



# Supporting Black/African American and Hispanic/Latinx Nurses

Emerging Insights from a Study of Pathway Programs

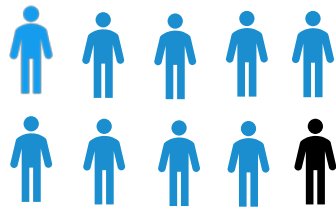


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# Racism in Nursing Is Widespread

92%

Share of Black/African American nurses who have personally experienced racism in the workplace



69%

Share of Hispanic/Latinx nurses who have personally experienced racism in the workplace



Source: American Nurses Association, "New Survey Data: Racism within the Nursing Profession Is a Substantial Problem," news release, January 25, 2022, <https://www.nursingworld.org/news/news-releases/2021/new-survey-data-racism-in-nursing/>.

# A Diverse, Equitable, and Inclusive Nursing Workforce Is Just and Can Help Improve Health Outcomes

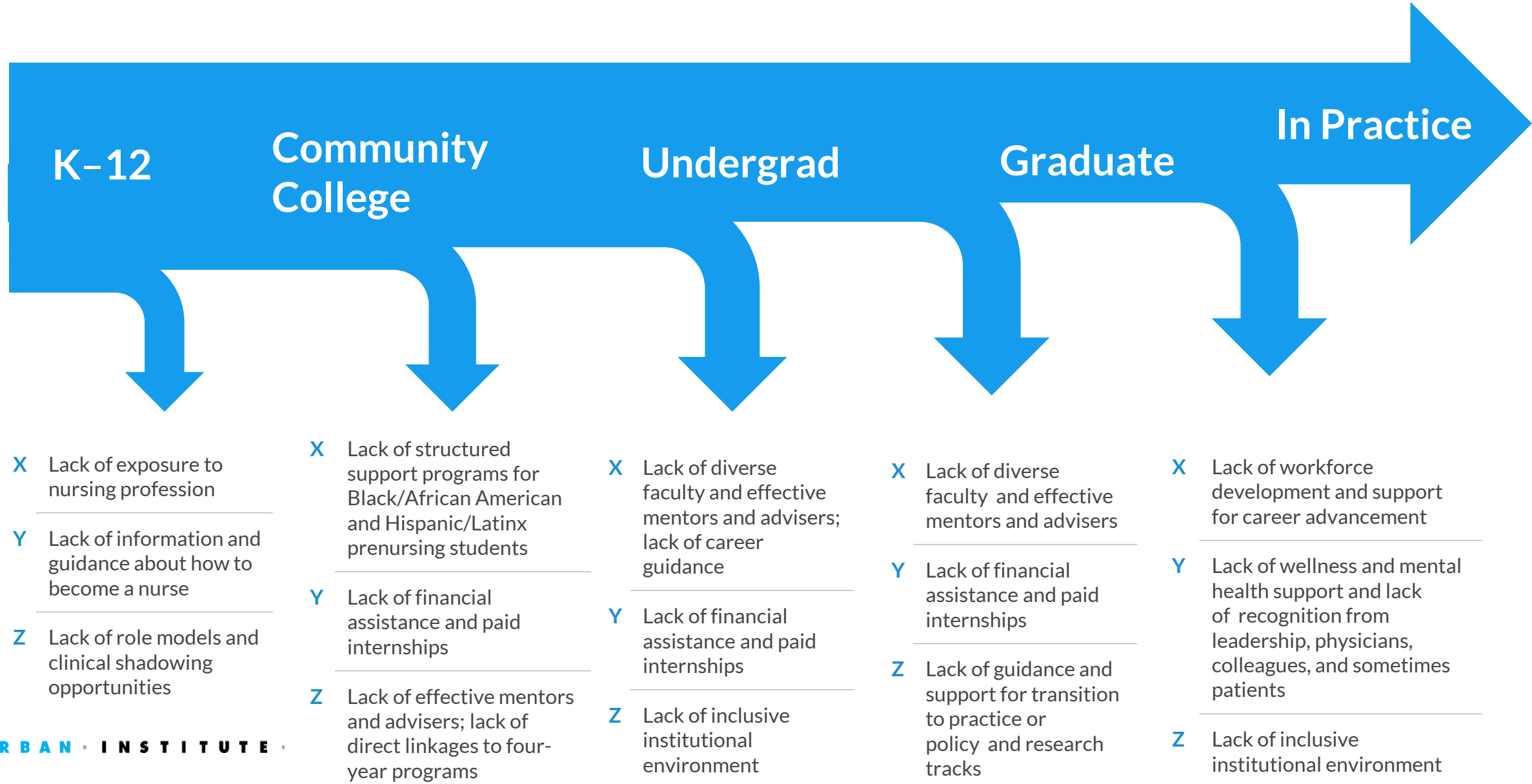
- More people from racial and ethnic groups that have been systematically locked out of education and economic opportunities will have access to well-paid and rewarding careers.
- A more diverse health care workforce can improve
  - access to high-quality and culturally effective care;
  - patient choice and satisfaction;
  - patient-clinician trust; and
  - diverse representation in leadership, policymaking, and research.<sup>1</sup>

<sup>1</sup> HHS Advisory Committee on Minority Health, [Reflecting America's Population: Diversifying a Competent Health Care Workforce for the 21st Century](#) (Washington, DC: US Department of Health and Human Services, Office of Minority Health, 2011).

