

# Increasing the Diversity of Louisiana's Nursing Workforce: Focusing on the Pipeline

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# IOM Future of Nursing Recommendation

- 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 Drives Change

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

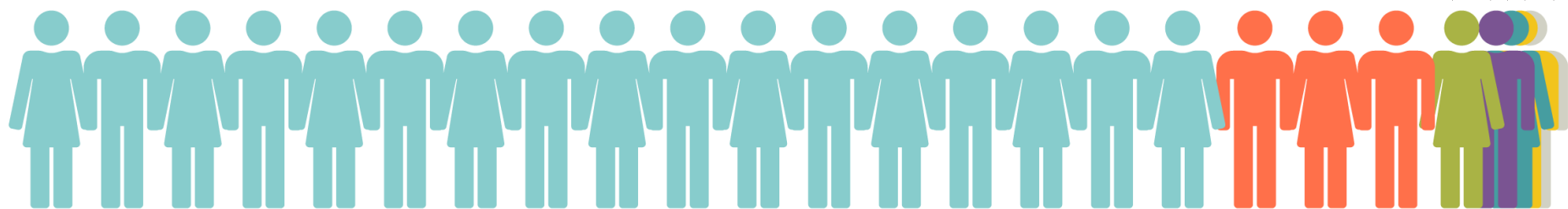
# Diversity – What Does the Data Show?

80%

RACIAL DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA  
RESPONDENTS 54,252 NON-RESPONDENTS 444

