

# FUTURE OF NURSING™

## Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA

**AARP** Foundation  Robert Wood Johnson Foundation



*National Alaska Native American Indian Nurses Association*

## *Successful Ways to Meet the Needs of Native American Nursing Students*

July 17, 2018

# Today's Webinar

- Examine the impact of historical trauma on Indian education and learning.
- Discuss cultural, academic, and social support strategies that aim to promote student success in nursing programs.
- Explore opportunities for partnerships between Action Coalitions and nursing education programs.



**Winifred V. Quinn, PhD,  
FAANP (H)**

Director, Advocacy and  
Consumer Affairs

*Center to Champion Nursing  
in America*

# Today's Facilitators



**Lisa Martin, PhD, RN, PHN, AHN-BC**

President, National Alaska  
Native American Indian Nurses  
Association  
Associate Professor, St.  
Catherine University



**Regina Eddie, PhD, RN**

Assistant Professor, Northern  
Arizona University  
Diversity Consultant, Center to  
Champion Nursing in America

# Today's Presenters



**Beverly Warne, MSN**  
Nurse mentor and coordinator, Native American Nursing Education Center, South Dakota State University, College of Nursing Rapid City; member of the Oglala Sioux tribe



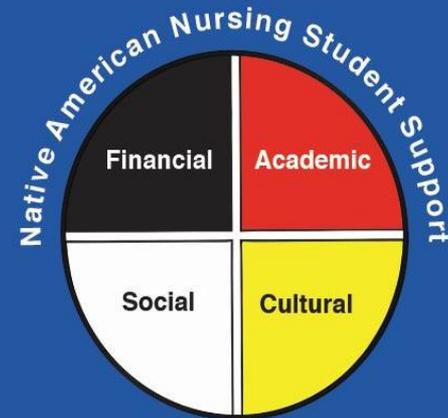
**Misty Wilkie, PhD, RN**  
Immediate past president, National Alaska Native American Indian Nurses Association (NANAINA); Associate professor at Bemidji State University; member of the Turtle Mountain Band of Chippewa



**Joan M. Gallegos, MSW, RN**  
Director, community engagement, HealthInsight Utah



**SOUTH DAKOTA  
STATE UNIVERSITY**  
*College of Nursing*



# NATIVE AMERICAN NURSING EDUCATION CENTER

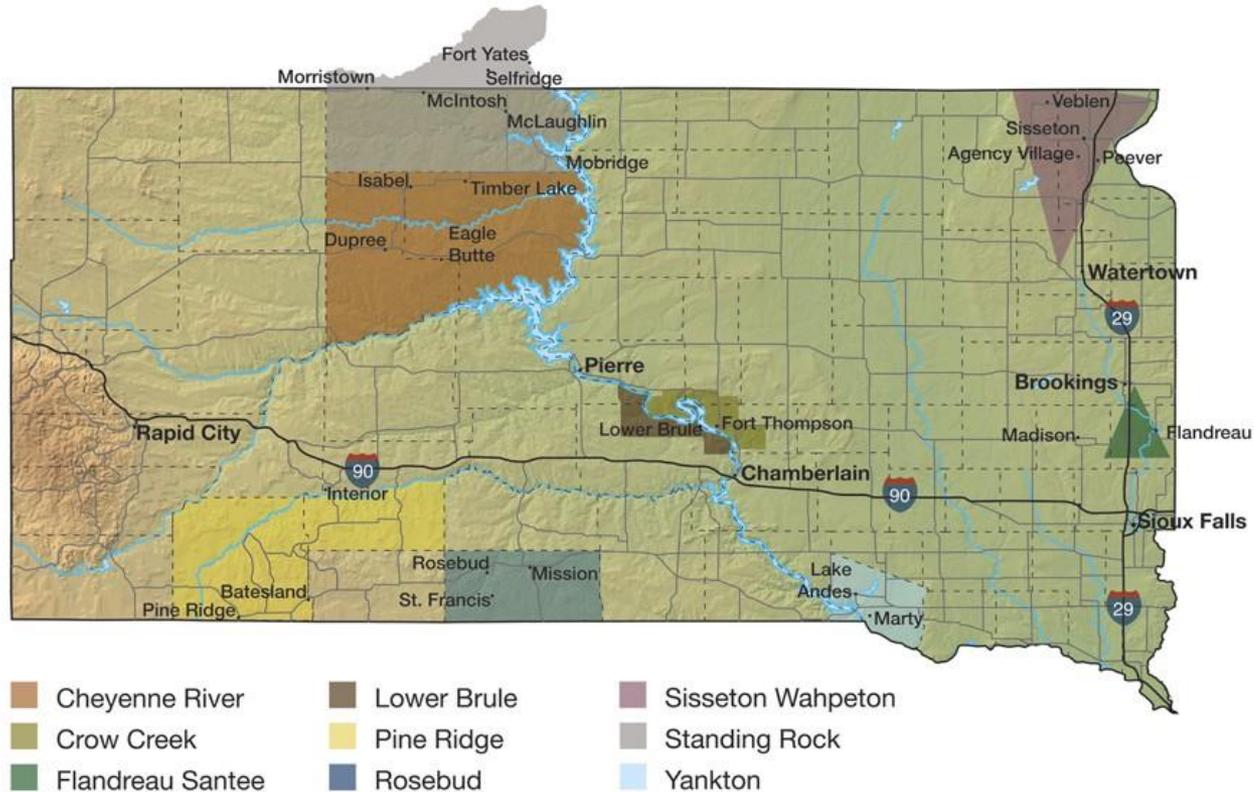
Beverly Stabber Warne, MSN  
Nurse mentor and coordinator

