

Appendix IV: Summary of Included Sources

Source Author, Year	Source Title	Source Country/ Jurisdiction	Source Type	Source Focus	Initiative Status	Source/ Initiative Information	Initiative Population/ Participant Description	Initiative Evaluated?	Led by Black Nurses?
Salvucci & Lawless, 2016	Nursing Faculty Diversity: Barriers and Perceptions on Recruitment, Hiring and Retention	United States	Research	Education	Proposed	Survey to investigate barriers to recruitment, hiring, and retention of African American and Hispanic/Latina(o) nurses	Black; African American	No	N/A
Godfrey, 2005	African American Nursing Faculty: Where Are They?	United States	Research Literature Review	Education	Implemented	University recruitment efforts: mentorship, advertising in journals, and scholarships and grants continuing higher education. Retention strategies: education and research training to support nurses in their PhD.	African American	No	No
Julion et al., 2019	A group think-tank as a discourse coalition to promote minority nursing faculty retention	United States	Program Review	Education	Implemented	Opportunities to present information about their research, obtain feedback and collaborate with peers and mentors, opportunity to reflect on challenges, accomplishments, and opportunities.	African American	Yes	No
Loyd & Murray, 2021	Raising awareness: African	Midwest Metropolitan	Research	Education	Proposed	Committees require training around bias to better understand the	African American	No	No

	American faculty perceptions of the interview process	Area, United States				challenges experienced by African American nursing faculty.			
McWhirter et al., 2003	Diversity in Graduate Nursing Education: An Experience in Collaboration	Florida, United States	Program Review	Education	Implemented	Recruit alumni into the advanced practice nursing graduate program.	African American	Yes	No
Houldin et al., 2002	Graduate Education in Oncology Nursing for Minorities	Pennsylvania, United States	Research	Education	Implemented	Funding from the National Cancer Institute provided students with tuition support and annual stipends. Students matched with role models through the recruitment of lecturers and clinical preceptors.	African American	Yes	No
Mingo, 2008	Barriers and Facilitators Affecting African Americans Continuation into Graduate Programs in Nursing	Midwestern, United States	Research	Education	Proposed	Barriers to graduate nursing education: family responsibility, cost, time commitment, work responsibilities, interest. Facilitators for graduate nursing education: financial assistance, interest, family and peer support and online education.	African American	No	No
Phillips et al., 2022	Pursuing a doctorate in nursing:	Midwest College of	Commentary	Education	Implemented	Bi-annual group meetings to identify issues of interest for minority students and	African American	No	Yes

	Implications for underrepresented minority nurses	Nursing, United States				share experiences navigating the PhD. Resource to assist students and guide decision making regarding PhD.			
Eastmond-Robinson, 1999	A Study of Black Nursing Faculty: Factors that Influenced Completion of Graduate Level Degrees	United States	Research Dissertation	Education	Proposed	Factors that improve retention and recruitment of minority nurses into graduate education: financial assistance, mentorship and Black student networks.	African American	No	No
Fox & Broome, 2001	Mentoring: A Supporting Act for African American Students and Faculty	United States	Commentary	Education	Proposed	Mentorship described as a role model, friend and support system for passage into the workforce and bypassing obstacles impeding success.	African American	No	No
(Cooper Brathwaite et al., 2022a)	Black nurses in action: A social movement to end racism and discrimination	Ontario, Canada	Commentary	Health System	Implemented	The Black Nurses Task Force moderates a webinar series on mentorship and support for Black nurses.	Black	No	Yes
Waite et al., 2023	Promoting health equity with HBCUs: Breaking away from structural racism	United States	Commentary Position Paper	Health System	Proposed	Equity in funding HBCUs through incentivizing donations and increasing the limit for out-of-state enrollment. Sustainable partnerships for HBCUs to create more opportunities for students, with foundations that supply scholarships, with	Black; African American	No	No

