

RADY FACULTY OF HEALTH SCIENCES

COLLEGE OF NURSING ANCI STRATEGY MAP 2019 - 2023



FIVE YEAR STRATEGIC AND OPERATIONAL PLAN



UNIVERSITY
OF MANITOBA

Rady Faculty of
Health Sciences

COLLEGE OF NURSING

ANCI STRATEGY MAP 2019 - 2023

STRATEGIC PRIORITIES AND INITIATIVES

<p>1.0 Increase recruitment, enrollment and completion of Indigenous students in the Bachelor of Nursing and Bachelor of Midwifery programs</p>	<p>1.1 Implement targeted marketing strategies 1.2 Engage with diverse groups of students and communities 1.3 Establish positive community ambassadors 1.4 Engage current ANCI students to speak at recruitment events</p>
<p>2.0 Enhance awareness and visibility of the ANCI and its achievements</p>	<p>2.1 Clarify and communicate the overall purpose of the ANCI 2.2 Improve branding inclusive of name change, reflective of purpose and strengths 2.3 Foster pride, positive image, sense of community, and visibility of ANCI with students 2.4 Create a communication and marketing plan for the ANCI 2.5 Produce a video promoting the ANCI</p>
<p>3.0 Create safe learning environments for Indigenous students within the College of Nursing</p>	<p>3.1 Establish well-designed and designated space for Indigenous students to study and dialogue with student colleagues 3.2 Support and ensure accountability for faculty, staff and learners to create and maintain a safe learning environment, including intervening when the learning environment is unsafe 3.3 Encourage students, faculty, and clinical education facilitators to complete the online cultural safety modules. 3.4 Implement a process for reporting concerns about racism, such as the "Speak Up" platform</p>
<p>4.0 Advance the Truth and Reconciliation Calls to Action #24</p>	<p>4.1 Enhance education of clinical education facilitators and faculty regarding Indigenization of curriculum and respecting Indigenous practices 4.2 Develop and implement a faculty development program ensuring all faculty have the knowledge and skills to foster a safe learning environment, free from racism 4.3 Enhance the integration of Indigenous health, practices and pedagogy, as well as spirituality in curriculum and clinical education 4.4 Expand the experiential learning opportunities relating to traditional knowledge and practices, such as the blanket exercise and smudging 4.5 Offer workshops for faculty regarding Indigenization of curriculum and cultural safety</p>
<p>5.0 Improve community engagement, connections and partnerships to augment ANCI services</p>	<p>5.1 Establish a formal mentorship program to support students, engaging Indigenous nurses and former graduates of our program 5.2 Advance community outreach, engaging stakeholders, Regional Health Authorities, corporate partners, schools and community agencies 5.3 Enhance collaboration with Ongomiiizwin and Migizzi Agamik 5.4 Establish linkages with Elders, community leaders and grandparents 5.5 Conduct an annual ANCI Strategic Planning session with participation from ANCI Advisory Council and Indigenous community members</p>



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STRATEGIC PRIORITIES AND INITIATIVES

6.0 Enhance the resources to support and advance the ANCI

6.1 Establish an Elder in Residence position

6.2 Increase the Indigenous Student Advisor to a full-time position

6.3 Increase the recruitment of Indigenous faculty

6.4 Establish an ANCI Advisory Council

6.5 Enhance scholarships and bursaries for ANCI students

6.6 Collaborate with Donor Relations to explore opportunities for fundraising

6.7 Consider establishing an Indigenous Nursing Scholar position

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STRATEGIC PRIORITIES

ANCI	RFHS Reconciliation Action Plan	College of Nursing
Increase recruitment, enrollment and completion of Indigenous students for the Bachelor of Nursing and Bachelor of Midwifery programs	Student Support, Mentorship and Retention Closing the Gap in Admissions	4.0 Honour and Integrate Indigenous Worldviews, Ways of Knowing, Knowledge and Practices about Health and Healing to Promote Cultural Safety
Enhance awareness and visibility of the ANCI and its achievements	Student Support, Mentorship and Retention Closing the Gap in Admissions	7.0 Enhance College Visibility and Identity
Create safe learning environments for Indigenous students within the College of Nursing	Honouring traditional knowledge systems and practices Safe learning environments and professionalism	4.0 Honour and Integrate Traditional Indigenous Worldviews, Ways of Knowing, Knowledge and Practices About Health and Healing to Promote Cultural Safety 6.0 Enhance the Teaching and Working Environment
Advance the Truth and Reconciliation Calls to Action #24	Honouring traditional knowledge systems and practices Safe learning environments and professionalism	4.0 Honour and Integrate Traditional Indigenous Worldviews, Ways of Knowing, Knowledge and Practices About Health and Healing to Promote Cultural Safety
Improve community engagement, connections and partnerships to augment program services	Education across the spectrum	8.0 Strengthen and Grow Partnerships
Enhance the resources to support and advance the ANCI	Student Support, Mentorship and Retention Education across the spectrum	6.0 Enhance the Teaching and Working Environment