

Nursing Students of Color (NSC)

This organization and its members shall not discriminate against any individual(s) for reasons of age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation, or veteran status.

Mission Statement:

The mission of Nursing Students of Color (NSC) is to provide guidance to the underrepresented, pre-nursing & nursing students of color (including people of African, Latino/Hispanic, Native American, and/or Asian/Pacific Island descent) at the Ohio State University. We appraise the diversity and individuality that each member brings while striving to accomplish our shared mission and goals. We aspire to establish an environment in which we can thrive and advance due to our similarities as well as our differences.

Through our unity and the dedicated involvement of our allies, NSC is focused on igniting action and awareness at The Ohio State University College of Nursing regarding the issues faced by both undergraduate and graduate students of underrepresented ethnic groups whom are focused on a career in nursing.

Values:

Nursing Students of Color (NSC) was founded by Christaya Fears to support the diversity and inclusion of the Ohio State University College of Nursing through a collaborative sense of cultural awareness, professional and social development, and academic growth. The vision of NSC is to support the underrepresented ethnic groups in the College of Nursing through development, mentoring, and opportunities for equality & engagement.

The goals of NSC are to advocate for, promote, and mentor students of color who are pursuing a career in nursing. NSC will aid in the navigation of diversity and inclusion at the College of Nursing.

Statement of Purpose:

Nursing Students of Color (NSC) serves as a support network that is committed to developing a safe space for the underrepresented students of color at The Ohio State University College of Nursing.

NSC will assist in and provide input for the growth of diversity and inclusion at the College of Nursing while working with internal organizations, like the College of Nursing Diversity Committee and the Office of Diversity, Equity, and Inclusion. NSC will provide support and serve as a resource while the Ohio State College of Nursing continues striving to uphold an engaging and diverse environment.

Goals:

Nursing Students of Color (NSC) focuses on equality, the promotion of students of color pursuing nursing, professional and academic development, service, and mentorship. NSC will

develop a plan that will encompass activities focused on: increasing cultural competency, personal and professional development, academic opportunities, mentoring, and networking.

- o NSC will support the underrepresented students in the Ohio State University College of Nursing...
 - By proactively advocating for and advancing the students of color in nursing.
 - By mentoring and advising pre-nursing students of color.
 - By striving to position the underrepresented students of color as assets within the College of Nursing and Ohio State community.
 - By facilitating dialogue discussions with faculty to increase awareness and emphasize the importance of diversity and equality.
 - By connecting all underrepresented students across the College of Nursing and Ohio State.
 - By providing and identifying important and meaningful events and opportunities for students of color in nursing geared toward career development, leadership, and success.
 - By recognizing the achievement made by students of color in nursing.
 - By offering a space for the gathering and sharing of information collectively regarding career advancement for underrepresented students whom are pursuing a career in nursing.
 - By collaborating with other internal organizations within the Ohio State University College of Nursing, with other organizations outside of the College of Nursing at the Ohio State University, and other external organizations.
 - By improving all aspects of diversity in the College of Nursing through communication with the Diversity Committee and the Office of Diversity, Equity, and Inclusion.
 - By supporting and encouraging the Ohio State University College of Nursing's efforts to provide substantial career and professional development opportunities for people of color.

Membership

Qualifications

Voting membership for Nursing Students of Color (NSC) is limited to currently enrolled undergraduate and graduate Ohio State students. NSC is a student initiated, student lead, and student run organization. The executive board may use their discretion to make an exception for non-student members, such as faculty, alumni, etc., whom may act as non-voting associates or unofficial members.

Removal

NSC reserves the right to address member or event attendee behavior where the member or event attendee's behavior is disruptive or otherwise not in alignment with the organization's constitution.

General Members: If a member engages in behavior that is detrimental to advancing the purpose of Nursing Students of Color (NSC), violates the constitution or by-laws of NSC, or violates the Code of Student Conduct, university policy, or federal, state or local law, the member may be removed through a majority vote of the executive board in consultation with the faculty advisor.

Executive Board: If an executive board member engages in behavior that is detrimental to advancing the purpose of NSC, violates the constitution or by-laws of NSC, or violates the Code of Student Conduct, university policy, or federal, state or local law, the member may be removed from their position. Removal may be confirmed upon a two-thirds affirmative vote of the entire executive board including consultation with the advisor of NSC.

In the event that the reason for member removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot be shared with members (for example, while an investigation is pending), the executive board may consult with the advisor to temporarily suspend a member or executive officer.

