



# EDUCATING NURSES AS LEADERS WHO PROMOTE HEALTH EQUITY THROUGH SOCIAL CHANGE



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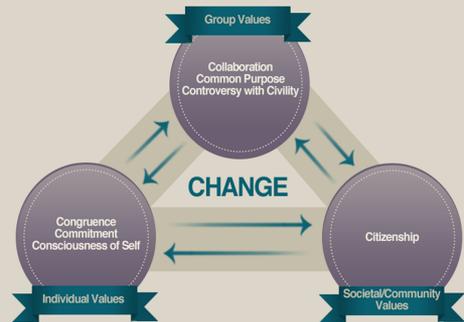
## BACKGROUND

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



www.josieahquist.com

Source: Higher Education Research Institute. (1996). A social change model of leadership development: Guidebook version III. College Park, MD: National Clearinghouse for Leadership Programs.

Nurse educators are in a prime position to cultivate leadership for social change through intentional student programs that recognize the developmental nature and need for inclusivity in student formation.

## 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

Acknowledgements: The project is supported by the Price Family Foundation and Boston College