

Creating Healthy Work Environments 2019

Improving Minority Patient Outcomes Through the Diversification of the Nursing Profession

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Purpose: The purpose of this integrative literature review was to examine the barriers that minority nursing students face, and ways in which institutions are challenged to increase recruitment and retention of minority students. With an increased number successfully completing RN programs, it is believed that ethnically and racially diverse patients will experience improved health outcomes as they will have nurses who are culturally competent and linguistically capable of influencing them to adhere to and implement individualized plans of care.

Background: Census reports predict that 50% of the U.S. population will consist of ethnic minorities. Nurses are the largest group in the U.S. healthcare workforce; however, the racial and ethnic background of the nursing workforce does not accurately reflect the diversity of the population on a whole. According to a 2008 sample survey of registered nurses by the U.S. Department of Health and Human Services, the minority population consisted of 37% of the U.S. population, while minority nurses made up only 16.8% of the total nurse population. Due to this discrepancy, there is a need for nursing schools to implement academic success and retention models to improve the experience for minority students.

In order to do this, institutions must determine what barriers minority students are faced with that result in poor performance. Not only should barriers to graduation be analyzed, but also predictors of passing NCLEX as this is the ultimate hurdle to obtaining the RN license.

Methods: An integrative literature review was performed using Google Scholar, PubMed and CINAHL to find quantitative and qualitative studies regarding the obstacles that minority students encounter in nursing school, and its correlation with the lack of diversity in the RN workforce. Key words included in the search: *nursing, diversity, minorities, outcomes, and success*. Articles published within the last 10 years were included. Using varying combinations of the keywords mentioned, Google Scholar yielded up to 18,900 articles, Pub Med yielded 13 articles, and CINAHL yielded 5 articles. To narrow further, articles discussing anything other than minorities or specific minority groups and their nursing school experiences, as well as the lack of diversity within the nursing workforce compared to the increasingly diverse population, were not considered.

Results: After rigorous review, 7 studies were included. Themes found were: 1) commonalities among ethnically diverse students in regard to nursing school experiences 2) the power of poverty, science GPA, and ESL status as predictor of student outcomes (both in terms of graduation and the ability to pass the NCLEX) 3) Belief that health care outcomes for minorities will see an improvement with a reduction in health disparities as the RN workforce diversifies. This is due to a correlation that patients will have a better experience as nurses will be culturally competent, linguistically capable, and empathetic.

Conclusion: The integrative literature review revealed that there can be multiple barriers in respect to the ability of minorities to successfully complete a nursing program, pass the NCLEX, and obtain their RN license. Further research should delve into the correlation between the increased diversity of nurses in the U.S. and improved patient outcomes among minorities. What are the factors involved? Common experiences? Mutual respect? Language and cultural similarities? Nurses must be patient advocates, and warriors who are willing to go to battle for their patients by all costs. It is crucial that minority patients who face an abundance of health disparities can feel nurtured and cared for by nurses who can empathize and understand who they are and the struggles they have faced in life. With this comes increased compliance to treatment.

Title:

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Keywords:

Health Outcomes, Nursing Students and Workforce Diversity

References:

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Abstract Summary:

An integrative review of 7 peer reviewed articles illustrated the need for nursing schools to work closely with ethnically diverse students to lend support financially, academically, and emotionally. Models of recruitment and retention of minority students must be implemented at nursing institutions to help diversify the nursing workforce.

Content Outline:

I. Purpose A. Integrative literature review B. Identification of barriers to success for minority students in nursing school C. Increased production of culturally competent, diverse RN workforce II. Background A. Nursing workforce not reflective of the increasing diversity of the US population B. Need for nursing schools to implement recruitment and retention models for minority students C. Need for the analysis of the barriers affecting minority students as well as the predictors hindering success III. Methods A. Google scholar, PubMed, and CINAHL B. Quantitative and qualitative studies searched C. Key words included were *nursing, diversity, minorities, outcomes, and success* D. Specifically wanted to find articles that honed in on the minority nursing school experience, as well as the dire need for schools to work on recruitment and retention to help diversify the workforce IV. Results A. Theme 1: commonalities among ethnically diverse students in regard to nursing school experiences B. Theme 2: The power of poverty, science GPA, and ESL status as predictor of student outcomes (both in terms of graduation and the ability to pass the NCLEX) C. Theme 3: Health care outcomes for minorities will see an improvement along with a reduction in health disparities

V. Conclusion A. There can be multiple barriers to the successful completion of nursing school and obtaining the RN license for minorities B. Further research is needed to explore the correlation between increased diversity of the nursing workforce, and the reduction in health disparities among minorities and better health outcomes C. Nurses are patient advocates who fight for their patients. Need nurses who are passionate about going to battle D. Feeling that the nurse truly cares and understands can help increase compliance to treatment

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Author Summary: Cherisse Watts is currently a 2nd year student in the ELM program at Charles R. Drew University of Medicine and Science, with a completion date of August 2019. She is a Bridges to PhD program scholar, with hopes of gaining entrance into the UCLA PhD in Nursing cohort for the Fall of 2019. Her research interests include underserved communities and the elimination of health disparities, especially among minority children with developmental disabilities.