Sustaining Nursing Diversity in Clinical Settings

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financial disclosure

NIH
National Institute of Nursing Research
P30NR015326
R15NR013569
R01

NIH
National Center for Advancing Translational Sciences
L30RR033212

Robert Wood Johnson Foundation
72118
objectives

— discuss prevalence of minority nurse leaders

— review barriers that prevent minority nurses from becoming nurse leaders

— report evidence-based strategies to promote diversity in clinical leadership
prevalence of minority nurse leaders
37%

1 in 3 Americans are minorities
national trends

— Racial inequities in the composition of the profession:
  • predominately white & female
  
  • <15% of registered nurses identify as African American, Latino, American Indian/Native Americans

— In the 2000 Sample of Survey of Registered Nurses (HRSA, 2001):
  • 87% Caucasian
  • 5% African American
  • 3% Asian
  • 2% Hispanic
  • 1% multiracial
  • 1% American Indian, Alaskan, or Pacific Islander
< 4%

Nurse executives are minorities
“The fact that the nation’s health professions have not kept pace with changing demographics may be an even greater cause of disparities in health access and outcomes than the persistent lack of health insurance for tens of millions of Americans.”

-Sullivan Commission on Diversity in Healthcare Workforce, 2004
known barriers

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