The College of Nursing improves health and the quality of life for people in South Dakota, the region, the nation, and the world. The College strives for excellence in undergraduate and graduate education, research, scholarship, and health services to diverse individuals, communities, and populations across the life span.

**Native American Nursing Education Center (NANEC) Mission:**  
Increase Native American nursing workforce in the Great Plains.

Bachelor of Science in Nursing, Master of Science in Nursing, Doctor of Nursing Practice, and PhD in Nursing

# Reservations in South Dakota



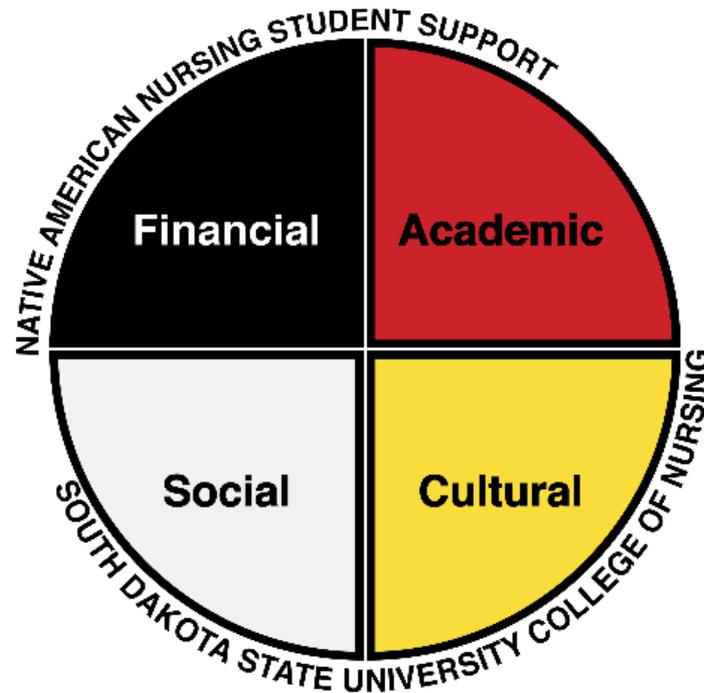
*(Source: S.D. Department of Tribal Relations)*

**Definition:** Cumulative emotional and psychological wounding over the life span and across generations, emanating from massive group trauma. Historical unresolved grief accompanies that trauma. (*Source: Brave Heart, 1998, 1999, 2000*)

## Impact on learning:

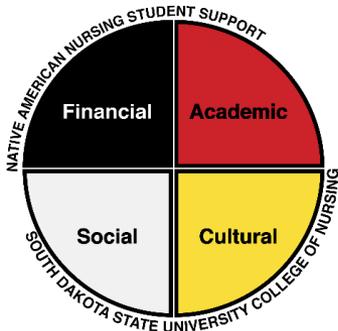
- Feeling of not belonging
- Low self-esteem
- Anger
- Grief

# NANEC Support System



# Financial

- Emergency funding
- Stipends
- Scholarship and outside funding
- Financial well-being with SDSU extension
- Community partners



## Don't Go For Broke

Start out the semester on a good financial course!

