



Strategic Plan 2019-2022

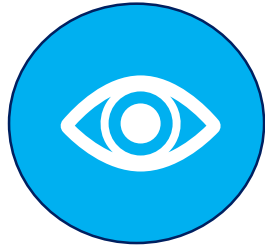
Nurses for Sexual and Reproductive Health

Our Call to Action

Sexual and reproductive health (SRH) is an integral component of overall health and well-being, yet millions in the US lack access to comprehensive healthcare that includes full-spectrum SRH, including abortion. This is especially true for communities who are low income, of color, LGBTQ, young, and/ or living in underserved areas. In order to provide comprehensive healthcare to ALL, nurses must:

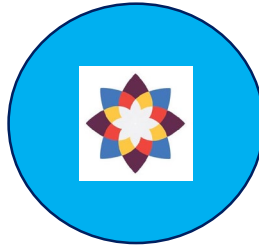
- Receive SRH education
- Understand how economic and socio-political factors impact patients' sexual and reproductive lives,
- Reflect the diversity of the communities they serve.

OUR VISION



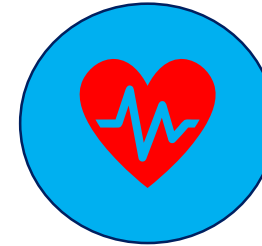
A world in which all people have access to just and dignified comprehensive healthcare.

OUR MISSION



To provide students, nurses and midwives with education and resources to become skilled care providers and social change agents in sexual and reproductive health and justice.

OUR IMPACT



Nurses, midwives, and the students of those professions are educated to both provide full-spectrum sexual and reproductive healthcare, and advocate for access to SRH for all.

Our Values

NSRH is committed to the following values:

Integrity: Our work is rooted in the trust of individuals, their communities, and the nurses and other healthcare providers who care for them. We honor and recognize the credibility and expertise of providers at all levels.

Culture: We support the role of culturally rooted and alternative/holistic models of care, particularly as practices essential to the well-being of diasporic and indigenous communities, and people of color.

Equity: Everyone has a fair opportunity to attain their full health potential regardless of race, class, citizenship status, ability, creed, age, religion, sexual identity/expression, or geography. Quality, accessible healthcare is a human right.

Intersectionality: Oppression is systemic and intersected, and our approach to healthcare is rooted in affirming the various identities and experiences of patients and providers. We collectively challenge racism, ageism, classism, homophobia, xenophobia, white supremacy, misogyny, sexism, and all oppressive structures and systems.

Pleasure: Pleasure is a form of care and a radical act in the fight for sexual and reproductive freedom and justice. We believe in centering consensual sex as a form of pleasure.

Our Values Continued

Power: Nursing and social justice are inherently linked. Therefore, it is the role of nurses and other healthcare providers to challenge power structures and systems that inhibit the health and wellness of their communities. This includes transforming relationships of power inter-professionally and between providers and patients.

Safety: Criminalization and policing of women, people of color, and LGBTQ+ people in ways that interfere with and obstruct bodily autonomy, humanity, and life is inhumane and a threat to our communities. We support healthcare provision free from the obstruction of law enforcement.

Science: Patients and their providers should be empowered with evidence-based, comprehensive sexual and reproductive health education and information.

Trust: Patients should be trusted to know what is best for their body and their family and are deserving of access to the services and care that support those choices.

Wellness: The spectrum of sexual and reproductive health care does not center on the events of conception and pregnancy alone or limited to interactions with a healthcare provider. We believe in compassionate care that supports the whole person, mentally and physically, throughout their lifespan.

Crafting an RJ Lens

We recognize the critical role of Reproductive Justice (RJ) in achieving our vision for a world in which all people have access to just and dignified comprehensive healthcare. In order to achieve that vision we cannot ignore the ways that white supremacy, patriarchy, heterosexism, classism, ableism, ageism and sexism have shaped the policies and practices that inform the kinds of care available, who receives care, who provides care and how care is received. To that end, we are committed to learning from and partnering with RJ organizations who have been at the forefront of this important work to ensure that our work is in alignment with the principles and practices of the RJ movement.

Our Target Audience

NSRH aims to support and serve all nursing professionals and nursing students. Our scope includes LPN/LVNs, RNs, APRNs (including clinical nurse specialists, certified nurse-midwives, nurse anesthetists, and nurse practitioners), and nursing faculty and students.



Our student-facing programs serve: Nursing students (RN, APRN, LPN, and Midwifery, and MSN programs).



Our professional facing programs serve: Nurses (RNs, LPNs, APRNs, Midwives, NPs, CNSs).



