EXPLORATION OF THE EXPERIENCES OF UNDERREPRESENTED MINORITY NURSES AS THEY PURSUE LEADERSHIP ROLES IN NURSING.
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:
- White: 3.6%, 83.2%
- Hispanic: 5.4%, 15.4%
- Black: 4.5%, 6.5%
- Asian: 0.3%, 1.2%
- American Indian: 0.8%, 0.8%
- Multiracial: 1.7%, 5.6%

Nurses from minority backgrounds represent about 1 in 5 of the registered nurse (RN) workforce.
Changes in Minority Nursing Enrollment Over Time

Highest Degree Earned
- Bachelor's: 67.3% Asian, 41% Hispanic, 37.9% Black, 35% White
- Master's: 14.6% Black, 13.4% White, 10.5% Hispanic, 8.3% Asian

Minority Enrollment by Degree
- Bachelor of Science in Nursing: 33%
- Diploma of Nursing: 73%
- Associate of Science in Nursing: 27%
<table>
<thead>
<tr>
<th>Percentage</th>
<th>Position</th>
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<tbody>
<tr>
<td>14%</td>
<td>Hospital Board Members</td>
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<tr>
<td>12%</td>
<td>Senior Leadership Positions</td>
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<tr>
<td>17%</td>
<td>First and Mid-Level Management</td>
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<tr>
<td>10%</td>
<td>Chief Nursing Officers</td>
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LITERATURE REVIEW:
KEY CHALLENGES FOR URM LEADERS

ACCESS
FEAR

KNOWLEDGE & SKILLS

DISCRIMINATION

MENTORS & SUPPORTS

FAMILY RESPONSIBILITY
METHODOLOGY

Semi-structured interviews using broad, open ended questions were conducted. Utilizing the hermeneutic phenomenological approach, data from each interview was analyzed based on the lived experiences of the participant.

Three major themes emerged from the data: Doing More and Getting Less; Being Seen yet Invisible; Perseverance in Adversity. The themes identified in this study provide information about the lived experiences of the underrepresented minority nurse.
THEME#1

Doing More-Getting Less

- 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.”
Being Seen Yet Invisible

- 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.
THEME #3

Persisting despite Adversity

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

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

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