IMPROVING DIVERSITY OF THE NURSING WORKFORCE

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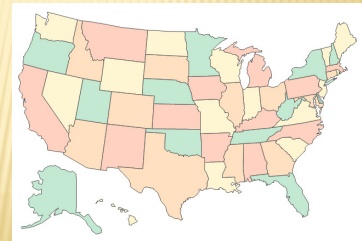**KIMBERLY SEARING, MSN, MA, RNC**
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OBJECTIVES

- 1) Identify at least 3 factors that contribute to disparities in the nursing workforce;
- 2) State at least two barriers that students from diverse backgrounds might encounter in nursing education;
- 3) Explain at least three ways that academic and peer support encourage success in baccalaureate nursing education;
- 4) Identify the benefit of the Marie Gates Scholars Program to changing the culture of an academic unit.

NURSING WORKFORCE

- 5.6% Hispanic
- 10.7% African American
- 9.2% Men

- (IOM, 2011)

MICHIGAN NURSING WORKFORCE

- 88% White
- 6% African American
- 3% Asian
- 1% American Indian/ Alaskan Native
- <1% Pacific Islander or Middle Eastern
- 6.6% Men
- (Michigan Center for Nursing, 2016)

BENEFITS OF DIVERSITY IN NURSING STUDENTS

- Ethnic differences in morbidity and mortality
- Cultural understanding of diseases and health behaviors
- Communication skills for patient centered care
- Bring diverse ideas, opinions, talents
- (AACN, 2013; Sullivan Commission, 2004)

POTENTIAL BARRIERS TO GRADUATION

- Rigorous program- academically underprepared
- Social isolation
- Family support, role models
- Financial- time to work vs. time to study

- Language

ADDRESSING CHALLENGES

- Academic support
- Social and peer support & relationship
- Financial support

MARIE GATES SCHOLARS PROGRAM

- Scholars
- Faculty Mentor
- Navigators
- How this works:
  + Establish a Student Initiated Plan (SIP)
  + Scholar- Navigator meet 2-3 hours per week
  + Successful completion of the semester $300

EVALUATION

- Two semesters completed
- All 9 scholars were successful
- Two students failed who did not accept the offer to be a Scholar
- Cost?

BENEFITS

- Scholars- Yessica Garcia & Alex Mekuria
- Navigators- Christina Jokisch & Matti Murphy
- Faculty- Joanne DeWit & Kim Searing