Our Approach



NSRH will serve as a “Home” for nurses, midwives, and students of those professions interested in providing and/or supporting full-spectrum SRH care, including abortion, throughout the trajectory of their careers, through our 3-pronged strategy:

1. SRH Education
2. Professional Development
3. Advocacy

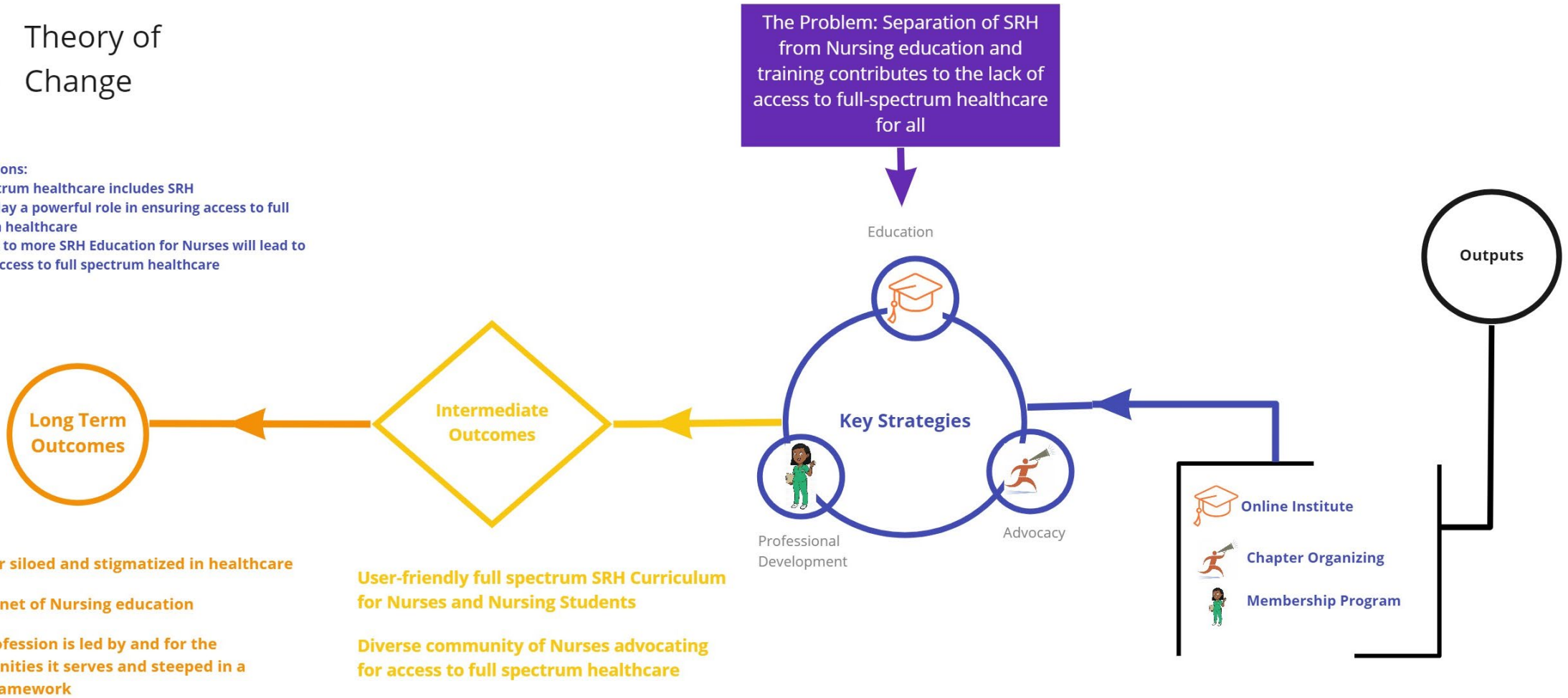
In order to create a home for Nurses, NSRH is transitioning to a structured membership model. This will allow us to expand our services beyond our Nursing School Chapters. Our student chapter members will continue to access NSRH services through our Chapter Organizing Program. In addition, nurses, allied professionals, allied organizations, and students who do not have a chapter at their school will now be able to join NSRH and gain access to our programming and services.



Theory of Change

Key Assumptions:

- Full spectrum healthcare includes SRH
- Nurses play a powerful role in ensuring access to full spectrum healthcare
- Exposure to more SRH Education for Nurses will lead to greater access to full spectrum healthcare



SRH is no longer siloed and stigmatized in healthcare

SRH is a core tenet of Nursing education

The nursing profession is led by and for the diverse communities it serves and steeped in a social justice framework

User-friendly full spectrum SRH Curriculum for Nurses and Nursing Students

Diverse community of Nurses advocating for access to full spectrum healthcare



OUR IMPACT

Greater access to full spectrum healthcare for ALL



Key
Strategies

Education



Through our **Education Program**, NSRH provides evidence-based SRH content, tools, and support for current and future generations of nurses. NSRH will pilot 2 primary activities in this area:

- **Online Institute-** A user-centric digital learning portal for SRH curriculum.
- **NSRH Rotations-** In person convenings and events that bring together nursing students, nurses, midwives, and other SRH practitioners and advocates to network, strategize, and re-energize in order to create a well-trained and empowered network of nurse advocates for SRH.

