



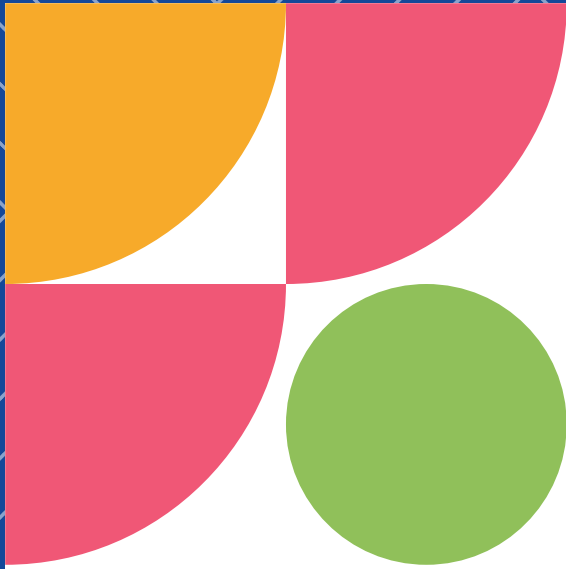
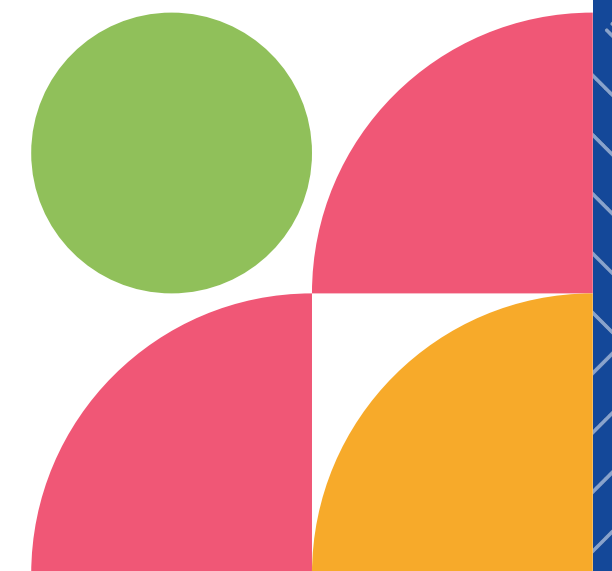
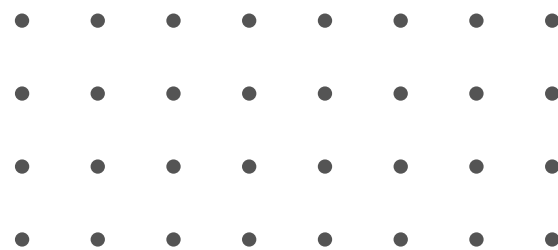
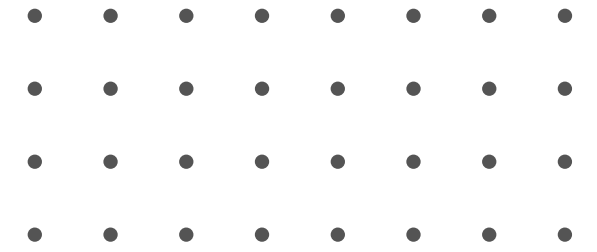
THE RACIAL AND ETHNIC DIVERSITY OF LOUISIANA'S NURSING WORKFORCE

Cynthia Bienemy PhD, RN

CEO and Lead Researcher

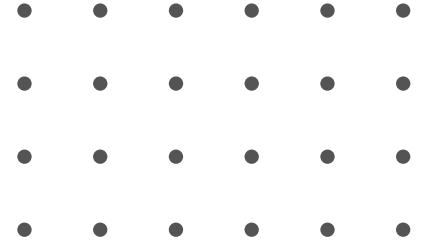
All Things Professional LLC

Healthcare Workforce Research and Consulting





OVERVIEW



1

WHAT IS DIVERSITY?

2

WHY IS HAVING A DIVERSE NURSING WORKFORCE IMPORTANT?

3

REVELATION THROUGH HISTORY

4

A BRIEF LOOK AT THE DIVERSITY OF LOUISIANA'S RN AND LPN WORKFORCE

5

QUESTIONS?