# Students and Professionals Report Many Challenges to Entry into and Retention in Nursing

- limited and ineffective academic advising on multiple complex pathways to nursing careers and a lack of other academic supports
- high cost of tuition and associated expenses
- limited to no role models, mentors, or other social supports
- implicit and explicit racism and toxic educational and workplace cultures

# Many Barriers to Recruiting and Retaining Black/African American and Hispanic/Latinx Nurses Exist at Every Step



# Effective Pathway Programs Can Help Build and Support a Diverse, Equitable, and Inclusive Nursing Workforce

- Pathway programs should offer comprehensive supports to recruit, retain, and support Black/African and Hispanic/Latinx people in nursing professions.

Support	Examples
Academic	Summer enrichment programs, exam preparation, study tips, academic and career advising, research opportunities
Financial	Scholarship, tuition waivers, room and board, financial literacy education, paid internships
Social	Mentorship, affinity groups, social activities
Institutional	Commitment to diversity, equity, and inclusion in an organization's policies and practices, curricula, and operations



# Strengthen Academic Advising and Assistance to Effectively Serve Students Interested in Nursing

*“A lot of people want to do nursing, but they don't know how to even get there.”*

—Nursing professional

- Develop comprehensive academic enrichment programs for high school and college students interested in nursing.
- Develop resources and training for high school and college academic advisers to remove bias and offer effective support to students interested in nursing.
- Establish direct transfer agreements between associate's and baccalaureate nursing programs to facilitate admission into and graduation from baccalaureate nursing programs among students from economically disadvantaged backgrounds.
- Develop and implement linkage programming to support prospective nurses along the education continuum and in early practice.

# Use Holistic Admission Practices to Promote Greater Entry into Nursing Schools among Black/African American and Hispanic/Latinx Students

- Holistic admissions criteria value applicants' qualities such as **commitment, resilience, work ethic, and passion for service**, as well as socioeconomic disadvantage.
  - Fewer than half (47 percent) of nursing schools have adopted holistic review policies.<sup>1</sup>

<sup>1</sup> "New Study Finds Holistic Admissions Benefit Health Professions Schools," National Institutes of Health, National Institute on Minority Health and Health Disparities, accessed February 28, 2022, <https://www.nimhd.nih.gov/news-events/features/training-workforce-dev/holistic-admissions.html>.



# Support Ancillary Health Care Workers' Entry into the Nursing Profession

- The ancillary health care workforce is diverse and interested in nursing but has limited workforce development opportunities.
  - Ancillary health care workers receive little to no comprehensive and effective career advising.
  - Accessible and affordable academic and workforce development programs that credit participants with health-related work experience are limited.
- The foreign-trained workforce faces significant red tape in obtaining accreditation and licensing in the US.



# Provide Financial Assistance to Nursing Students

*“We've had students that were living in the car going to nursing school, so obviously that wouldn't be an ideal situation for somebody to learn.” —Nursing program administrator*

- Financial supports need to be widely available, accessible, and generous to offset tuition and living expenses for nursing students. The following could be considered:
  - expanding scholarship and loan repayment programs
  - expanding wraparound financial assistance for nonacademic expenses (e.g., food and housing)
  - creating paid internship and clinical training opportunities
  - providing financial literacy and debt management education



# Address Racism in School and the Workplace

*“It would have been helpful to have a formal mentor because [of] the isolation I experienced in nursing school, being the only African American in a large group.”*

—Nursing professional

- Create culturally effective nurse mentorship programming, including guidance, training, and compensation for mentors.
- Increase investments to expand and support nursing programs in historically Black colleges and universities and Hispanic-serving institutions.
- Create workforce development programs to increase diversity among nursing faculty and leadership.
- Hold leaders, faculty, supervisors, and employees accountable for racism.

# Academic and Health Care Institutions, Federal and State Policymakers, and Philanthropy Can Support Nursing Diversity

- Advocate for policy and practice changes that promote diversity, equity, and inclusion.
- Make financial investments in comprehensive pathway programming.
- Eliminate institutional racism and promote an inclusive culture.
- Engage nursing students and professionals in the creation, implementation, and dissemination of workforce development policies and strategies.
- Require and support data collection to evaluate, monitor, and continually improve workforce development programs



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A longer version of this presentation is available at <https://www.urban.org/policy-centers/health-policy-center/projects/diversifying-health-care-workforce>.

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