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Robert Wood Johnson Foundation

AARP
Real Possibilities

Mentoring Minority Nurses/Student Nurses: A Pillar for Successful Leadership

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Eric J. Williams, DNP, RN, CNE

Today's Webinar

- Learn about the development and implementation of a successful mentorship program for minority nurses. .
- Examine how mentorship effectively prepares nurses for future leadership roles.
- Engage with a member of the Campaign's Diversity Steering Committee and learn how the Campaign is collaborating with minority nursing organizations



Winifred V. Quinn, PhD
Director, Advocacy & Consumer Affairs
Center to Champion Nursing in America

Today's Facilitators

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Adriana Perez, PhD, ANP-BC, FAAN

**Assistant Professor, University of Pennsylvania School of Nursing
Diversity Consultant, Center to Champion Nursing in America**



Piri Ackerman-Barger, PhD, RN

**Assistant Clinical Professor,
Assistant Director of the Master's Entry Program in Nursing
Co-Director Interprofessional Teaching Scholars Program
University of California Davis, Betty Irene Moore School of Nursing
Diversity Consultant, Center to Champion Nursing in America**

Today's Presenter

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Dr. Eric J. Williams, DNP, RN, CNE

President, National Black Nurses Association
Member, *Campaign for Action* Diversity Steering
Committee

NBNA: Mentoring the Next Generation of Nurse Leaders



**This program has been generously supported
by the Friends of NBNA Campaign.**

Mentoring Needs of African American Nursing Students

- NBNA conducted a mixed methods study of AA nursing students to identify facilitators, barriers and mentoring needs for successful graduation from nursing programs.
- 960 AA students were sampled 92.6% female, mean age 34.68 years, 86.2% AA and 53.8% were single.

Mentoring Needs

- The survey assessed the mentoring needs for students and is one of the first national surveys conducted related to AA nursing students enrolled in a variety of nursing programs.
- What are the mentoring needs and resources that AA students believe contribute to their successes and/or completion of their nursing education programs and the passing of the NCLEX exam?



Findings

- Survey findings highlighted qualities important to students in a mentor including
- A trusting relationship;
- Providing academic success strategies,
- Appreciation of empowerment strategies and inspiration that mentors provided to mentees;
- Open and accepting relationship;
- Coaches and counsels.



Purpose of Mentoring

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- To support the growth and development of nurses as they transition in professional practice
- To foster the development of a strong nursing community
- To enhance the leadership skills of nurses as they engage in the mentoring process

(Adapted from the American Nurses Association, 2011).

Definition of Mentoring

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A one-to-one trusting relationship that encompasses formal or informal supporting, guiding, coaching, teaching, role modeling, counseling, advocating and networking. Mentoring occurs within and/or outside clinical setting and includes personal and career guidance. Mentoring promotes co-sharing, co-discovery, and co-growth (Adapted from the American Nurses Association, 2011).



Benefits of Mentoring

Mentees

- A safety net
- Reduced stress and Anxiety
- More strategies for success
- An opportunity to test out ideas
- Candid feedback
- Procedural and technical knowledge
- Personal encouragement and support

Mentors

- Satisfaction from seeing others develop
- Expanded perspectives/discovery of new ideas
- Opportunity to share
- Experience and wisdom
- Opportunity to strengthen mentoring skills
- A meaningful relationship
- Enhanced interpersonal skills
- Increased competency as a leader

Differentiate Mentoring Roles

Mentoring	Academic Advising
<ul style="list-style-type: none">• Future-oriented• Focuses on development• Intangibles• Soft skills• Range of learning opportunities• Multiple forms• Driven by the mentee's needs	<ul style="list-style-type: none">• Focuses on successfully navigating curriculum and graduating on schedule• Guides students through the process of academic planning and goal setting• Often involves counseling• Specific planning and goal setting• Usually 1:1
Coaching	Counseling
<ul style="list-style-type: none">• Present• Focuses on boosting performance• Tangibles• Processes and procedures• Short-term• Coach-driven process	<ul style="list-style-type: none">• Past• Focuses on fixing problems• Uses intervention techniques• Provides emotional support• Usually 1:1• Confidentiality a priority

