

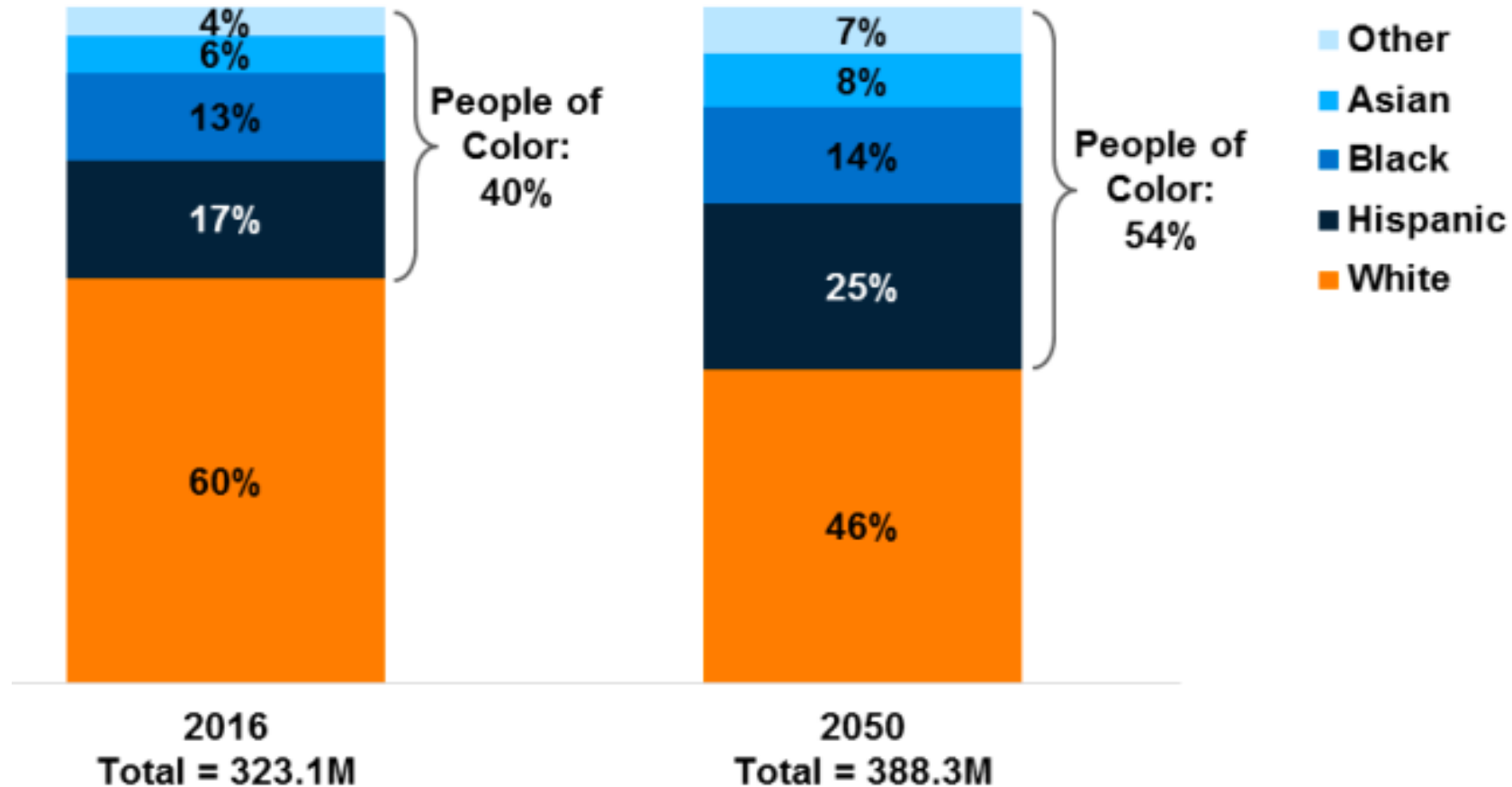
# Desired and Received Support: Voices of Racial/Ethnic Minority Nursing Faculty

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# Distribution of U.S. Population by Race/Ethnicity, 2016 and 2050

