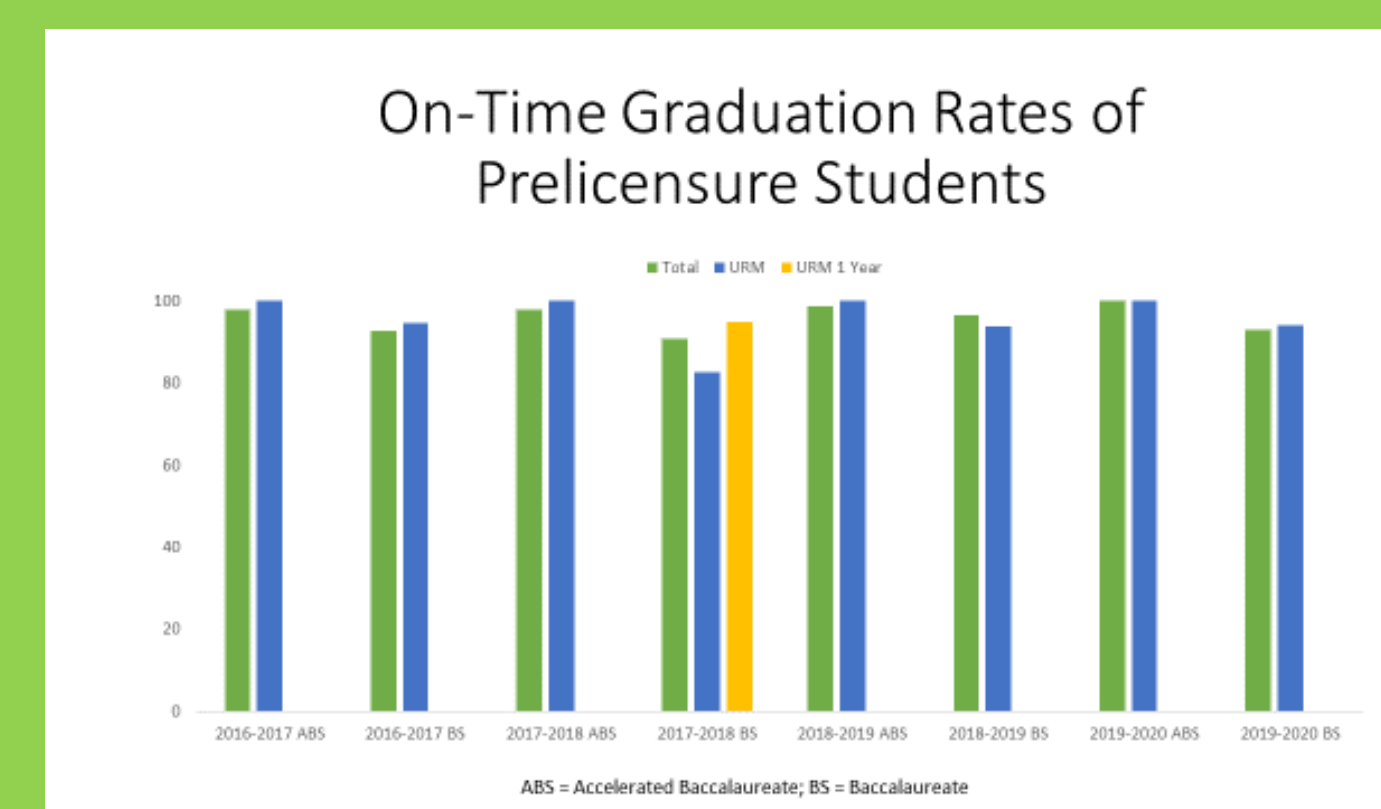
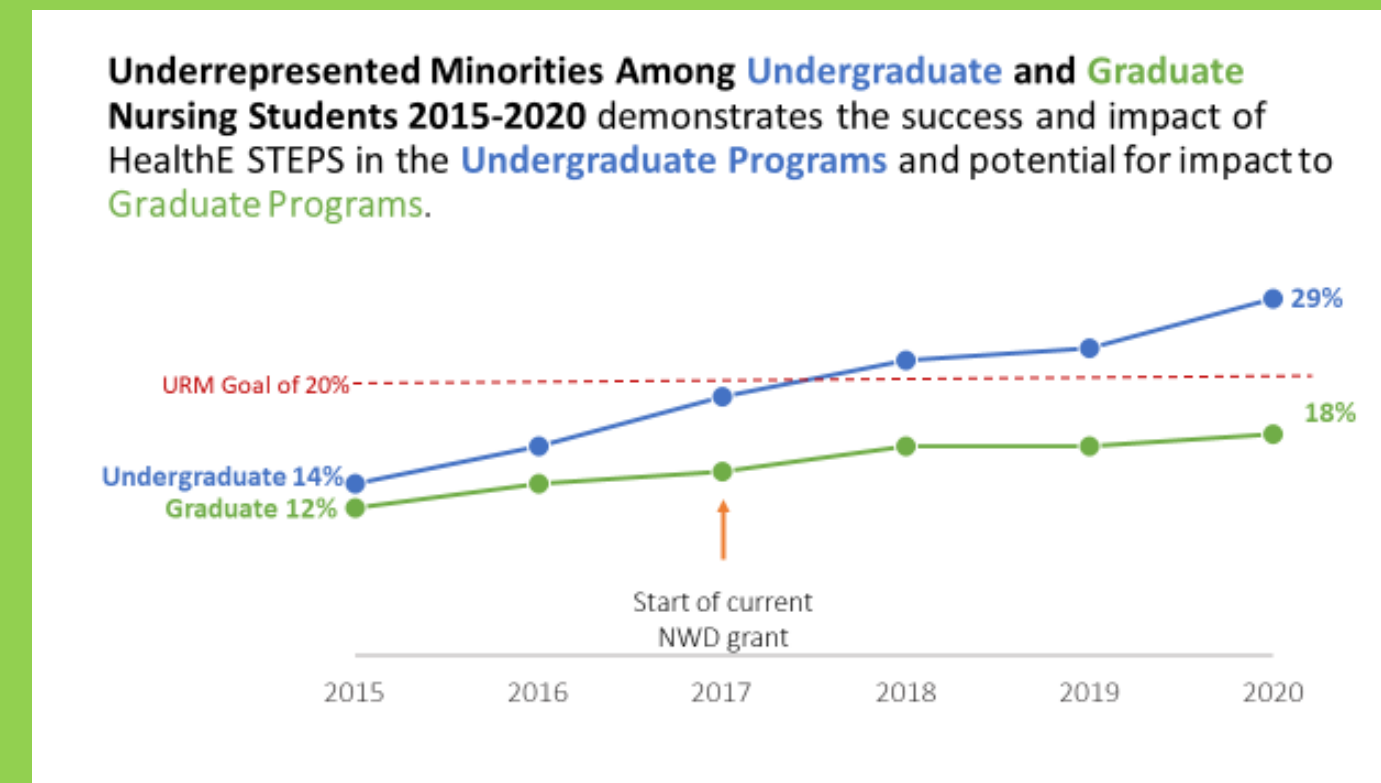


Methods

Four diversity coordinators provide case management for trainees to address identified academic and social barriers.



Results



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