15%

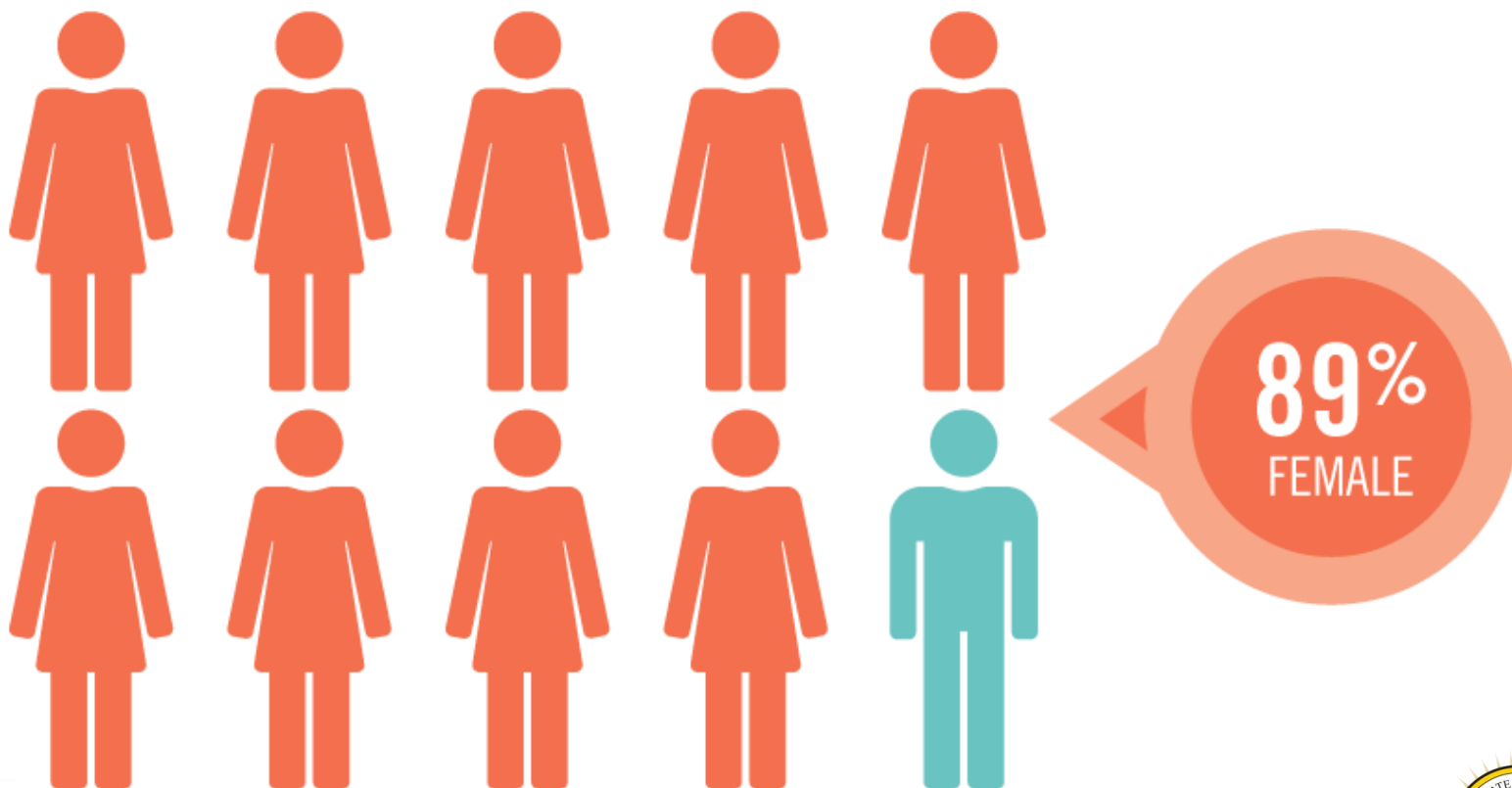
2% 1% .1%  
1% .4% .1%



White Black/African Amer. Multi Racial Hispanic/Latino Asian Amer. Indian/Alaska Native Native Hawaiian/Pacific Islander

