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May Diversity/Data Learning Collaborative: Mentorship and Diversity in Nursing Education, Practice and Leadership

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Adriana Perez, PhD, ANP-BC, FAAN



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RN, FAAN**

Today's Guests



Karren Kowalski, PhD, RN, NEA-BC, FAAN
President and CEO, Colorado Center for
Nursing Excellence
Colorado Action Coalition



Matilda "Tillie" Chavez, RN, BSN, MSN
Dean of Academic Affairs
South Mountain Community College
Arizona Action Coalition

- A key strategy to promoting diversity across generations, gender and ethnicity, in education, practice and leadership.
- Currently, at least 6 Action Coalitions are planning/implementing statewide mentoring programs with different emphasis (i.e. leadership development and/or mentorship).



Mentoring: “a process by which persons of superior rank, special achievements and prestige, instruct, counsel, guide, and facilitate the intellectual and/or career development” of the student. Through advisement and guidance, a mentor empowers the student to become an independent thinker who is able to view himself as becoming a successful and influential individual.



Blackwell (1989)

Objectives

- Describe two Mentorship models focused on promoting the academic success of ethnic minority nursing students:
 - Including content areas
 - Evaluation/outcomes
- Identify mentorship gaps, based on literature
- Resources for Action Coalitions



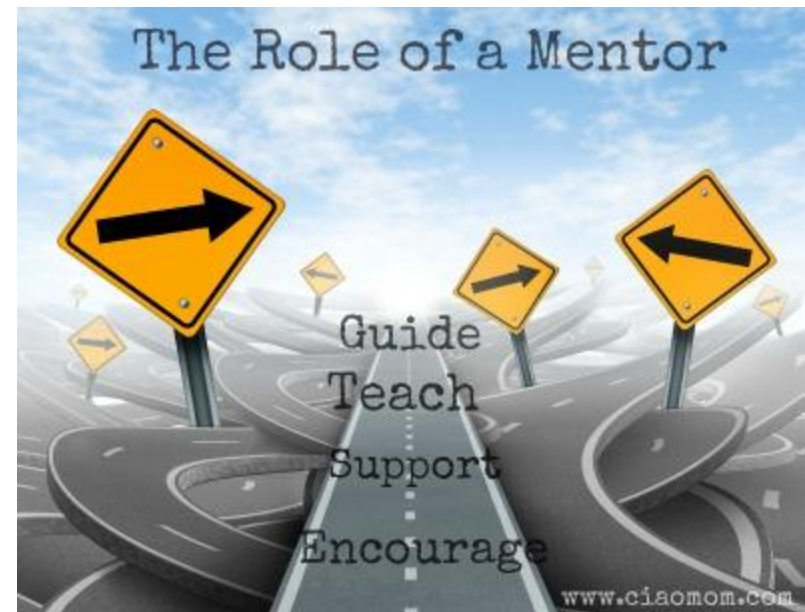
Mentoring Diverse Nursing Students: Pilot Year

**KARREN KOWALSKI, PHD, RN, NEA-BC, FAAN
PRESIDENT AND CEO, COLORADO CENTER FOR
NURSING EXCELLENCE**

Key Takeaways:

- Diverse nursing students drop out at a higher rate than Caucasian students
- Mentors need initial training to develop skillset
- Mentors need continuous support
- Mentor programs should be structured but not overly structured
- Students prefer to be matched according to specialty area interests

- 18 mentors for a 1 ½ day workshop
- Curriculum:
 - Roles of the mentor
 - Knowing self
 - Building relationships
 - Boundaries
 - Acknowledgements
 - The power of questions
 - Vulnerability



- Quarterly meetings for mentors
- Mentor support from each other:
 - Share challenges and provide feedback and shared experiences with each other

Additional skill building:

- Resiliency and Reflective Practice
- Special guest Barbara Nichols
- Closing the relationship
- Celebration

Monthly coach call:

- Mentors divided into three groups
- Set coaching call with group of mentors once a month

