



- 1 | Where the NSCN represents NPs, RNs and LPNs, is there a policy that would guarantee that there is a position on the Board of Directors reserved for at least one nurse practitioner to ensure their voice is heard?

The motion about NP representation on the NSCN Board will be brought forward to the upcoming December Board meeting. The decision will be shared openly with all stakeholders.

- 2 | I am glad to see the focus on diversity & culture. Will this include more diverse members on the board, committees, etc.

Yes. The current NSCN Board is comprised of Board members of each of the legacy Colleges and was structured this way for continuity to support the successful transition to the new NSCN. Upon creation of NSCN, the Board identified diversity, inclusion and cultural competence as key priorities and included them in NSCN's first strategic plan. This is part of an ongoing commitment to continue to prioritize this work to effect positive change reflective of all stakeholders. Among other plans, diversity, inclusion and cultural competence will be incorporated into NSCN's recruitment plans for Board members and staff.

- 3 | Does the college require that nursing schools are having more diversity for our future nurses?

As part of our education review program, we look for evidence within the nursing school's specific policies and processes related to inclusion and diversity. This is specific to admission standards and processes, accommodation of learners, and hiring and integration of faculty and staff.

- 4 | Has any progress been made regarding analytics and when can we expect to hear a report on this?

As a new organization, we spent our first six months of operations building a solid foundation that will successfully enable us to serve the public of Nova Scotia long into the future. Our three-year strategic plan defines our vision for the future, which you can learn more about in our [2019 Annual Report](#). It outlines who we are and it guides us in our mandate of protecting the public of Nova Scotia by prioritizing the work we do to ensure nurses provide safe, competent, compassionate and ethical care to the public. The work to develop metrics and key performance indicators is currently in development. Ensuring we have the appropriate measures to define the success of NSCN is a key component

