

Mentoring Nurse Leaders of Color- A Teamwork/Collaboration Project

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Background

- ❖ Considerable efforts have been made to increase diversity within the profession. However, lack of representation in leadership roles persists in many areas including education, government, advanced practice nursing, policy, administration, etc. Healthcare organizations are challenged more than ever to create individuals that mirror the communities they serve (Persaud, 2020).
- ❖ **Aim:** The aim of this scoping review was to examine possible barriers that prevent nurses of color to pursue leadership roles in nursing.

Evidence of Impact

- Increased Member Confidence
- Acquired New Knowledge
- Team Building
- Member Mentorship
- Leadership Development
- Accepted for publication-*Nursing Outlook Journal*

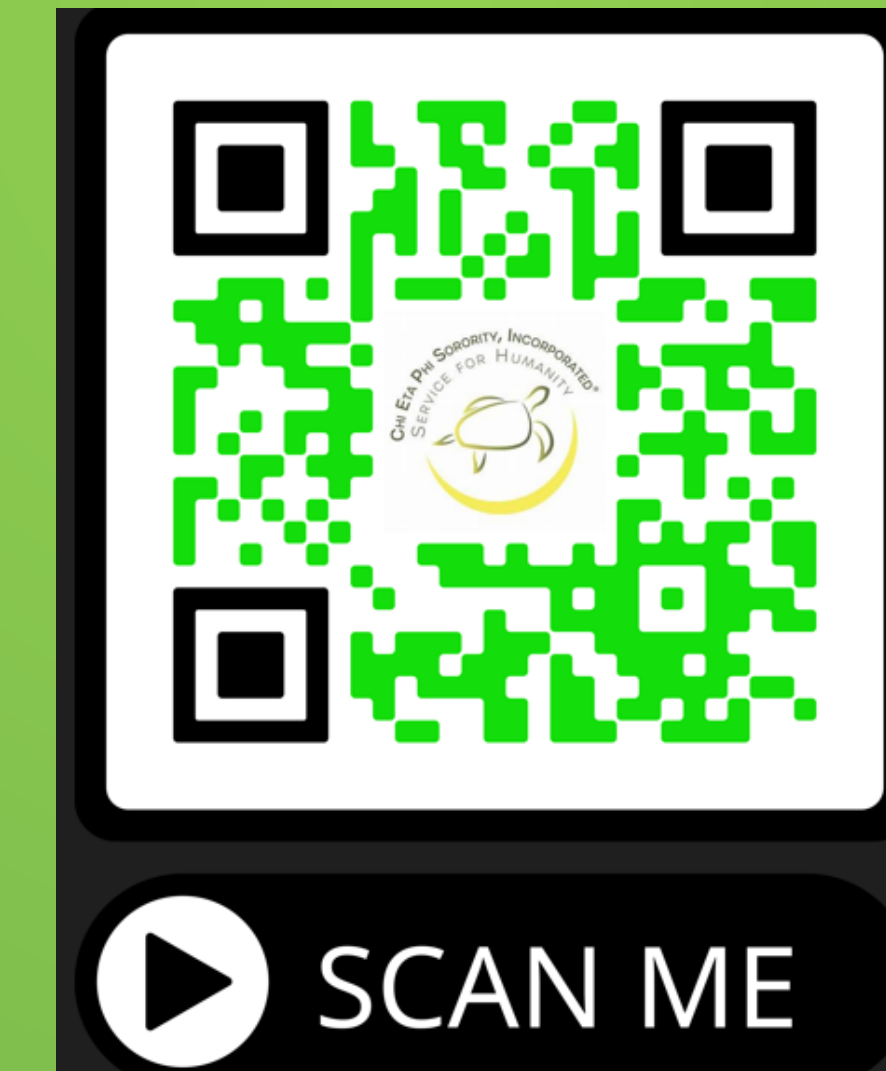
Purpose/Goals/ Objectives

Purpose:

- ❖ To review the literature to uncover the factors that may impact Black nurses in their pursuit of leadership roles in nursing administration, education, and professional organizations.

Objectives/Goals

- ❖ Understand the factors that impact nurses of color in their pursuit of leadership positions in health care, particularly in nursing administration, education, and organizations
- ❖ Discuss recommendations to begin the process of establishing steps to addressing and achieving a more diverse nurse leadership pool.



Methodology

- ❖ A Theta Publication Team was identified and training was provided to discuss literature reviews and the steps needed to complete a manuscript for submission to a journal.
- ❖ The authors conducted a scoping review, searching CINAHL and PubMed databases. The review included the Preferred Reporting Items for Systematic Reviews and Meta-Analyses Extension for Scoping Reviews (**PRISMA-ScR**).
- ❖ Upon completion of the literature review, themes were identified.

Outcomes

Scoping Review Outcomes

- Concept 1: Mentorship
 - Subconcept: Leadership Development
 - Subconcept: Confidence
- Concept 2: Racism
- Concept 3: Hiring Practices

Theta Chapter Outcomes

- ❖ Member Engagement
- ❖ Publication
- ❖ Podium Presentation
- ❖ Poster Presentation

