



# Strategic Plan 2023 - 2026



# Our Intention

Sexual and reproductive health (SRH) is an integral component of overall health and well-being, yet in our country millions of people face systemic barriers preventing access to comprehensive healthcare that includes full-spectrum SRH, including abortion care. One of the major barriers to providing comprehensive healthcare is the lack of healthcare providers equipped to provide this care. Our mission is to provide students, nurses and midwives with education and resources to become skilled care providers and social change agents in sexual and reproductive health and justice.

The Nurses for Sexual and Reproductive Health (NSRH) strategic plan serves as a framing document which outlines NSRH's strategic priorities and goals over the next three years. The priorities that we identified represent the four strategic areas of focus for our work: Education, Professional Development, Advocacy, and Organizational Excellence. We then identified key goals under each priority that will shape our strategic activities.



# Our Process

The Nurses for Sexual and Reproductive Health (NSRH) 2023 - 2026 Strategic Plan was created using appreciative inquiry and strategic planning tools. The NSRH team and board of directors worked collaboratively to:

- provide insights on how NSRH functions as a social system
- share acknowledgement of achievements
- give feedback using a strategic planning technique and survey
- craft strategic priorities and goals

Throughout the strategic planning process, attention was paid to NSRH's vision, mission, and values. The vision continues to serve as inspiration, the mission describes what NSRH does as an organization, and the values illustrate how the work gets done. The resulting NSRH 2023 - 2026 Strategic Plan is one that:

- recognizes the ways that our increasingly complex political climate impacts nurses working in SRH and Justice
- prioritizes programs, content, and activities that serve the diverse needs of the communities we serve



We are working towards a **VISION** of  
a world where all people have access to just and dignified  
comprehensive healthcare.

Our **MISSION** to achieve impact and realize  
our vision is to  
provide students, nurses and  
midwives with education and resources to build their capacity in  
being care providers and social change agents in sexual and  
reproductive health and justice.

The **IMPACT** we are working towards is:  
equipping and enhancing the capacity of nurses, midwives, and  
students to provide and advocate for the full-spectrum of sexual  
and reproductive healthcare, including abortion care.



Our VALUES guide our way of being in relationship with each other and community members while serving to provide direction in carrying out our goals and activities.

## **INTEGRITY**

Our work is rooted in the trust of individuals, their communities, and the nurses and other healthcare providers who care for them. We honor and recognize the credibility and expertise of providers at all levels.

## **TRUST**

Patients should be trusted to know what is best for their body and their family and are deserving of access to the services and care that support those choices.

## **SAFETY**

Criminalization and policing of women, people of color, and LGBTQ+ people in ways that interfere with and obstruct bodily autonomy, humanity, and life is inhumane and a threat to our communities. We support healthcare provision free from the obstruction of law enforcement.

## **PLEASURE**

A form of care and a radical act in the fight for sexual and reproductive freedom and justice. We believe in centering consensual sex as a form of pleasure.

## **WELLNESS**

The spectrum of sexual and reproductive health care does not center on the events of conception and pregnancy alone or limited to interactions with a healthcare provider. We believe in compassionate care that supports the whole person, mentally and physically, throughout their lifespan.



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## **CULTURE**

We support the role of culturally rooted and alternative/holistic models of care, particularly as practices essential to the well-being of diasporic and indigenous communities, and people of color.

## **EQUITY**

Everyone has a fair opportunity to attain their full health potential regardless of race, class, citizenship status, ability, creed, age, religion, sexual identity/expression, or geography. Quality, accessible healthcare is a human right.

## **INTERSECTIONALITY**

Oppression is systemic and intersected, and our approach to healthcare is rooted in affirming the various identities and experiences of patients and providers. We collectively challenge racism, ageism, classism, homophobia, xenophobia, white supremacy, misogyny, sexism, and all oppressive structures and systems.

## **POWER**

Nursing and social justice are inherently linked. Therefore, it is the role of nurses and other healthcare providers to challenge power structures and systems that inhibit the health and wellness of their communities. This includes transforming relationships of power inter-professionally and between providers and patients.

## **SCIENCE**

Patients and their providers should be empowered with evidence-based, comprehensive sexual and reproductive health education and information.



# Our Priorities and Goals

## COMPREHENSIVE INTEGRATIVE EDUCATION

### GOALS

- Create pathways to SRH education for nurses based in a reproductive justice framework.
- Create content and materials using principles from universal design and user experience design in order to promote greater accessibility.
- Curate learning opportunities that focus on normalizing full-spectrum SRH care within nursing, relevant to all levels of nurses.

## PROFESSIONAL DEVELOPMENT

### GOALS

- Create opportunities for nurses and nursing students to network, share resources and build SRH focused community.
- Provide nurses with opportunities to expand their clinical knowledge and experience in abortion care settings.
- Expose nurses to a variety of career opportunities and leadership advancement opportunities within the SRH field.

# Our Priorities and Goals

## NURSES AS ADVOCATES

### GOALS

- Provide nurses with the tools and resources they need to leverage their power as nurses to make change happen at the local and national levels
- Build our national chapter program to include nursing students at all levels and degree types to advocate for SRH on their campuses.

## EXCELLENCE IN OPERATIONS

### GOALS

- Create processes, policies and structures that facilitate pleasurable work and contribute to a team culture that is aligned with our values.
- Increase operational efficiency by optimizing our use of existing tools and technologies.
- Diversify existing revenue streams for greater financial sustainability.
- Cultivate a culture of BOD excellence.
- Develop BOD ambassadors who leverage their relationships and partnerships to elevate and amplify the work of NSRH.



# THEORY OF CHANGE

