Background

Social change is an active, long term process that begins with insight and is realized through skills that can be taught and developed in a nursing program and carried forward in one’s career and as a citizen of society.

The Social Change Model (SCM) can provide a framework for a lifelong developmental process of leadership identity that is congruent with nursing’s social policy agenda. The SCM asserts that leadership:

- is a collaborative, service-oriented, values-based process that is about effecting change on behalf of society
- includes people in positional and non-positional roles
- is a process rather than a position
- promotes equity, social justice, self-knowledge, service and collaboration

The Social Change Model

High Impact Practices for Development of Socially Responsible Leaders: Keys to Inclusive Leadership in Nursing

Sociocultural conversations

- Small groups with alumni
- Blogposts about experiences
- Membership on Diversity Advisory Board and in cultural organizations
- Subgroup meetings & faculty panels

Mentoring relationships

- Required activities with assigned faculty mentor
- Developmental mentoring experiences
- Mentorship from professional leaders at conferences

Community service

- Local health fairs
- Service immersion
- Nontraditional clinical placements
- CSON freshman seminar leader

Membership in off-campus organizations

- Student Nurses’ Association
- National Black Nurses Association
- National Association of Hispanic Nurses
- Institute for Healthcare Improvement

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