Leadership

Leaders of Nursing Students of Color (NSC) represent the executive board and the general body. Any student seeking a degree in nursing at Ohio State is eligible for a leadership position. Members of the executive board should conduct business between general meetings. These executive board members are responsible for announcing the progress and future events at the general meetings.

These leaders may be elected and appointed by the current President and Vice President after the completion of a questionnaire and interview written and held by the current President and Vice President of NSC. Once elected and appointed, the leaders of NSC must act in these roles during the following academic terms except for summer (unless removed).

President (Primary Leader)

- Presides over the meetings of the NSC
- Calls special meetings for NSC
- Facilitates executive board meetings
- Prepares and files any report required
- Elects and appoints executive board members
- Maintains contact with the adviser of NSC
- Maintains contact with alumni of NSC
- Maintains contact with other organizations affiliated with the Ohio State University and community partners
- Maintains contact with other internal organization within the College of Nursing
- Represents the organization to the Ohio State University

- Serves as a spokesperson for NSC
- Serves as a secondary signatory on financial accounts
- Assists all executive board members
- Provides follow-up to organizational tasks
- Organizes executive board member retreats
- Coordinates executive board officer transitions
- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Provides encouragement and motivation to fellow executive board officers and general body members

Vice President (Secondary Leader)

- Assumes the duties of the President in their absence
- Facilitates election of executive board officers
- Recruits new general members
- Operates and leads the mentorship program
- Organizes an end-of-year celebration
- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Performs other duties as directed by the President

Treasurer

- Is familiar with accounting procedures and policies
- Serves as the primary signatory on financial accounts
- Pays bills and collects dues charged to NSC
- Keeps all financial records of NSC
- Prepares an annual budget and budget requests for funds
- Prepares and submits financial reports to the executive board members
- Maintains a financial history of the organization
- Provides the advisor with a summary of the financial records at the end of the academic year
- Advises members on financial matters (ex. vendors, ticket selling procedures)
- Prepares purchase orders, requisition forms, or supply requests
- Coordinates fundraising drives and solicitations
- Files reports on all stolen or lost equipment
- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Performs other duties as directed by the President

Secretary

- Obtains appropriate facilities for organization activities
- Keeps a record of all members of the organization
- Keeps a record of all activities of the organization
- Prepares an agenda with the President for all meetings
- Notifies all members of meetings
- Prepares a calendar of events for NSC
- Keeps the organization informed of both organizational and university business
- Keeps and distributes minutes of each meeting of NSC
- Creates and distributes agendas for each meeting of the organization
- Maintains organizational records and attendance at all meetings
- Prepares and files any report required
- Handles all official correspondence of NSC
- Collects mail delivered to NSC
- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Performs other duties as directed by the President

Graduate-entry Liaison

The purpose of this role is to bridge any gaps that may be present and build unity between both undergraduate students and graduate students.

- Must be a graduate entry student in the college of Nursing
- Be in the know and knowledgeable of NSC opportunities to learn more about graduate entry and graduate schooling process in general.
- Spread word about NSC to teachers & classmates as well as
- Introducing ideas on any other nursing related topics/concerns.
- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Performs other duties as directed by the President

(In the absence of a graduate-entry applicant for the board there will be **2 secretaries**;

- one focused on forming NSC agendas, notes and presentations

-one working alongside outreach primarily, but all other roles to work on newsletter & social media efforts alongside the PR chair)

Pre-Nursing Liaison

- Recent or current pre-nursing student
- Must be in the process of completing year Nursing prerequisites
- An active member of NSC
- Position is focused on helping offer insight towards events occurring for pre-nursing students and how NSC can stay engaged and involved in their journey into Nursing School
- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Performs other duties as directed by the President

Outreach Chair

- Remain in correspondence with the primary/secondary leaders to coordinate outreach opportunities for NSC
- Seek out, interact and conduct outreach opportunities for all members of the organization & when applicable as well to the board & leaders of the organization.
- Represents NSC at official functions.
- Remains fair and impartial during the decision-making processes of NSC.
- Performs other duties as directed by the President.

Advisor

The advisor of NSC must be a full-time member of the Ohio State University faculty or administrative & professional staff. If an individual who is not a member of the above classifications is serving as an advisor, a co-advisor must be chosen who is a member of these classifications.

- Represents NSC at official functions
- Remains fair and impartial during the decision-making processes of NSC
- Performs other duties as directed by the President

Meetings/Events

Attendance: At least four general meetings are required each academic term except for summer. Attendance to at least 50% of events hosted is required for official membership.

Non-discrimination Policy

While this organization is meant to promote nursing students of color, this organization does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.