**When:** Friday, September 8th from 1-3pm

**Where:** SDSU Graduate Nursing Building - Rushmore B

**What:** Learn basic financial concepts that will help you meet your financial needs for the semester. Time will be spent answering specific questions you have about personal financial management.

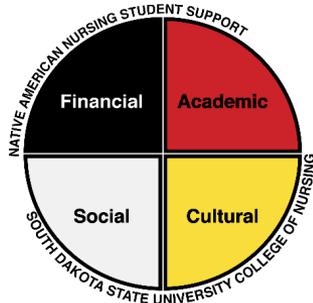
**Who:** program is open to anyone interested in the topic  
Presenter is Lorna Wounded from SDSU Extension

Email [lorna.woundedhead@sdstate.edu](mailto:lorna.woundedhead@sdstate.edu) with specific questions and topics you want included in the presentation.



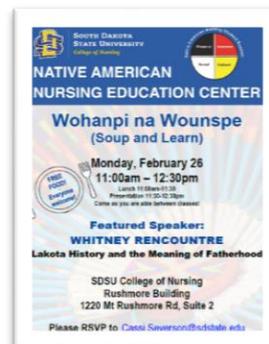
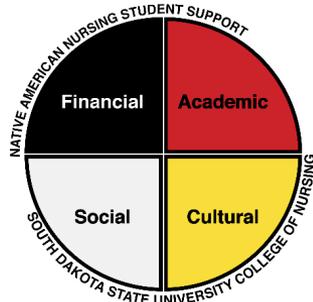
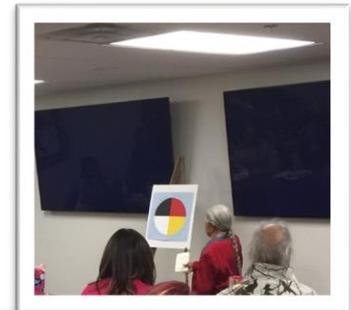
# Academic

- Academic advising
- Tutoring
- Resource room
- Conferences



# Cultural

- Wohanpi Na Wounspe (Soup and Learn)
- Honoring ceremony
- Talking circle
- Community and higher education partners
  - BHSU-RC Student Club, He Sapa
  - GPTCHB



- Student lounge
- Study pods
- Mentoring program
- Student and community outreach



**Wicaho**  
Native American Nursing Education Center March 2018

**Upcoming Events**

Sioux City Area - American Indian Nations Meeting  
Hawthorne Building, Wednesday 9 March 14 10:00am - 1:00pm

Continuing Education  
Topic: Trauma and Working with Justice  
March 27 11:00am - 12:30pm

Sioux Falls, SD, SD Chapter  
Continuing Education  
3/29/18 Lakota Center Building  
March 28 6:00pm - 8:00pm

**Lakota Words of the Month**

**Academic**

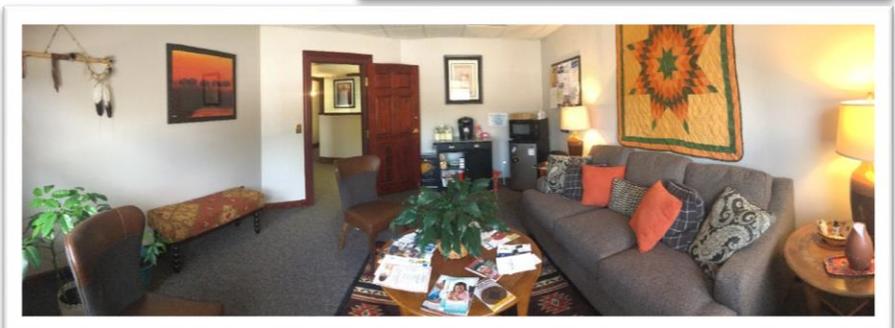
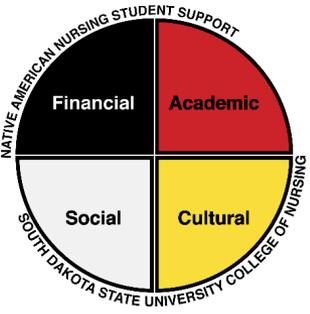
Academic: *Wahpachagan*  
Spirit (the breath), *Wahpachagan*  
Counseling, *Chin*  
Lakota (the Red Mountain) *Wahpachagan*  
To receive from Spirit or wisdom. *Chin*

**Partner Spotlight**

Since 2016, *Wahpachagan* with Native American (PNA) has been a valued partner of SDSU Nursing and our Native American Nursing Education Center with their Emergency Triage Clinic. With the Emergency Triage Clinic, PNA's goal is to increase SDSU Nursing ability to assist Native American students who may be at risk of dropping out or not able to overcome their emergency. We are excited to have PNA as a partner for the past few years and thank them for their continued support!