## Demographic Transformation

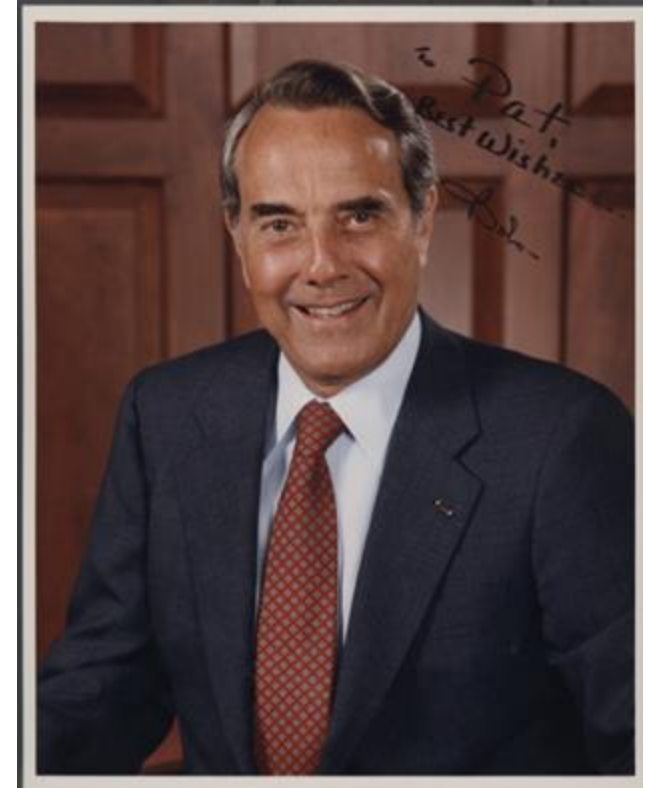


All racial groups are non-Hispanic. Data do not include residents of Puerto Rico, Guan, the US Virgin Islands. SOURCE: US Census Bureau 2017 National Population Projections.

# How Do We Reduce Health Disparities?

## The Sullivan Commission Report (2004) Missing Persons: Minorities in Health Professions

- *“enrollment of racial and ethnic minorities in nursing, medicine, and dentistry has **stagnated despite America’s growing diversity.**”*
- *“The **lack of minority health professionals** is compounding the nation’s persistent racial and ethnic **health disparities.**”*
- *“The consequences of health disparities are **grave**”*



# Health Disparities and Nursing Faculty of Color

"The need to attract diverse nursing students is paralleled *by the need to recruit more faculty from minority populations*. Few nurses from racial/ethnic minority groups with advanced nursing degrees pursue faculty careers"

- ◆ American Association of College of Nursing, "Enhancing Diversity in the workforce" 2015
- ◆ National Organization of Nurse Practitioner Faculties
- ◆ Institute of Medicine's "Future of Nursing"
- ◆ National Advisory Council on Nurse Education and Practice, "Achieving Health Equity"



# Where is WA state on the curve?

Washington Center for Nursing

Washington State Nursing Care Quality Assurance Commission



# In their own words.....

In what way is support *experienced* by ethnic/racial minority nursing faculty?

In what way is support *desired* by ethnic/racial minority nursing faculty?



# Methods & Recruitment

- Interviews, purposive sample of 16 participants
- *Perception of Support by Nursing Faculty of Color* from 2019 parent study
- Research intensive universities and teaching universities
- Conventional content analysis Atlas-ti 8.4

imposter syndrome mentoring relationships  
not acknowledged  
open forums a place for myself want same urgency  
viewed as less competent  
formed our own support network  
I had to do so much to prove myself  
different needs why am I here? Safety connected  
expectation at the table  
honor our problems cultivate networks vision  
heard I had to knock at every door non traditional organic  
negotiation diversity hire disparity  
anti-racism structured mentorship so few of us Frustrating  
struggles diversify faculty equity capacity  
Cultural Values Ethnicity minority voice  
you feel as though you don't belong  
discrimination is this person deserving? FOC Mentors  
systemic racism unspoken expectation no commonality  
don't ruffle feathers structured support supportive trainings  
privileged faculty Structural Change form our own networks  
work even harder leadership doesn't understand  
how do we navigate? representation  
strategic plan  
internalized racism increasing commitment