						<p>research intensive nursing schools to promote grant writing, and with practice sites. Value propositions and incentives to foster collaborations, including hosting workshops and providing adjunct faculty status.</p> <p>Create programs to support racially diverse leaders. This includes securing grants to promote leadership opportunities, training, and establishing goals and evaluations.</p>			
Dill & Duffy, 2022	Structural Racism and Black Women's Employment in the US Health Care Sector	United States	Research	Health System	Proposed	<p>Policy to increase wages of healthcare workers. Building career ladders by creating opportunities for career mobility and progression in healthcare and higher education. Addressing racist and sexist beliefs and stereotypes via training programs for health leaders and managers. Creating equity and inclusion plans for health organizations.</p>	Black	No	No
Andrews, 2003	Lessons From the Past: Confronting Past	United States	Commentary	Health System	Proposed	<p>Increasing minority faculty and providing funding that focuses on increasing diversity in nursing.</p>	Black; African American; Ethnic or	No	No

	Discriminatory Practices to Alleviate the Nursing Shortage Through Increased Professional Diversity					Educate all nurses on providing culturally competent care and establishing cultural competency standards in education and the workplace. Resources and funding for the recruitment and retention of ethnic nurses.	racial minority		
Canadian Black Nurses Alliance, 2023	Our story: Canadian Black Nurses Alliance	Canada	Webpage Grey Literature	Health System	Implemented	Aims to advance Canadian Black nurses through empowerment, mentorship, and advocacy.	Black	No	Yes
Canadian Nurses Association, 2021	Pre-Budget Consultation in Advance of the 2022 Federal Budget: Submission to the House of Commons Standing Committee on Finance by the Canadian Nurses Association	Canada	Policy Grey Literature	Health System	Proposed	Equity and Diversity in Nursing Fund: posed an initiative to offer annual scholarships to 6,200 Black and Indigenous people who wish to pursue or advance their careers in nursing.	Black	No	No
Cortis & Rinomhota, 1996	The Future of Ethnic Minority Nurses in the NHS	United Kingdom	Commentary	Health System	Proposed	Work within the system to promote EDI.	Black; Ethnic or racial minority	No	No

Fryer, 2009	African American Nurses: A Phenomenological Study of Why African American Nurses Stay in the Profession	Michigan, United States	Research Dissertation	Health System	Proposed	Encourage continued education and provide educational opportunities, recruitment and retention committee members organize events to acknowledge and celebrate cultural differences.	African American	No	No
Pan-Canadian Association of Nurses of African Descent, 2023	Stronger Together! Pan-Canadian Association of Nurses of African Descent	Canada	Webpage Grey Literature	Health System	Implemented	An organization for Canadian nurses of African descent.	African Descent	No	Yes
Vukic et al., 2016	Increasing the representation of the Black population in the health professions in Canada	Canada	Commentary	Health System	Proposed	Describes ways to increase the representation of Black nurses in the workforce.	Black	No	No
Collins, 2004	Career Mobility Among Immigrant Registered Nurses in Canada: Experiences of Caribbean Women	Toronto, Ontario, Canada	Research Dissertation	Leadership	Proposed	Addressing anti-racism in nursing education programs, as well as through policy and workplace actions.	Caribbean	No	No

Georges, 2004	African American Nurse Leadership: Pathways and Opportunities	United States	Commentary	Leadership	Proposed	Training for the development of African American nurse leaders. Host a planning meeting to discuss strategic goals, plan programs, and match members to programs.	African American	No	Yes
Sheppard, 2006	Influencing the Retention Choices of African American Registered Nurses: A Phenomenological Study of Leadership	United States	Research Dissertation	Leadership	Proposed	Leadership and organizational culture that potentially influenced the retention of African American nurses.	African American	No	No
Hall, 2011	Leadership development and the retention and promotion of racial and ethnic minority nurses	Southern Piedmont geographical area of North Carolina, United States	Research Dissertation	Leadership	Proposed	Organizational leadership and mentoring program to promote retention and promotion: would include diversity classes, diversity across levels including leadership, advancement opportunities, transparency, support from upper management to promote leadership development.	African American	No	No
Paraway, 2017	A Phenomenological Inquiry on Barriers	Maryland, United States	Research Dissertation	Leadership	Proposed	African-American registered nurses' lived experience of barriers	African American	No	No

