One of the major recommendations from the IOM Report on the Future of Nursing emphasizes the importance of a diverse nursing workforce in meeting the public’s health needs, and providing more culturally relevant care.
LAC Workforce Diversity Goals

• Increase the diversity of Louisiana’s nursing workforce to better reflect the state’s overall demographics
Data creates the base on which to seek the root cause of the problem, empower mindset changes, and activate diversity and inclusion initiatives.

Author Unknown
Diversity – What Does the Data Show?

Racial Distribution of Licensed Registered Nurses Residing in LA
Respondents 54,252  Non-Respondents 444

- 80% White
- 15% Black/African Amer.
- 2% Multi Racial
- 1% Hispanic/Latino
- 1% Asian
- .1% Amer. Indian/Alaska Native
- .4% Native Hawaiian/Pacific Islander
Diversity – What Does the Data Show?

GENDER DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA

89% FEMALE
MINORITY NPs, MINORITY CRNAs, AND MINORITY POPULATION BY REGION IN LA (2014)
Diversity Think Tank

Embracing the Challenge
Enhancing Diversity in Louisiana’s Nursing Workforce

The Diversity of Louisiana’s Registered Nurse Workforce

According to the July 2013 U.S. Census Population Projections (2013), minority groups represent 80 percent of Louisiana’s population, but only 13 percent of Louisiana’s RN workforce.

The majority of Asian (15%) and Black/African Americans (15%) in Louisiana began their nursing careers with a baccalaureate in nursing degree.
The Diversity Think Tank promoted courageous & controversial conversation.
Lessons Learned by a DNP Student

Personal:
- Self-reflection of my personal experiences as a minority in nursing
- Self-examination of my personal views of men in the nursing profession
- Self-evaluation of my competency in caring for a culturally diverse patient population

Professional:
- Functions of LAC
- Policy development in action
- Importance of collaboration between organizations, corporations and government
Challenges

- More focus on sports instead of academics
- Perception of the disintegration of the African American family
- Lack of support and involvement by the minority student’s family
- First generation students
- Language barriers
- Feelings of isolation within schools of nursing
- Stereotypical idea that nursing is a profession for women
- Lack of minority and male mentors
- Lack of promotion of nursing as a profession at a young age
- Minority faculty penalized for helping Black/African American students
- Lack of recruitment of Black/African American middle and high school students (unintentional)
- Minority students do not see people that look like them in faculty and leadership roles
- Minority faculty get tried by students – students do not feel that minority faculty are capable
Solutions: Common Themes

• Create a pipeline of minority nurses by first celebrating diversity
• Introduce minorities to the nursing profession at an early age
• Hold recruiting events at predominantly minority middle and high schools
• Provide resources to increase success in nursing school (e.g., academic, social, emotional, financial)
• Develop a plan to increase the diversity of the nursing workforce and be COMMITTEED TO THE PLAN
Building on What Was Learned at the Diversity Think Tank

- Utilize findings from the Diversity Think Tank to develop a plan to increase the diversity of Louisiana’s RN and APRN workforce
- Engage LAC’s Regional Action Coalitions in this work
- Offer $1000 mini-grants to implement Diversity Mini-Projects that target middle and high school minority students and guidance counselors
The Future Pipeline of Nurses in Louisiana

Middle School

High School
Alexandria
Addressing Diversity in Nursing Education in Central Louisiana

Baton Rouge
Discover Diversity in Nursing

Lafayette
Enhancing Diversity and Collaboration in Nursing, Phase I: Increasing the Number of Male Middle and High School Students Considering Nursing as a Career Choice

New Orleans
Generating Knowledge of Nursing and Interest in Becoming a Nurse Among High School Males

Shreveport
Counseling High School Counselors: Increasing Diversity in the Ranks of Nursing
Outcomes

Five Regional Action Coalitions conducted diversity mini-projects across the state which resulted in more than 50 nursing career presentations to more than 4,500 middle and high school students and 134 middle and high school guidance counselors.