# Findings

## #1 Unique struggles shared by ethnic/racial nursing faculty may provide support systems

*"We need a person who understands our internal struggles. There are underlying, organic commonalities that sort of come up through our shared experiences and are really what have been the sources of support"*

## #2 Have to work harder to be perceived as equal

*"Not just in academia, but growing up, you had to work twice as hard to be just on the **same playing field** and get those same opportunities as everyone else..."*



# Findings

## #3 Legitimate space for ethnic/racial faculty in nursing academia

*"You always have to prove your worthiness... to be here, to be at the table."*

*"They do try to have supportive trainings...around like navigating this world of academia, but there isn't a space that tailors to faculty of color, specifically, you're just kind of thrown in with everybody. And there are different needs."*

## #4 Why ethnic/racial nursing faculty matters?

*"Students of color have a sense of connection and belonging with faculty of color"*

*"We do need more faculty of color mentors and role models...the problem is that there's so few. And the need is so high that they're oversubscribed and don't have the capacity"*



# Findings

- ✦ Do you see me?
- ✦ Do you see me as a **recognized leader**?
- ✦ Do you see me as a **legitimate scholar**?
- ✦ Do you see me as an **esteemed educator** ?
- ✦ Do you see me?



# What we want you to hear

- ✦ *Listen deeply to our voices*
- ✦ *Our struggles are unique, but our hope is real*
- ✦ *Support, authenticity, and transparency help us thrive*

***“ Be transparent. Be genuine and share the knowledge”***

# The Next Steps.....

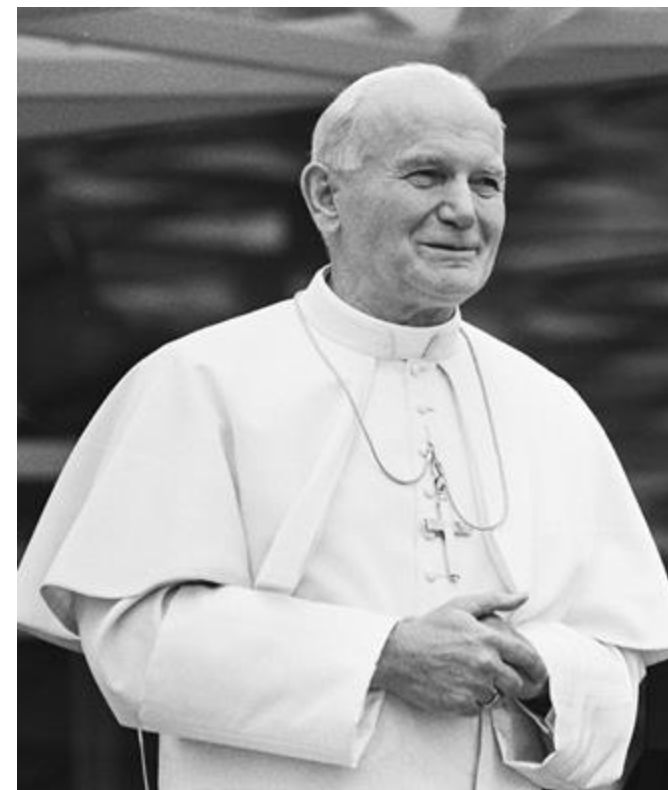
- **National Jesuit Racial/Ethnic Nursing Faculty Network**  
Association of Jesuit College and Universities  
Jesuit Conferences of Nursing Programs
- **American Association of College of Nursing Diversity Equity Inclusion Committee**  
Policy recommendation
- **Framework to Support Nursing Racial/Ethnic Faculty**  
Coaching framework for nursing administrators
- **Best Practices for Mentoring Diverse Nursing Faculty Toolkit**  
National Organization of Nurse Practitioner Faculties



# Solidarity

We are all one family in the world. Building a community that empowers everyone to attain their full potential through each of us respecting each other's dignity, rights and responsibilities make the world a better place to live.

*Saint John Paul II - Sollicitudo rei socialis*



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Thank you!