# Diversity – What Does the Data Show?

## GENDER DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA





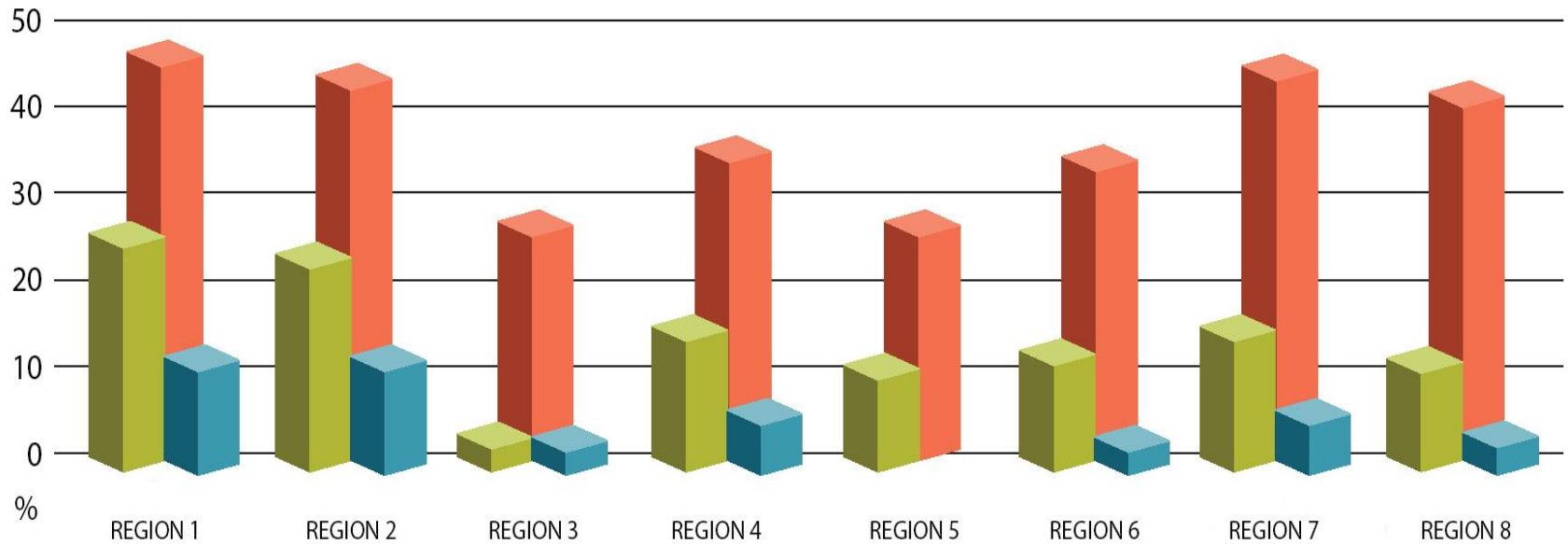
MINORITY RNS AND MINORITY POPULATION BY REGIONAL LABOR MARKET AREA







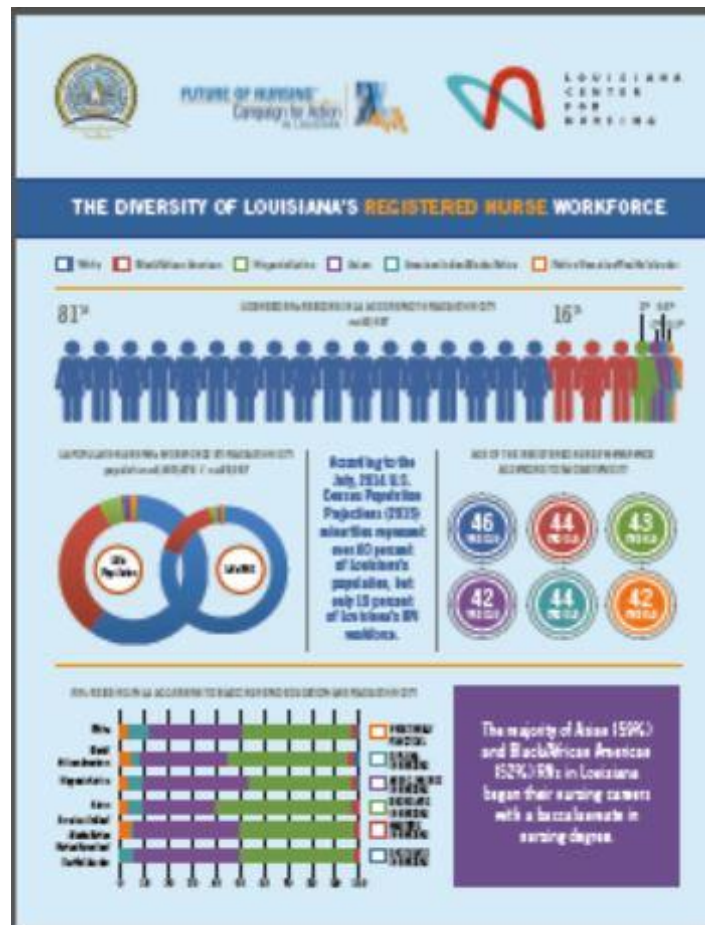
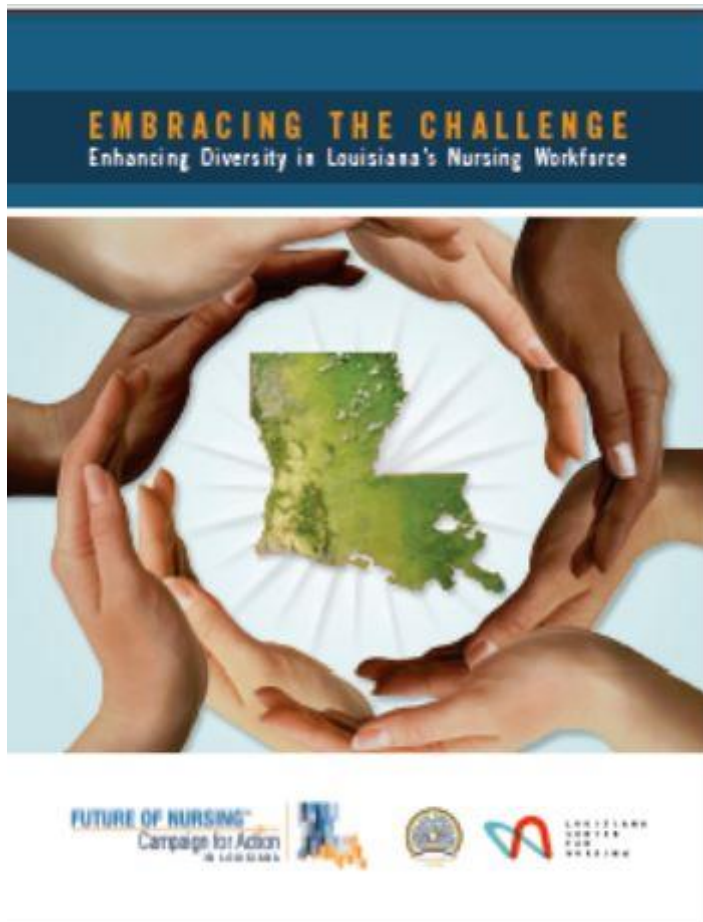
MINORITY NPs, MINORITY CRNAs, AND MINORITY POPULATION BY REGION IN LA (2014)



MINORITY NPs
  MINORITY CRNAs
  MINORITY POPULATION



# Diversity Think Tank



The Diversity Think Tank promoted  
courageous & controversial  
conversation.