Mentees

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Responsibilities and Expectations of the Mentor

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- Be a facilitator; provide thinking
- Professional role model
- Guide; key needs (goals & agreement)
- Mentworking
- Not allow personal values/beliefs
- Be resourceful
- Will not answer **all** the questions



Mentor/Mentee Relationship

- Frequency of meetings
- Frequency of self-evaluation of progress
- Frequency of contact with the coordinator as a check-in
- Attendance at meetings if scheduled
- Seeking out educational programs to attend together
- Crafting a developmental plan
- Problem-solving strategies

Needs of the Transitioning Nurse

- Where do I go from here?
- How do I get there?
- Embracing a new role, fear of change
- Educational avenues
- Developing as a professional in organizations and certifications
- What are my options?
- Analyzing strengths and weaknesses
- Developing leadership skills



Aspiring Leaders

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- Support growth and development of transition nurse leader
- Serve as a role model and sounding board
- Offer guidance and direction
- Answer questions, provide insight and guidance



Steps to Successful Mentworking

- Know what you want
- Be very clear about what it is that you want
- Know who's out there – precisely who you want to go to, and for what
- Know exactly how others can help you – what kind of help do you want/need?
- Be reciprocal – thank people for their help and extend a helping hand back to them

Dr. Beverly Kaye

Mentorship Program

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NBNA has adopted as a priority initiative, mentoring activities that local chapters can implement to promote student success. The thrust of NBNA's national mentoring activities is to insure that AA nurses achieve their academic and career goals, ultimately creating a highly educated and diverse nursing workforce.



Mentors /Mentees

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Connecting to a Culture of Health

1. How can mentoring foster community engagement for both mentors and mentees?
2. How do mentors get mentees involved in NBNA programs? Give examples.
3. One of the Culture of Health pillars is “making health a shared value”. How can mentoring be used as a tool to help build healthier communities?

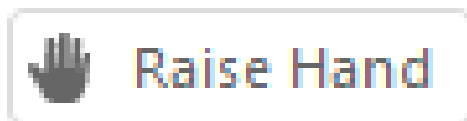
Questions or Comments?



**Press *1 on your telephone key pad to ask a question
(Please be sure to record your name after the prompt)**

OR

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



If you are having trouble asking a question, please click the “Raise Hand” button on the bottom right of your screen

You can find the recording, webinar summary, and additional resources by going to: www.campaignforaction.org/webinars.

Upcoming Webinars

- *Unconscious Bias*
July 26, 2-3 PM ET

Register to receive webinar alerts at:

<https://campaignforaction.org/newsletter-sign-up/>

Campaign Resources

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Visit us on the web at www.campaignforaction.org
For webinar resources:
<http://campaignforaction.org/resources>

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ABOUT ISSUES OUR NETWORK BLOG RESOURCES GET INVOLVED Q

Resources

A LIBRARY AT YOUR FINGERTIPS

Help promote better health through nursing by tapping into hundreds of resources, including studies, toolkits, webinars, and other materials organized in the categories in which the *Campaign* pushes for action.

ISSUES

- Improving Access to Care
- Transforming Nursing Education
- Promoting Nursing Leadership
- Increasing Diversity
- Collecting Workforce Data
- Fostering Interprofessional Collaboration
- Building Healthier Communities

TOOLS & TIPS

- Academic Progression in Nursing (APIN)
- Advocacy
- Communications and marketing
- Funding opportunities
- Meetings
- Milestones (Dashboard indicators)
- News releases

- Organizational excellence
 - Fundraising
 - Internal operations
 - Stakeholder engagement
- Research
- State Implementation Program (SIP)
 - Grantee projects
 - Grantee resources
- Webinars

keywords

BY STATE

RESET ✕



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