PROJECT PLAN
Preparing Leaders to Advance Nursing

Sabita Persaud PhD, RN, APHN-BC
Notre Dame of Maryland University
OVERVIEW

DIVERSITY IN NURSING

Nurses from minority backgrounds represent about 1 in 5 of the registered nurse (RN) workforce.

MINORITIES WORKING AS RNS VS. MINORITIES IN U.S. POPULATION

<table>
<thead>
<tr>
<th>Minority</th>
<th>RN</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRN</td>
<td>3.6%</td>
<td>15.4%</td>
</tr>
<tr>
<td>White</td>
<td>83.2%</td>
<td>65.6%</td>
</tr>
<tr>
<td>Hispanics</td>
<td>5.4%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Black</td>
<td>0.3%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Asian</td>
<td>1.7%</td>
<td>1%</td>
</tr>
<tr>
<td>American Indian</td>
<td>4.5%</td>
<td>1%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>0.3%</td>
<td>1%</td>
</tr>
</tbody>
</table>
CHANGES IN THE NURSING SCHOOL GRADUATION

WHITE NURSES

87.7% 88% 82.4% 80.5% 79.4% 78.5% 77.5%

NON-WHITE NURSES

12.3% 12% 17.6% 19.5% 20.8% 21.5% 22.5%

WHERE DO MINORITY NURSES WORK?

<table>
<thead>
<tr>
<th></th>
<th>Hospital</th>
<th>Ambulatory care</th>
<th>Home health</th>
<th>Nursing home</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>60.9%</td>
<td>11.3%</td>
<td>6.8%</td>
<td>5.2%</td>
</tr>
<tr>
<td>Non-white</td>
<td>68.8%</td>
<td>6.9%</td>
<td>6.8%</td>
<td>3.5%</td>
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</tbody>
</table>

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</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>63.4%</td>
<td>6.7%</td>
<td>6.4%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Non-white</td>
<td>75.4%</td>
<td>5.3%</td>
<td>2.7%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Percentage</td>
<td>Role</td>
<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>14%</td>
<td>Hospital Board Members</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12%</td>
<td>Senior Leadership Positions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17%</td>
<td>First and Mid – Level Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10%</td>
<td>Chief Nursing Officers</td>
<td></td>
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</tbody>
</table>
KEY CHALLENGES FOR URM LEADERS

ACCESS

KNOWLEDGE & SKILLS

MENTORS & SUPPORTS

FEAR

DISCRIMINATION

FAMILY RESPONSIBILITY
PROJECT PLAN *(PREPARING LEADERS TO ADVANCE NURSING)*

CONNECTION

DEVELOPMENT

ENGAGEMENT

SUPPORT
THE LIVED EXPERIENCE OF THE EMERGING URM NURSE LEADER
Phase 1 of an exploration of the lived experiences of underrepresented minority nurses (URM).

12 in depth focused interviews with underrepresented minority nurses enrolled in a Master of Science in Nursing program were conducted between May 2018 and July 2018.

Semi structured questions were designed to explore challenges faced while pursuing leadership opportunities.
As a person of color, you always have to be ten times better than your white counterpart in order to be perceived as being on the same level as them.

I just feel like I always have to work ten times as hard just to prove that I belong there.

When it comes to seeking leadership roles it’s always necessary for me to have at least the highest educational background necessary in order to even be considered for the position.

I’ve oriented many new nurses but two nurses that have only been nurses for a year, I oriented them, and they are now my charge nurses.

When you go and get all these certifications, you get you ACLS, you get your master’s degree, you get all these things and you don’t even move up the ladder.
Positions will come up and before I even have a chance to apply they have already picked people for those positions and they are not minorities...and I feel that I am more experienced and have the education.

People at work create cliques and know about jobs before other people do, and sometimes being a minority nurse you may not necessarily fit the mold of some of those cliques and you may not hangout with the same groups of people and they are more connected than you may be.

We don’t know things exist because nobody is telling us.

They didn’t tell us that the position (stroke coordinator) was open, and they pulled someone from outside. A young white male nurse.”
THEME #3

Hitting “the” Wall

- Unspoken biases redirected my whole career.
- The fact that I’m black is my greatest challenge unfortunately…it impedes the process.
- When the assignments are made I’ll have to go to one room but maybe skip another room because the patient doesn’t want a black nurse and it’s difficult, emotionally.
- I’ve noticed how I wear my hair affects how people interact with me.
- They look at me as a channel to redirect them to somewhere else and not looking at me as a resource.
- I try to convince myself that I am not being overlooked because of someone’s bias.
Feeling Misunderstood

- People of color are judged on sight. How do you deal with that? You are behind just for being you.

- Black women have this reputation for being angry black women but we’re angry about the things you guys are doing to us and think we don’t know.

- I’m considered an angry black woman just because I am assertive.
THEME #5

Becoming Discouraged

- When you don’t see someone that looks like you, you don’t know how you are going to be perceived. No ground has been broken for you.

- When I do get opportunities, I wonder ‘Am a token?’ ‘Am I meeting the status quo?’

- Having to over deliver because of someone being unsure or not as confident in your abilities because of appearance is exhausting and frustrating. I am a good nurse.

- I figure I will stay where I am and maybe one day someone will see my talents.
MENTORING AND NETWORKING

Mosaic Mentoring
Focused collaboration
Leadership Seminar Series

EXPOSURE AND EXPERIENCES

Scholarly and professional events
Financial support to join professional organizations and attend conferences

LEADERSHIP IDENTITY DEVELOPMENT

Leadership Action Plan
Simulation experiences
Academic support services (writing)
THANK YOU!

Dr. Sabita Persaud
Notre Dame of Maryland University
spersaud@ndm.edu
410-532-5517