**Wohapi na Wounspe**

Our 2018 *Wohapi na Wounspe* award goes to the team on *Wounspe*, March 27 at 8:00 AM in Rapid City. Jason Chase, PhD, will present on *Wounspe* and *Wounspe*. The award will be made in March 27 at 12:00 PM. The award will be made at 4:00 PM in Rapid City. If you would like to win, please contact the SDSU Native American Nursing Education Center by following us on the South Dakota State University College of Nursing. [www.sdsu.edu/nanec](http://www.sdsu.edu/nanec)



Misty Wilkie, PhD, RN  
Associate professor  
Bemidji State University



# NIGANAWENIMAANAANIG PROGRAM

**Minorities** comprise 10 percent of the nursing workforce

- American Indians average 0.4 percent
- Bemidji population is 21 percent American Indian

**Bemidji-area Indian Health Services** reported 15 of 72 nurses employed at the three federal facilities were American Indian (2016)

**American Indians admitted to BSU**  
four-year nursing program:

2014 – 1  
2015 – 3  
2016 – 1  
2017 – 5

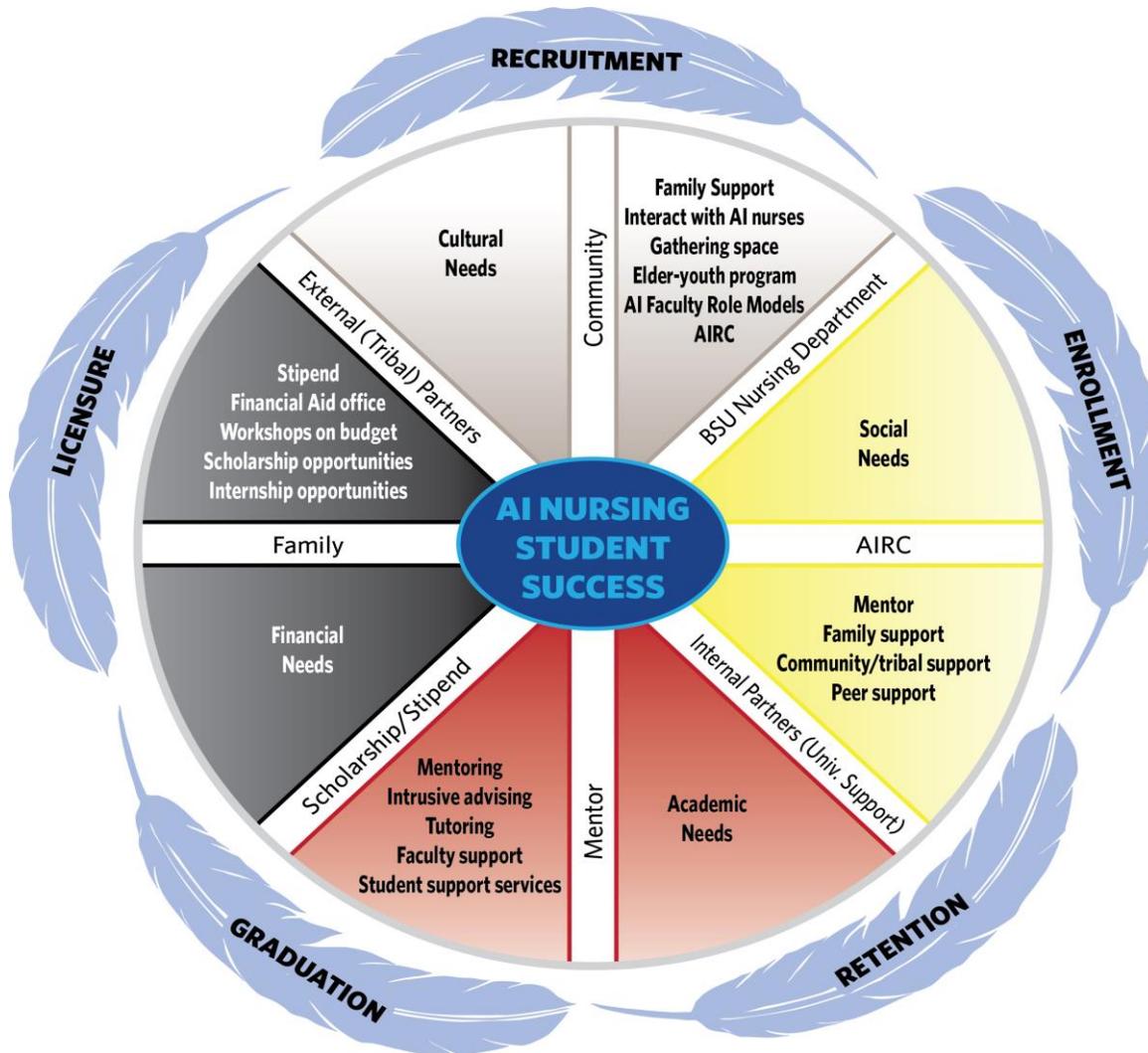


# Niganawenimaanaanig Student Requirements

- Agree to intensive/intrusive monitoring for academic progress
- Participate in weekly mentor meetings
- Must attend tutoring for any course with a C or less
- Must participate in monthly cultural activities
- Must attend Niganawenimaanaanig group gatherings twice per semester

Students admitted to nursing program receive \$2,000/semester in tuition assistance and up to \$500/month stipend





# Internal Partners

- Dr. Faith Hensrud, BSU/Northwest Technical College president
- Admissions
- Center for Extended Learning (RN-to-BS program)
- Career services
- TRIO
- Financial aid
- American Indian Resource Center



# External Partners

- Bois Forte
- Leech Lake
- Mille Lacs
- Red Lake
- White Earth
- Outreach to Fond du Lac
- Future outreach to Lower Sioux, North and South Dakota tribes









# Lessons Learned for Student Success

- Require weekly study sessions
- Develop cohesiveness of cohorts and all Niganawenimaanaanig students
- Encourage students to communicate with faculty
- Provide budgeting skills