# Diversity Think Tank



# 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



Diversity Think Tank | August 26, 2015



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 **COMMITTED 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

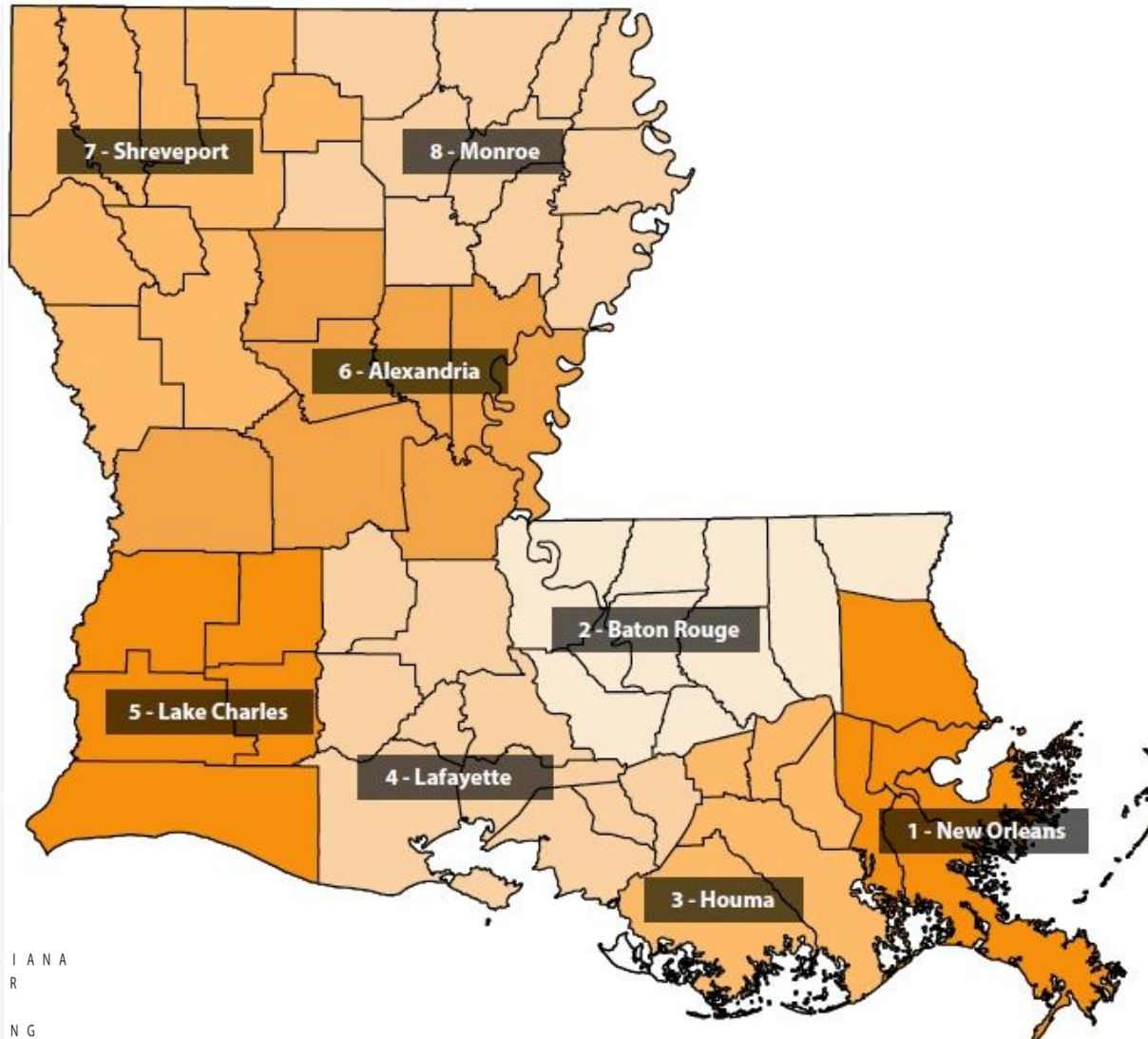


## Middle School

## High School



# LAC Regional Breakdown



LOUISIANA  
CENTER  
FOR  
NURSING



# Regional Action Coalition Diversity Projects

## **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

**FUTURE OF NURSING™**  
Campaign for Action  
IN LOUISIANA



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









LEADERSHIP NI wisdom  
 IT computer  
 communicate Nursing data  
**information** data  
 NURSES knowledge nursing  
 evidence informatics  
**science**



# Johnson & Johnson-Created App for Apple Devices



THE CAMPAIGN FOR NURSING'S FUTURE

Johnson & Johnson

# HAPPY NURSE™

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.

