

# Proposal Application



## National Commission to Address Racism in Nursing Funding Opportunity

The National Commission to Address Racism in Nursing and the team at American Nurses Association (ANA) invites you to consider submitting a proposal for the Commission's funding opportunity. This RFP is designed to solicit proposals new or ongoing programs and interventions that work to eliminate racism in nursing.

The Commission defines racism as:

*Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently cause moral suffering and physical harm of individuals and perpetuate systemic injustices and inequities. (National Commission to Address Racism in Nursing, 2021)*

The Commission is now accepting proposals for evidence-based programs and interventions aimed at dismantling racism in nursing via one of the following pathways:

- **Diversity, Belonging & Inclusion Initiatives**  
Under this pathway, proposals will engage in work that helps to build and/or advance diversity, belonging and inclusion efforts in the nursing workforce and pipeline. Proposal ideas may include a diversity in nursing leadership programs, student nurse recruiting program, or direct care nursing leadership recruitment and retention programs. The focus can include direct care nurses, advance practice nurses, and nurse leaders in academia and practice.
- **Anti-racism Education, Immersion & Training**  
Under this pathway, proposals should target specific education and training with measurable outcomes beyond learning objectives. Target population must be specific to nurses who are in the practice or academic setting. Outcomes and interventions must target structural changes and improvement to institutional policies, practices, and processes.
- **Patient & Family Outcomes**  
Under this pathway, proposals should focus on specific chronic disease management to address patient outcomes related to disparities and access to care. Projects can focus on all aspects of the patient and family experience in the healthcare environment with baseline measurements and post-implementation evaluations for improvement.
- **B.I.G. Ideas (Belonging, Innovation, and Growth)**  
Under this pathway, proposals should include broad, bold, and innovative approaches to advance anti-racism in nursing and care settings. Projects can include novel ideas and approaches to improve nursing and patient specific outcomes in health care.

*(Continued on next page)*

The Commission encourages proposal submissions from academic institutions, healthcare organizations, schools of nursing, hospitals, professional nursing organizations, ambulatory and outpatient care settings. The Commission is not able to consider proposals from individuals, consultants, or contractors.

Questions? Please contact: [CommissionOnRacism@ana.org](mailto:CommissionOnRacism@ana.org)

# Proposal Application



*Projects must include a quality improvement plan with some of the following methods:*

- PDSA
    - The Plan-Do-Study-Act (PDSA) method is a way to test a change that is implemented. Going through the prescribed four steps guides the thinking process into breaking down the task into steps and then evaluating the outcome, improving on it, and testing again. (<https://www.ihl.org/resources/Pages/Tools/PlanDoStudyActWorksheet.aspx>)
  - Donabedian Structure Process Outcomes
    - Three components approach for evaluating the quality of care underpins measurement for improvement. The three components are structure, process and outcomes. Measurement for improvement has an additional component – balancing measures. (<https://www.ihl.org/resources/Pages/HowtoImprove/ScienceofImprovementEstablishingMeasures.aspx>)
  - DMAIC model
    - DMAIC is a data-driven problem-solving technique designed to identify and address inefficiencies in a process, which improves its outcomes and makes these improvements more predictable. The acronym stands for the five phases — Define, Measure, Analyze, Improve, and Control. (<https://www.theleansixsigmacompany.co.uk/dmaic-model/>)
  - Design Thinking
    - Design thinking is an extension of innovation that allows you to design solutions for end users with a single problem statement in mind. It not only imparts valuable skills but can help advance your career. It's also a collaborative endeavor that can only be mastered through practice with peers. The five stages of design thinking include:
      - Empathize: research your users' needs
      - Define: state your users' needs and problems
      - Ideate: challenge assumptions and create ideas
      - Prototype: start to create solutions
      - Test: try your solutions out.
- ([https://www.cdc.gov/pcd/issues/2018/18\\_0128.htm](https://www.cdc.gov/pcd/issues/2018/18_0128.htm))

#### *Q&A Info Sessions:*

Friday November 3, 2023 11am-12pm ET [Register Here](#)  
Thursday, November 16, 2023 4pm-5pm ET [Register Here](#)

#### *Timeline:*

Launch: January 2024  
Accepting Applications: October 24, 2023- December 1, 2023  
Review of Applications: December 1 - 14, 2023  
Announcement of Award: December 21, 2023

The Commission encourages proposal submissions from academic institutions, healthcare organizations, schools of nursing, hospitals, professional nursing organizations, ambulatory and outpatient care settings. The Commission is not able to consider proposals from individuals, consultants, or contractors.

Questions? Please contact: [CommissionOnRacism@ana.org](mailto:CommissionOnRacism@ana.org)

# Proposal Application



## National Commission to Address Racism in Nursing Funding Opportunity

To submit your application please download the PDF form to your local hard drive, complete the form electronically and use the “Save As” button at the bottom of this document to save a copy to your device when all responses are complete. Then, be sure to click the “Submit” button at the bottom of this document and attach your saved PDF file when prompted to do so.

Please complete this form in its entirety, and refer to the sample proposal available for download on the webpage for guidance and examples.

Questions? Please contact: [CommissionOnRacism@ana.org](mailto:CommissionOnRacism@ana.org)

### SECTION 1: CONTACT INFORMATION (REQUIRED)

Name of Organization

Organization Address

First Name

Last Name

Email Address

Phone No.

## SECTION 2: PATHWAYS

Please select the intended pathway below:

Proposed  
Activity or  
Activities

Output or  
Deliverables  
and  
Timeframe\*:  
(Initiation,  
duration,  
and/or  
completion  
dates)

Key  
Performance  
Indicator or  
Metrics of  
Success

### SECTION 3: BUDGET REQUEST

Requested funds can be divided among the categories below as applicant sees fit. Each line item is an optional suggestion, not a requirement. Refer to sample proposal available on website for budget narrative description examples.

Item	Requested Amount	Short Description / Budget Narrative
Salary		

Item	Requested Amount	Short Description / Budget Narrative
Fringe Benefits		

Item	Requested Amount	Short Description / Budget Narrative
Supplies		

Item	Requested Amount	Short Description / Budget Narrative
Other		

Item	Requested Amount	Short Description / Budget Narrative
Travel		

Item	Requested Amount	Short Description / Budget Narrative
Indirect Costs		

Total Requested Amount

Please save the form before submitting.

**Questions? Please contact:**  
**[CommissionOnRacism@ana.org](mailto:CommissionOnRacism@ana.org)**