Joan M. Gallegos, MSW, RN  
Director, community engagement  
HealthInsight, Utah

# **MEETING THE NEEDS OF UTAH'S NURSING STUDENTS AND RNS FROM DIVERSE BACKGROUNDS**

## About the Utah Action Coalition for Health (UACH):

- Created in 2012 in response to the Institute of Medicine (IOM) report *The Future of Nursing: Leading Change, Advancing Health*
- One of the first Future of Nursing: *Campaign for Action* Action Coalitions
- Received grant funding from the RWJF State Implementation Program (SIP) for four years to work on the IOM recommendations

## **Four years of funding (2013–2017) built:**

- Statewide nurse residency programs
- APRN fellowships
- Academic progression of RNs; increase in the number of RNs serving on boards; and diversification of the Utah nursing workforce

**Current focus:** Building a Culture of Health, including matching nurses with community population health projects

**HealthInsight** serves as the “backbone” organization for the UACH

## SIP 1 and SIP 3 Priorities:

### *Increase the Diversity of Utah's Nursing Workforce*

- Created Unidos en Utah/National Association of Hispanic Nurses.
- Worked to create a state nursing data center.
- Developed a statewide nursing diversity plan.
- Created “Explore the Many Exciting Career Opportunities in Nursing” brochure.
- Talked with middle and high school counselors at the annual Counselor Association conference.
- Educated students about a potential nursing career.
- Attended the Colorado Center for Nursing Excellence's workshop on diversity and mentoring.

- Robert Wood Johnson Foundation vision:

***Where everyone has the opportunity to live a healthier life.***

- Our Action Coalition believes strongly that our state's nursing workforce should be representative of the diversity of our citizens and the patients Utah nurses care for.

Conditions in which people are:

- Born
- Grow
- Live
- Work
- Age

Are mostly responsible for:

- Health inequities
- Unfair and avoidable difference in health status

These circumstances are shaped by the distribution of money, power, and resources at global, national, and local levels.