**START >**



# 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



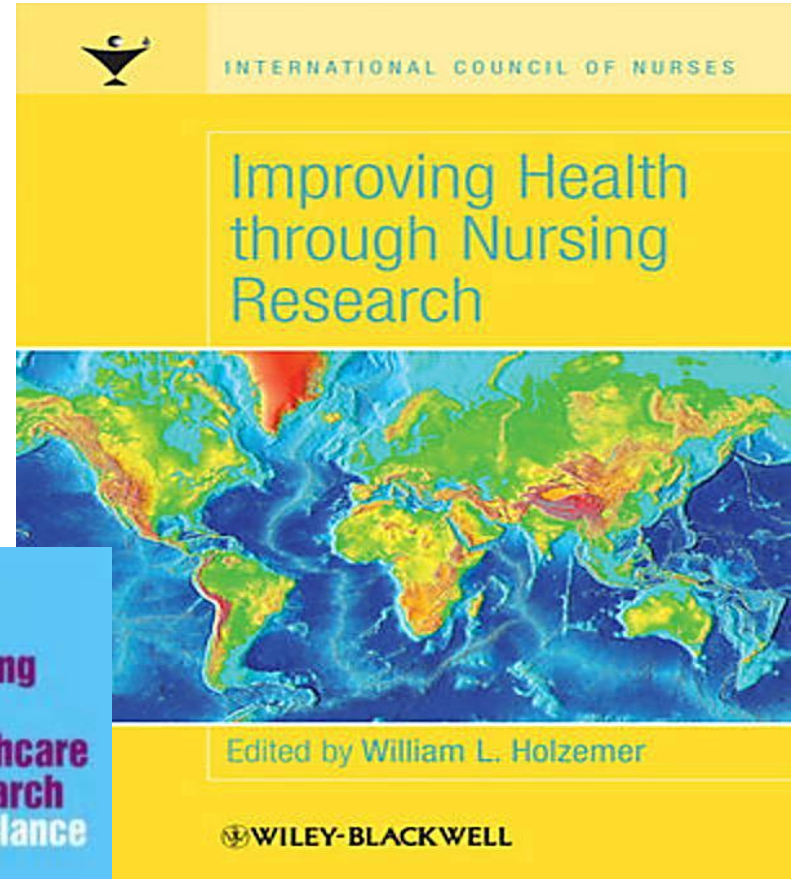
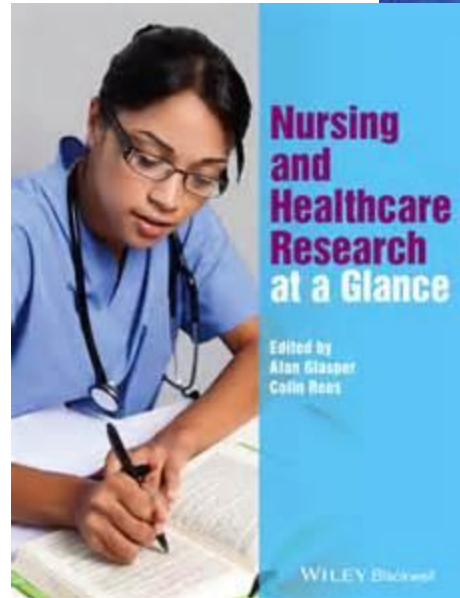
# Nurses Direct & Design Health Programs for Businesses & Athletic Organizations: SLCC Nursing Program





# 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





**Captain Shreve High School**  
Shreveport, LA - Since 1967



**HUNTINGTON  
HIGH  
SCHOOL**



**Airline High School**  
*"Once a Viking, Always a Viking"*



**Haughton High School**  
*Celebrating 110 Years of Excellence*  
The Heart of the Haughton Community

# Agenda

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- 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 FORGET HOW *YOU*  
**NEVER** MADE THEM *feel*.  
— MAYA ANGELOU



# Hispanic Student Mentorship Program Pilot

- Expose a diverse group of students to the nursing profession





# Tracking Male and Minority Nursing Students



# 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.lsbns.state.la.us/>
- Louisiana Action Coalition Website: <http://louisianafutureofnursing.org/site/>

# QUESTIONS