These sessions have been designed to:

- Grow mentoring skills through coaching and assist with the integration of the skills into routine practice
- Keep mentors engaged
- Provide coaching support for areas of struggle
- Provide/receive support from fellow mentors

- Number of diverse nursing students that graduated
- Number of mentor and mentees that completed the yearlong program
- Midyear and year-end process evaluations for mentors
- Year-end evaluations for mentees



ARIZONA ACTION COALITION

Leading Change, Advancing Health In Arizona

Diversity Council (AZ ACDC) Mentoring Program

**MATILDA "TILLIE" CHAVEZ, RN, BSN, MSN
DEAN OF ACADEMIC AFFAIRS
SOUTH MOUNTAIN COMMUNITY COLLEGE**

- **Program Purpose:** To promote a diverse workforce in Arizona, through opportunities for mentorship among diverse students in community health settings.
- **Goal:** To develop a model that can be utilized statewide.

Timeline First 6 Months

Timeline	Summer Jun/Jul	Aug	Sept	Oct	Nov/Dec
	June	Aug 8	9/1		
Event	ID Mentors via application	Mentor workshop	Mentee application Deadline	Reception/ Networking	Workshop #2
	Build all 4 workshops for the year	Complete the mentee application	Sept Mentee workshop 9/8?	Match event: opportunity for re-match?	Workshops for both mentor and mentee?
Expectations	Mentee outreach send a mass email to the students			Match mentors with mentees at the reception	Mentor and mentee meeting/ activity

Timeline Next 6 Months

Timeline	Jan/Feb	Mar	April	May	Summer
Event	Mentor/ Mentee activity	Workshop #3	Clinical experience during Capstone Academy	Mentee Grad	Workshop #4
		Workshops for both mentor and mentee?	Recruit mentor & mentee cohort	ID mentors & mentees for the next cohort	Updates to all workshop
Expectations	Attend NAHN meeting	Leadership; professional development for mentee	1:1 clinical experience community events 12 hours total		Mentor and mentee selection

- Minimum of 20 student/RN dyads will engage in a project with underserved populations.
- Evaluations of preceptor training and the precepted experience by faculty, students and preceptors.
- Each dyad will list at least one positive patient outcome resulting from the experience with a specific focus on diverse/ underserved population.

- Refine the timeline, any updates added
- Continue this plan for year two
- Plan to expand beyond this small cohort

PARTICIPANT POLL

Do you mentor diverse nursing students or practicing nurses?

1. Nursing students
2. Practicing nurses
3. Both students and practicing nurses
4. Neither

- Support and mentorship of all mentors is needed.
- Ethnically diverse students identified helpful traits of faculty as being patient, approachable, available, and encouraging (Amaro et al., 2006; Gardner, 2005a).
- Focusing on cultural strengths and building a peer-mentorship network may assist in supporting and sustaining efforts.

Mentoring...circular, ongoing process. That is, the student nurses explained how they benefitted from having mentors, and they in turn were committed to continuing the process by serving as mentors to others.

Rivera-Goba & Nieto (2007)

- Limited testing & publications regarding programs (including mentorship) that promote diversity in nursing.
 - What are the key training concepts/strategies for mentor development?
- More published data for academia, not as much for leadership & practice.
- How can the CCNA and ACs support each other?

Questions or Comments?



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OR
Use the “chat” feature to send “everyone” a question.**

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www.campaignforaction.org/webinars.

Campaign Resources

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- American Association of Colleges of Nursing [Enhancing Diversity in the Workforce](#)
- Missing Persons: Minorities in the Health Professions – [A Report of the Sullivan Commission on Diversity in the Healthcare Workforce](#)
- National League for Nursing [Diversity Toolkit](#)
- Professional Minority Nursing Organizations & American Assembly for Men in Nursing (AAMN) [Mentor Program](#)
- Wisconsin Center for Nursing [Diversity Toolkit for the Recruitment & Retention of Minority Nursing Students](#)