*Source: World Health Organization*

[http://www.who.int/social\\_determinants/themes/healthsystems/en](http://www.who.int/social_determinants/themes/healthsystems/en)

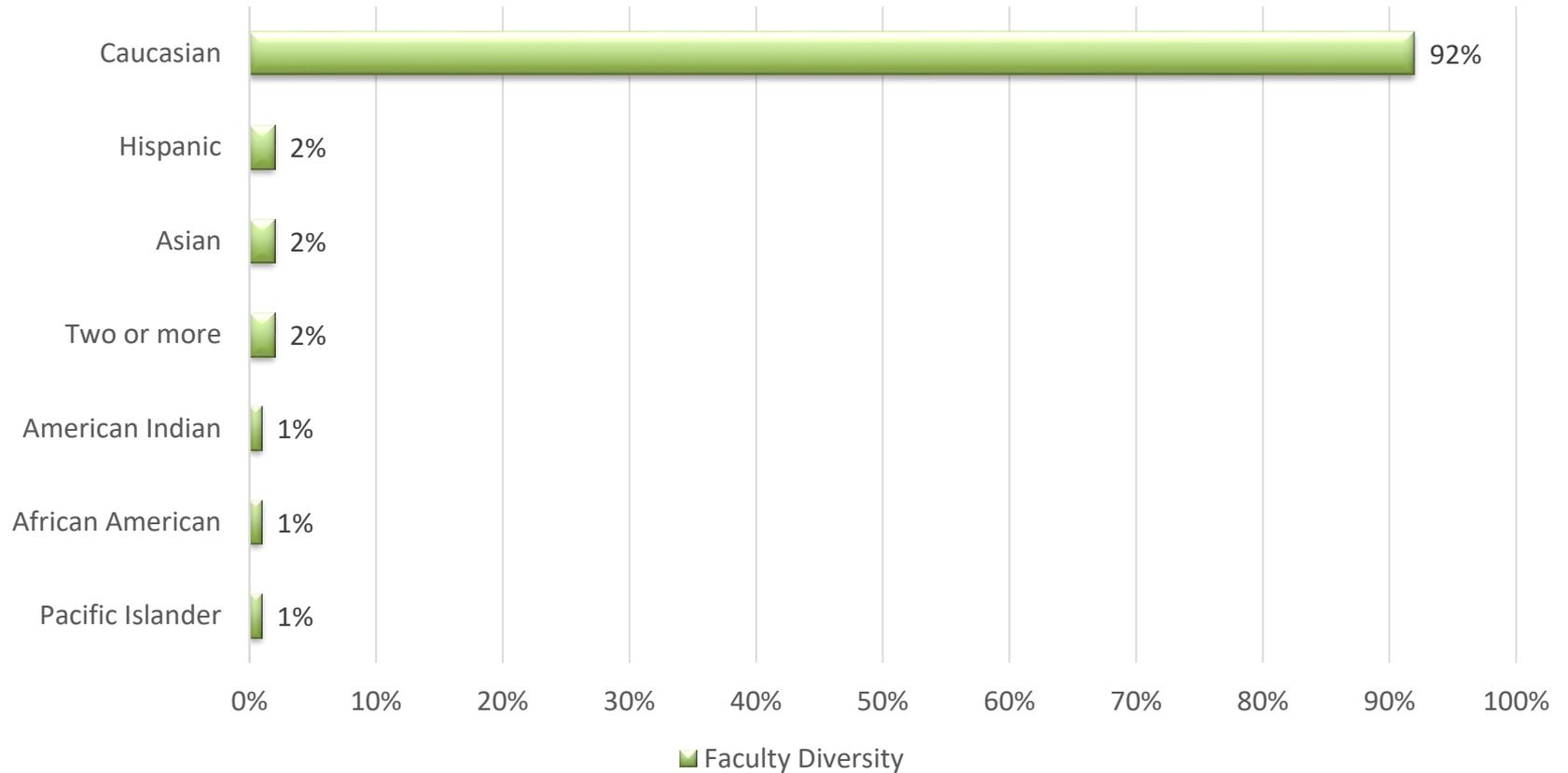
- The way health systems are designed, operated, and financed acts as a powerful determinant of health.

*Source: World Health Organization*

[http://www.who.int/social\\_determinants/themes/healthsystems/en/](http://www.who.int/social_determinants/themes/healthsystems/en/)