Established New Partnerships:

- Local High Schools and Guidance Counselors
- Regional Chapters of the Black Nurses Association
- Regional Chapter of Men in Nursing Association
- Regional Chapters of the Nurse Executive Association
- Local Area Health Education Centers (AHECs)
- Regional Schools of Nursing
- Health Occupations Students of America (HOSA) State Conference
- Chi Eta Phi Nursing Sorority
Considering Nursing as a Career Choice
“Nursing is not something that you do. It’s something you are.” Susan, RN

- Nurses are the constant in the care of any patient
- Nurses promote health & help prevent disease in their patients
- Nurses help patients, their families & communities cope with illness, emergencies and long-term or chronic disease
- Nurses are from, and interact with people of, various backgrounds & cultures
- Nurses are patient advocates
Nurses Practice in many Settings...
Everywhere you find Patients

• Nurses Heal...more than just the body
• Nurses care for, teach and help individuals and families as well as communities to live healthy lives.
  – Hospitals, Rehab, Long-Term Care
  – Clinics
  – Offices
  – Businesses, Industry, Schools, Athletic programs
  – Attorneys offices
  – Organizations
  – Nurse-owned & operated businesses
  – Patient Homes
  – Schools—all levels, all systems
  – Governmental organizations
Johnson & Johnson-Created App for Apple Devices

The Campaign for Nursing’s Future presents Happy Nurse™ - a new game you can play online to help you de-stress. Begin by creating your customized nurse avatar, then control your avatar as he or she runs through a hospital, or other setting, and do your best to avoid all obstacles in your path - all in a race against the clock.
Nurses are in Leadership as Executives, Managers, Unit Level over groups of differing sizes.
Nurses are Leading and Directing National Health Policy & Impacting International Healthcare
Nurses Direct & Design Health Programs for Businesses & Athletic Organizations: SLCC Nursing Program
Nurses Participate in Research

- Hospital Settings
- Clinical Settings
- Academic Settings
- Entrepreneurial Settings
We Are the Most Trusted Profession

• Each year, with one exception, Nursing has been designated as the nation’s most respected, trusted profession.
• What year was another group selected? What group?
• Why is nursing the most respected, trusted profession?
Welcome!

Louisiana Action Coalition for Nursing Region 7 Luncheon

Counseling High School Counselors: Increasing Diversity in the Ranks of Nursing

Prepared by Dr. Pamela Simmons, PhD, APRN, FNP-BC
Agenda

• Introductions
• Purpose – Why are we here?
• When we say diversity, what exactly do we mean?
• What students should know before choosing nursing.
• What’s it like to be a nurse?
• How can you help?
• Simulation Tours (optional)/Lunch
• Summary (Meet some nurses from the community and Q&A)
Shreveport-Bossier Nurse Leaders  
(just a sampling)

- Gail Raines, Director of Nursing at Shriner’s Hospital, also part of the Region 7 Action Coalition Team
- Tammy Randol, RN,C, MSN, Patient Care Coordinator, WKHS, and member of the Region 7 Action Coalition Team.
- Dr. Pamela Simmons, Senior Director and Professor, Northwestern State University

Other Nursing Guests included:
- Mrs. Jacqueline Clark, BSN, MN, RN, CNO/VP Patient Care Services, University Health
- Mrs. Regina Thomas, ____, University Health
- Mrs. Renee Sowell, ____, University Health
- Mrs. Twana Harris-Glover, ____, University Health
- Dr. Danita Potter, Associate Professor and Director, RN-BSN Program, Northwestern State University
We’ve come a long way, yet we would choose Nursing all over again!

As a Nurse, we have the opportunity to heal the mind, soul, heart, and body of our patients, their families and ourselves. They may forget your name, but they will never forget how you made them feel.

— Maya Angelou
Hispanic Student Mentorship Program Pilot

- Expose a diverse group of students to the nursing profession
Tuition Assistance Pilot

• Increase number of minority primary care family nurse practitioners.
“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

James Baldwin
Contact

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• Louisiana Center for Nursing Website: http://lcn.lsbn.state.la.us/

• Louisiana Action Coalition Website: http://louisianafutureofnursing.org/site/