Online Institute

Program Goals:

Curated Curriculum

NSRH branded, user-centric SRH curriculum for nurses throughout career trajectory.

Increase SRH Proficiency

Disseminate curriculum and training resources that increase user knowledge and proficiency in SRH.

Facilitate User Interaction

Use multi-media tools (webinars, podcasts, etc..) to increase user engagement and facilitate online interaction among members.

Facilitate SRH Integration

Aid institutional adoption of NSRH content through user focused engagement and support.

Metrics

- Successful completion of modules by at least 20% of users.
- Educational modules are eligible for CEUs.
- Modules are used and endorsed by local, regional and national nursing organizations.

NSRH Rotations

Program Goals:

Strengthen Networks

Events and activities that help participants to broaden their SRH networks.

Foster Connections

Community building events and activities that provide opportunities for participants to connect with others in the sector.

Deepen Learning

Events and activities provide opportunities to deepen knowledge and proficiency in SRH provision.

Re-energize Base

Facilitate opportunities for participants to network, strategize, and re-energize in order to create an empowered network of nurse advocates for SRH.

Metrics

- Host at least 3 events/ activities for nursing students annually.
- Host at least 3 events/ activities for nurses and midwives annually.
- Majority of event attendees report learning skills and building networks that increase their capacity to provide and advocate for SRH and justice.

Advocacy



Through our **Advocacy Program**, we will provide workshops, tools and online resources that build capacity among our members to serve as advocates for SRH and justice. We will pilot 2 primary activities in this area:

- **Chapter Organizing-** An organized, nationwide community of nursing schools, students and educators elevating nursing education by advancing sexual and reproductive health, rights, and justice.
- **Advocacy Toolkit-** Online tools and resources to support SRH advocacy.

Nurses Rising Network

Program Goals:

Grow Chapter Network

Grow a diverse Chapter network across the United States.

Educate Nursing Students

Educate nursing students in comprehensive SRH, RR and RJ.

Integrate SRH

Provide chapters with resources and support they need to advocate for the integration of SRH into their Nursing school curriculum.

Foster Leadership

Foster leadership development among nursing students seeking to work in SRH.

Metrics

- Grow Chapter Network to 40 states by 2022 with a special emphasis on:
 - Increasing amount of chapters in the South Atlantic, West South Central, and East South-Central States.
 - Adding chapters that focus on serving students in ADN and LPN programs.
- Increase Chapter retention by 5% a year.
- First cohort of 5-15 NSRH Fellows by 2021.
- Increase chapter network diversity by 30% by 2022. While we are committed to achieving geographic, gender, and licensure diversity, this specific metric is in reference to racial and ethnic diversity.

Advocacy Toolkit

Program Goals:

Facilitate Action

Provide tips and guides that teach members how to organize their own campaigns/ political actions.

Amplify Nurse Voices

Educate members in best practices for engaging with media, sharing their views via social media, and navigating opposition.

Foster Leadership

Keep members apprised of critical policy issues in the sector and provide education on lobbying.

Metrics

- Members report an increase in the number campaigns/actions organized and/or led.
- Members report increased confidence engaging the media and navigating opposition.
- Members report an increase in lobbying activities.
- Members report greater participation in interprofessional coalitions.

Professional Development



Through our **Professional Development Program**, we will provide access to continuing education opportunities as well as career guidance and professional support. We will pilot 1 primary activity in this area:

- **NSRH Membership Program-** Provides nurses, midwives, and students of those professions with access to curated professional development experiences and opportunities within SRH/RR/RJ, access to online learning modules and advocacy tools, and access to a community of other Nurses to network and share resources.

Professional Development

Program Goals:

Build Professional Network

Build a diverse, collaborative, and multidisciplinary professional network for nurses and SRH advocates.

Continuing Education

Develop a robust collection of continuing education online modules for members.

Deepen Education

Revamp our clinical externship program in order to provide nurses with real world educational opportunities.

Cultivate Leaders

Highlight career pipelines for nurse professionals and create opportunities for nurses to cultivate leadership skills.

Metrics

- Membership annual growth rate of 25%
- 600 paying members by 2021
- Membership retention rate of 60% annually
- 35% of members identifying as POC
- Conversion rate of student members to paid professional memberships, 25% annually
- 35% of faculty membership based in minority-serving institutions by 2021