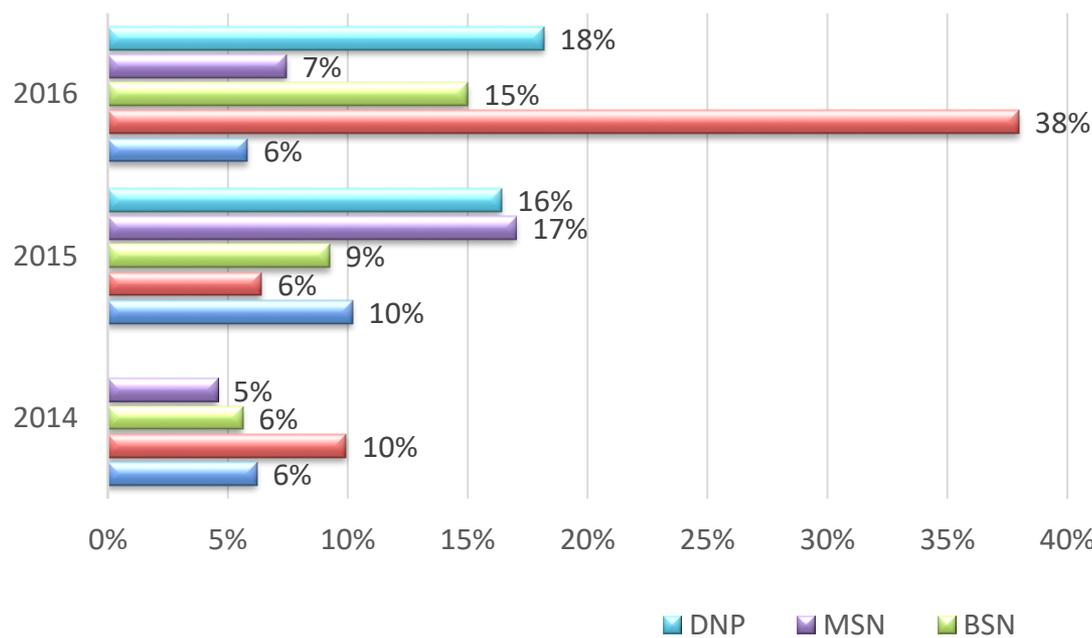
- The nursing education system and workforce often operate in a manner that is less accessible for students from diverse backgrounds to obtain higher education degrees and to enter the profession.