	Experienced by African-American Nurses Denied Leadership Positions					encountered in seeking leadership positions.			
Wesley & Doyal, 2009	Nurses of African Descent and Career Advancement	New York, United States	Research	Leadership	Implemented	Six-month program for nurse managers to improve leadership skills and advance to senior leadership positions.	Black; African Descent	Yes	Yes
McNeal & Walker, 2006	Enhancing success in advanced practice nursing: A grant-funded project	New Jersey, United States	Research	Leadership	Implemented	A program that provides supports and opportunities to Hispanic, African American, and Asian nurses in a Master of Science in Nursing program.	African American	Yes	No
Jefferies et al., 2018	Black Nurse Leaders in the Canadian Healthcare System	Canada	Commentary	Leadership	Implemented	Guidance in navigating the undergraduate and graduate programs, exposure to research, opportunities for community engagement, safe space to share and discuss experiences as a Black student nurse.	Black	No	Yes
Banister et al., 2020	African American Nurses' Perspectives on a Leadership	Northeast United States	Research	Leadership	Implemented	The Clinical Leadership Collaborative for Diversity in Nursing provided participants with four semesters of full tuition, academic tutoring,	African American	Yes	No

	Development Program					mentoring, and preferential clinical placement support.			
Coalition of African Caribbean and Black Nurses in British Columbia, 2021	About: Coalition of African, Caribbean and Black Nurses in British Columbia	British Columbia, Canada	Webpage Grey Literature	Leadership	Proposed	Aims to inspire African, Caribbean and Black nurses to advocate for equity, and address racism and discrimination within healthcare systems.	Black; African	No	Yes
Jefferies, 2018	A Personal Leadership Development Plan for Black Undergraduate and Graduate Nursing Students	Canada	Commentary	Leadership	Proposed	Leadership development plan for Black graduate nursing students	Black	No	No
Hill et al., 2005	The Role of Mentoring in Developing African American Nurse Leaders	United States	Research	Leadership	Proposed	Mentorship: Provide support, guidance and professional opportunities to mentees (faculty members, baccalaureate and graduate students).	African American	No	No
Ontario Black Nurses' Network, 2023	Black Nurses Leadership Institute Summer 2022 Program Summary	Canada	Program Review/ Report Grey Literature	Leadership	Implemented	Provides programs that help develop minority leaders in the healthcare field.	Black	Yes	Yes

Smith, 2007	Project LEAD	Historically Black Colleges/ Universities, United States	Commentary	Leadership	Implemented	Addresses the need for high-quality leadership development programs for deans and directors of HBCUs, and to address the needs of deans and directors of HBCUs committed to increasing representation.	Black; African American	No	Yes
Woods, 2006	Leadership Skills for Minority Nurses	New York City, United States	Commentary	Leadership	Implemented	Six-month program where each fellow is assigned a mentor and advisor. The fellows meet monthly, participate in a monthly conference call and work on individual leadership development projects.	Black; African American	No	Yes
(Cooper Brathwaite et al., 2022b)	Tackling discrimination and systemic racism in academic and workplace settings	Ontario, Canada	Research	Leadership	Proposed	Raising awareness and acknowledging systemic racism, mandatory training in cultural safety, mentorship, financial resources, changing hiring practices and establishing DEI committees.	Black	No	No
Registered Nurses' Association of Ontario, 2022	Black Nurses Task Force Report: Acknowledging , Addressing and Tackling Anti-Black Racism and	Ontario, Canada	Report Grey Literature	Leadership	Proposed	Education: enhance learning and awareness among nurses and the broader public on anti-Black racism and discrimination in nursing. Research: conduct research to uncover the experiences	Black	No	Yes

	Discrimination Within the Nursing Profession					of Black nurses in Ontario and identify enablers and barriers in nursing. Advocacy: advocate for strategies to address anti-Black racism in the health system. Partnership: with allies stakeholders across the province.			
Dalhousie School of Nursing, n.d.	Community of Black Students in Nursing	Nova Scotia, Canada	Webpage Grey Literature	Leadership	Implemented	Peer mentoring group focused on nursing education and practices and incorporates Africentric values and activities to their programs.	Black; African Descent	No	Yes