

**AACN Technical Assistance Program
HRSA Nursing Workforce Diversity Grant
2025-2029**

AACN's [Diversity, Equity, and Inclusion \(DEI\)](#) team is committed to working with academic nursing leaders dedicated to fostering learning environments that promote belonging and inclusive excellence. The team leads transformative initiatives to ensure nursing education prepares all students to meet the healthcare needs of an increasingly diverse society and creates pathways for the nursing workforce to reflect the communities they serve. By shaping policies, practices, curricula, and institutional cultures, AACN plays a pivotal role in equipping future nurses to deliver compassionate, culturally intelligent, and equitable care to all populations through their extensive education, training, and consultation work. Our overarching goal is to advance health equity and improve outcomes for all, with a particular focus on underserved communities.

AACN Technical Assistance for Federal Grant Applicants

To assist individual nursing schools to achieve the goals and objectives of the Nursing Workforce Diversity (NWD) grant administered by the Health Resources and Services Administration (HRSA), AACN seeks to partner with your grant team. Please see the details of our NWD technical assistance program below. In addition, AACN will provide a letter of support for your NWD application. We will provide two technical assistance webinars in January and February 2025 to provide additional information on how we can collaborate with your grant team to achieve your objectives.

Components of AACN's Technical Assistance Program

Leading Across Multidimensional Perspectives (LAMPSM) Culture and Climate Survey

The LAMP survey was developed to assess the experiences of all students, faculty, and staff at nursing schools and identify practices that facilitate student success and a sense of belonging. The findings of the LAMP survey are delivered in a report that provides the unique culture and programmatic characteristics of individual schools of nursing. LAMP offers academic administrators a better understanding of how their learning environment influences student experiences and achievement, which can help drive institution-level decision-making and meaningful change.

The LAMP survey will be administered twice for each institution - either in grant years 1 and 3 or years 2 and 4 - to facilitate a cycle of evaluation, strategy implementation, and re-evaluation. The survey may be administered to up to two sites per institution, with an added cost for more than two sites.

Qualitative Analysis of a Sense of Belonging Focus Groups (Students and Faculty)

To build on the results of the LAMP survey and/or fully assess the sense of belonging at your institution, each NWD grantee will receive an in-person visit by an AACN staff member to conduct student and faculty focus groups. These focus groups will explore and compare students'

and faculty experiences, beliefs, attitudes, and/or perspectives related to belonging in nursing. The data collected will be analyzed by a qualitative expert with the findings reported back to each participating institution. The focus of the on-site discussion and the specific target groups will be determined by each school, ensuring that the insights are tailored to your unique needs and goals.

Regional Meetings

NWD grantees shall select 2-4 representatives to attend an in-person two-day regional meeting held during years two and four of the grant award. The regional meetings will be multifaceted but have a strong component related to the development of mentoring programs, faculty and student recruitment and retention strategies, and the development and sustainability of collaborative partnerships. Additional topics will be identified by the HRSA grantees through a survey.

Webinars on Exemplars of Mentorship Programs, Faculty and Student Recruitment and Retention, and Collaborative Partnerships (3 webinars per year)

AACN will annually offer three webinars exclusively to support the NWD grantee objectives, including mentorship program development, faculty and student recruitment and retention and development, and sustainability of collaborative partnerships. AACN will identify exemplars to present successes, challenges, and barriers to the grantees.

Annual Fireside Chats

AACN will offer eight 90-minute monthly interactive fireside chats annually that are designed to delve further into the development and implementation of evidence-based strategies that address the social determinants and structural factors that impede the admission and academic success of all students and the development collaborative partnerships of academic nursing to help students succeed.

High Level Consultation

Using the NWD grantees' action plan, AACN will provide an annual 3-hour virtual consultation to identify strategies which have been identified within the proposed grant goals and objectives and the evaluation of those strategies.

AACN's Access, Connection, and Engagement (ACE) Symposium

Each year, NWD grantee will receive one complimentary registration to attend the [Access, Connection, and Engagement Symposium](#), a premier national forum designed for academic nursing administrators, faculty, and staff. This event brings together leading experts dedicated to advancing access and connection in nursing education. Attendees will gain valuable insights and practical actionable strategies to help their institutions transitioning from awareness to action in preparing students to deliver high-quality healthcare to all in an ever-changing landscape. A special networking opportunity will be provided for all HRSA grantees attending the ACE Symposium.

HRSA Nursing Workforce Diversity Grantees' Summit

This gathering of HRSA Nursing Workforce Diversity grantees offers an opportunity for learning and networking where grantees can expand and exchange knowledge regarding implementing

evidence-based strategies to address factors that impede the academic success of students. Grantees and their academic nursing peers will share promising practices and offer skills and resources to advance the grantee schools' NWD goals and outcomes. The annual NWD Grantees' Summit will be held in-person as a pre-conference to the ACE Symposium.

Diversity Leadership Institute (DLI)

Each NWD grantee will be provided with one complimentary registration for the [Diversity Leadership Institute \(DLI\)](#). AACN's DLI is a five-month intensive learning opportunity that provides an overview of the current state of inclusive excellence in academic nursing and the role of leaders in nursing education and practice. Program facilitators frame inclusive excellence within the context of higher education and academic nursing while presenting high-involvement strategies and practices that can be deployed at schools of nursing or in practice settings. Attendees gain new knowledge and experiences designed to stimulate strategic thinking and elevate impact. Program content is designed to increase self-awareness while building skills and capacity to lead change and launch successful initiatives. The graduation will be held in-person as a pre-conference to the ACE Symposium.

AACN Diversity, Equity, and Inclusion Leadership Network (DEILN)

Each NWD grantee will receive one annual complimentary membership to the [AACN Diversity, Equity, and Inclusion Leadership Network \(DEILN\)](#), which includes access to the DEILN Community Discussion Forum and the opportunity to participate on a national DEI committee as needed to support various AACN projects. DEILN is dedicated to advancing inclusive excellence within the academic nursing community at the local, regional, and national levels. The network's efforts include sharing evidence-based promising practices, facilitating peer engagement, and offering multiple networking opportunities. DEILN's overarching goal is to align its initiatives with AACN's strategic objectives and broader goals of the nursing profession.

Technical Assistance Program Details

Cost of Technical Assistance Program

Cost of Technical Assistance for services provided by AACN is \$15,000 annually.

Adjustments to AACN's Technical Assistance Program

NWD grantees may request limited adjustments to the outlined technical assistance program to fit individual needs. For example, if the institution does not desire to implement the LAMP culture and climate survey, a request for workshops or other services may be made that will help support grant goals and objectives.

Contact

Questions about AACN's Technical Assistance Program or to request a letter of support for the NWD grant application, please contact Dr. Brigit Carter at (202) 463-6930, ext. 299 or via email at bcarter@aacnnursing.org.