## Faculty Diversity

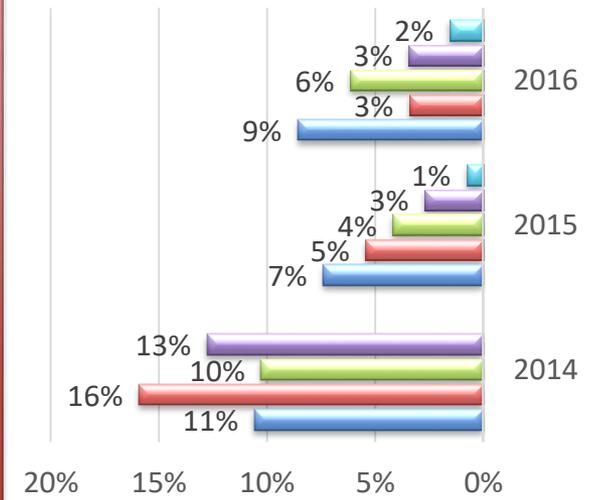


# Student Diversity 2014–2016

## Non-Caucasian Enrollment

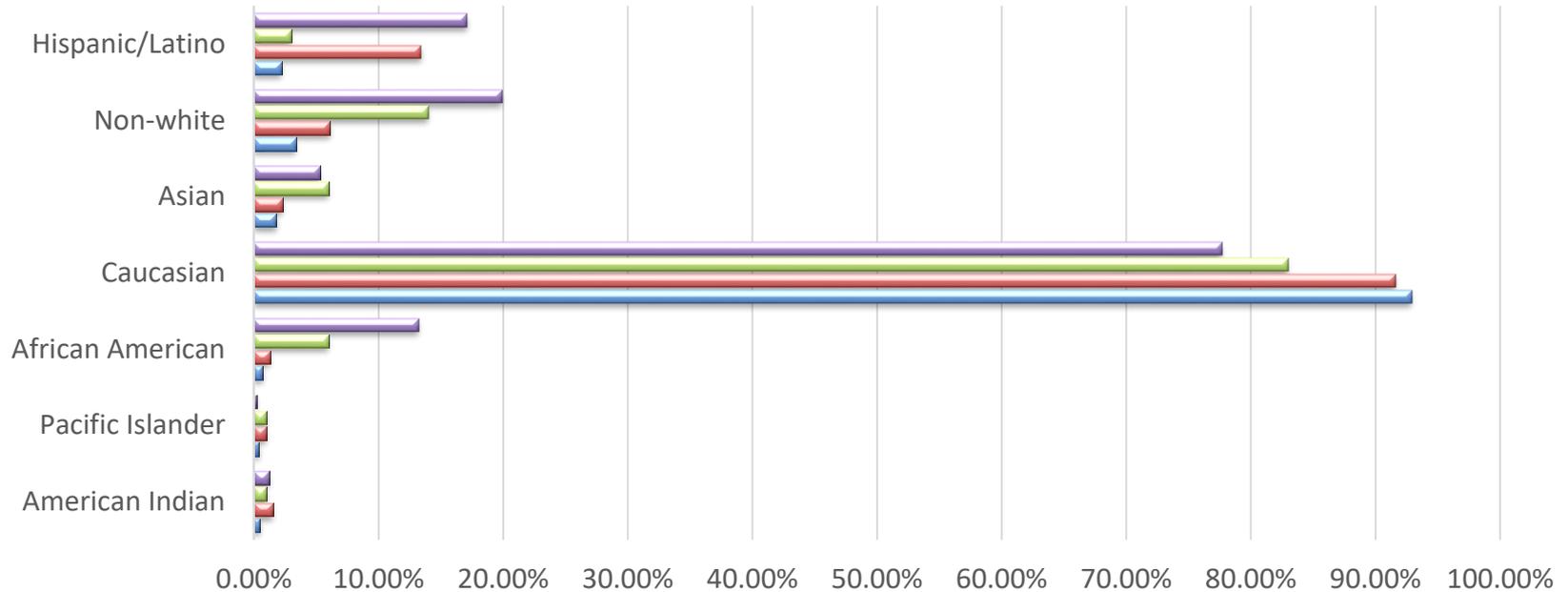


## Hispanic Enrollment



# State and National Workforce Comparisons

## Utah Medical Education Council Data 2017



	American Indian	Pacific Islander	African American	Caucasian	Asian	Non-white	Hispanic/Latino
■ National Population	1.20%	0.20%	13.20%	77.70%	5.30%	19.90%	17.10%
■ National Workforce	1.00%	1.00%	6.00%	83.00%	6.00%	14%	3.00%
■ Utah Population	1.50%	1.00%	1.30%	91.60%	2.30%	6.10%	13.40%
■ Utah Workforce	0.50%	0.40%	0.70%	92.90%	1.80%	3.40%	2.20%

■ National Population   
 ■ National Workforce   
 ■ Utah Population   
 ■ Utah Workforce

- Science teachers are more likely to serve as mentors and motivators
- Involving families is crucial
- Counselors have antiquated view of nursing
- State Office of Education materials on nursing often perpetuate the perception of nursing as technical versus professional
- Students from diverse backgrounds do not want to feel “singled out” with special programs targeted to them

# Overview of Nursing Innovations Grant to Increase Nursing Diversity

- Conduct outreach to middle and high school counselors and science educators
- Implement a student mentoring and support system
- Increase the number of diverse nurses on community boards

**Barriers:** It is hard for Native students to adjust socially with non-Natives when away from home.

- Lack of advisers who are Native and can relate to students
- Homesickness, moving away from home
- Difficulty finding scholarship opportunities
- Spotty Internet access on the reservation

- Gallup, N.M., is doing well in recruiting and retaining Native American nurses
- Outreach nursing programs are needed
- Nursing educators need to go where the students are
- Online programs coupled with travel to improve distance learning
- Stackable nursing credentials and educational progression

## Recommendations for the nursing pipeline

- Invite students for a two-day conference on science and medical careers
- Build on work of the University of Utah and Utah Valley University
- Better prepare future nursing students in high school, e.g., offer readiness courses in science, math
- Involve the family unit
- Help students meet deadlines

## Contact Information

Beverly Warne [beverly.warne@sdstate.edu](mailto:beverly.warne@sdstate.edu)

Dr. Misty Wilkie [mwilkie@bemidjistate.edu](mailto:mwilkie@bemidjistate.edu)

Joan M. Gallegos [jgallegos@healthinsight.org](mailto:jgallegos@healthinsight.org)

## Questions for the Audience:

How will you integrate what you learned from this webinar into your work?

**Press \*1 on your telephone key pad to answer or 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

Visit us at [CampaignforAction.org](http://CampaignforAction.org)  
For webinar resources:  
<http://campaignforaction.org/resources>

**Campaign for Action** 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 (APN)
- Advocacy
- Communications and marketing
- Funding opportunities
- Medkits
- Milestones (Dashboard Indicators)
- News releases

keywords  Q

**BY STATE** ▼

RESET X

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

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