MORE THAN JUST MALE NURSES: INITIATING SUSTAINABLE PROCESSES AND STRUCTURES TO PROMOTE AND PROTECT GENDER DIVERSITY AMONG NEVADA’S NURSING WORKFORCE

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BACKGROUND

- Nursing represents the largest segment of health care providers worldwide.
- Approximately 3.1 million registered nurses (RNs) practice in the United States.
- Nurses have essential responsibilities in preventing medication errors, reducing rates of infection, and facilitating patients’ transition from hospital to home.
- Racial, ethnic, and gender minorities account for 30% of the U.S. population, but fewer than 15% of all RNs.
- Among those minorities least represented in the U.S. nurse workforce are nurses identifying themselves as Asian, Native American, Pacific Islander, and male.

SIGNIFICANCE

- Men represent approximately 52.8% of the U.S. working-age population.
- Women represent a higher proportion of workers and account for over 80% of the workforce in over half of all health care-related occupations including nursing.
- Approximately 9.6% of U.S. RNs are men.
- Approximately 8.8% of Nevada RNs are men.
- Social, political, and economic values consistently perpetuate the feminine image of nursing.
- Approximately 56% of male nursing students report significant challenges faced during nursing education based on their sex.
- Men leave nursing altogether 2.5 times more often than their female counterparts.
- Men contribute unique perspectives and skills significant to the profession and society.
- Doubling the number of men entering and staying in nursing would greatly reduce the nursing workforce shortage.
- There are no publicly recognized formalized processes or structures to promote and protect the gender diversity of Nevada’s nursing workforce.

PURPOSE

To organize Nevada’s first chapter of the American Assembly of Men in Nursing (AAMN) to promote the recruitment and retention of men in nursing, and provide a framework for nurses to identify, explore, and discuss factors affecting men in nursing in Nevada.

OBJECTIVES

- Encourage men of all ages in Northern Nevada to become nurses and join together with all nurses in strengthening and humanizing health care.
- Support men in Northern Nevada who are nurses to grow professionally and demonstrate to each other and to society the increasing contributions being made by men within the nursing profession.
- Advocate for continued research, education, and dissemination of information about men’s health issues, men in nursing, and nursing knowledge at the local and national levels.
- Support members’ full participation in the nursing profession and its organizations.

CHAPTER FORMATION PROCESSES

- Identify and engage stakeholders.
- Form chapter steering committee.
- Approve chapter bylaws.
- Develop chapter goals, purpose, and strategies.
- Submit application for chapter recognition.
- Chapter officer elections.
- Correspondence with AAMN membership committee.
- Local chapter advertisement.
- Official chapter recognition.
- Conduct first official chapter events.
- Continued recruitment for growth, and development of chapter.

NORTHERN NEVADA CHAPTER OF AMERICAN ASSEMBLY FOR MEN IN NURSING

NNAMN exists and is organized to promote the recruitment and retention of men in nursing in Northern Nevada. Through chapter networking NNAAMN will expand on the expertise of men in nursing promoting gender diversity and inclusion leading to improved gender balance in nursing school, the workplace, gender retention, and gender opportunity.