6

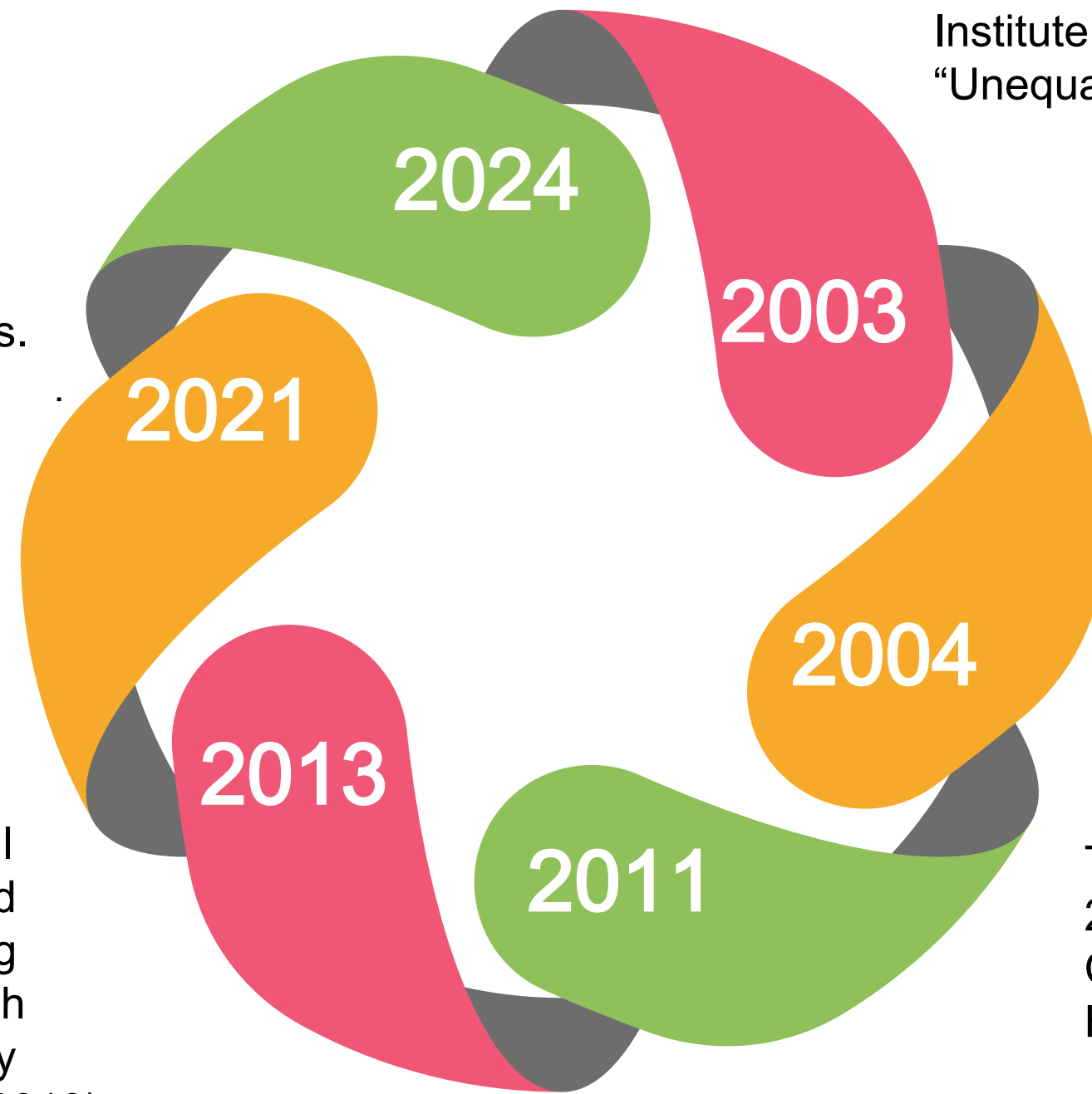
THANK YOU!

