

# Nursing, Inclusive Excellence, and our Future

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# United States and Maryland

- Maryland



- Population 6 million
- Female 51.5%
- Over Age 65 14%
- White 58%
- Black /African American 29%
- Hispanic 8%
- Asian 5 %
- 2 or more Races, and identifying as other <2%

# Diversity and Inclusion

## What we know

- According to the U.S. Census Bureau, individuals from ethnic and racial minority groups accounted for more than one third of the U.S. population (37%) in 2012.
- Projections pointing to minority populations becoming the majority by 2043, professional nurses must demonstrate a sensitivity to and understanding of a variety of cultures to provide high quality care across settings.

• 2043

Why does this matter in Nursing and Healthcare ?

What can we do ?

What should we do ?

# Inclusive Excellence

## Minority

### **Now**

- Minority
  - The smaller in number of two groups constituting a whole

### **...The Future**

- Men
- LGBTQ
- People of color
- Veterans
- Bilingual
- Seeing beyond characteristics and physical traits

# Healthcare 2K43

- What can we do
  - Looking beyond the physical and or cultural characteristics (that accompany Minority)
  - Minority group is categorical in nature by those who exhibit the physical or behavioral characteristics
  - Conditioned by numerical relationships and political power
  - NO LONGER COUNTING PEOPLE
- Minority  
Should not describe a smaller number in relation to another but Minority is where you are, and should be used to describe the gap-space between the health care provider and the person receiving the care
  - Recondition our thinking on characteristics and considering people and all their uniqueness- and bridging the gap between their uniqueness and yours

# Growing Diversity and Inclusion in NURSING

- Maryland
  - Population fairly evenly split Male /Female
- Over 90 % RN's Female
- Less than 10% Male
- Over 80% are White
- Black, Hispanic, Asian, American Indian
  - 7.1%, 4.2%, 3.3% 0.7%
- Demographics changing
- Whose getting older is changing
- Where RN's work will be more diverse
- Ideally demographics of RN's will reflect those of the State, and the projected demographics

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# Bridging the Gaps- Goals

- Nurses / Healthcare professionals CARE
- Increase Leadership in Nursing of Men, and all under-represented groups by 10-20% over the next 5-10 years
- Seek out mid-career employees with training and education on Nursing
- Remember **2043**

# Goals

- Build a deeper knowledge base, and increase understanding and reach in all healthcare settings
- Build, create, partner, in growing training and cultural competence opportunities in hospitals by 10 % around the State of Maryland's hospitals and healthcare outlets, and those places where RN's are actually working over the next 5 years
- 73 Hospitals in Maryland Strategically Find 7



# Goals continued

- Membership Associations should partner, align, and work in more of a collaborative nature rather than around their individual organization and mission
- Remove the competitive tone, to one of collaboration and dialogue
- As we continue to ensure that the RN population is Bachelors Degree prepared ensure that a growing percentage is bilingual over the next 5-10 years. 10-15%

# Goals

- Continue to promote Nursing as S.T.E.M.(N)
- Offer more opportunities for foreign language courses and trainings
- Continue with pipeline and early interventions with youth (develop and track data to see if these are leading to Nursing careers and Educational opportunities)
  - They feel good, but do they really work-we need to know

# What can you do NOW

- Begin investing in yourself and unpacking your own bias / belief structure
- Invest in language and cultural competence courses
- Embrace safe space training in and out of classrooms
- Materials, symbols, and building artifacts in and around organizations should represent diversity and inclusion

# What you can do now

- Be meticulous in talking to patients, students, staff, and listening to them- There is an intrinsic value in truly connecting
- If you believe in the importance of empathy and respect –create a space for that AND think of other areas where decision making pressure(s) can be relieved
- **ARE YOU PREPARED AND OR PREPARING THE NEXT GENERATION OF NURSING LEADERS FOR 2043**

“ If you want to go fast go alone; If you want to go far go together”