EVIDENCE-BASED REPORTS ON WHY HAVING A RACIALLY AND ETHNICALLY DIVERSE NURSING WORKFORCE IS CRITICAL TO ACHIEVING HEALTH EQUITY (2003 - 2024)

National Academies of Sciences, Engineering, and Medicine. 2024. Ending Unequal Treatment: Strategies to Achieve Equitable Health Care and Optimal Health for All. Washington, DC: The National Academies Press.

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

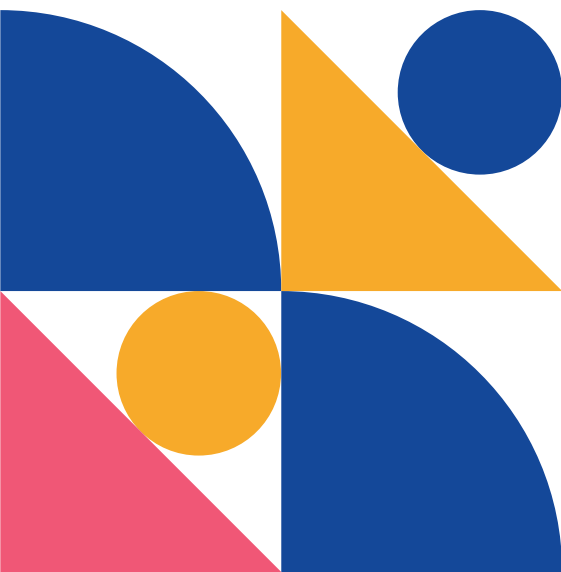
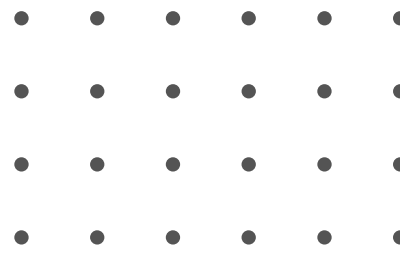
National Advisory Council on Nursing Education and Practice Report: Achieving Health Equity through Nursing Workforce Diversity (2013)



Institute of Medicine Report "Unequal Treatment" (2003)

The Sullivan Commission on Diversity in the Health Professions (2004)

The Future of Nursing 2010-2020 Report: Leading Change, Advancing Health



WHY IS HAVING A DIVERSE NURSING WORKFORCE IMPORTANT?

“The decade ahead will demand a stronger, more diversified nursing workforce prepared to provide care; promote health and well-being among nurses, individuals, and communities; and address the systemic inequities that have fueled wide and persistent health disparities” (The National Academy of Medicine Future of Nursing 2020 -2030 Report)

“To achieve health equity and improve health outcomes for diverse and marginalized racial and ethnic minorities, the nursing workforce must mirror the U.S. population. Yet despite decades of effort, the profession remains predominantly female and White. As the United States marches toward a more diverse population, nursing diversity has never been a more critical objective” (Samantha Karam, Oncology Nursing Society, 2022)



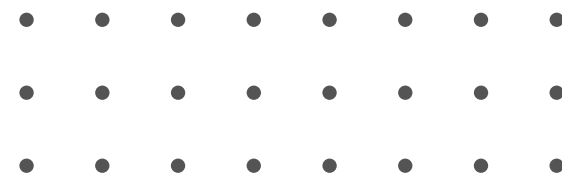
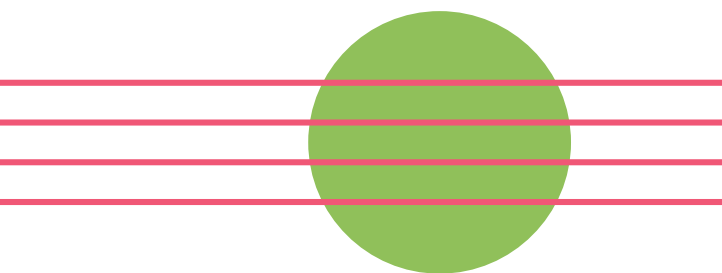
A HEALTHCARE WORKFORCE THAT MIRRORS THE POPULATION:

STRENGTHENS THE TRUST
BETWEEN PATIENTS AND
THE HEALTHCARE
PROVIDER.

FOSTERS CULTURAL
HUMILITY AND REMOVES
SOCIO-CULTURAL
BARRIERS.

IMPROVES HEALTHCARE
OUTCOMES.

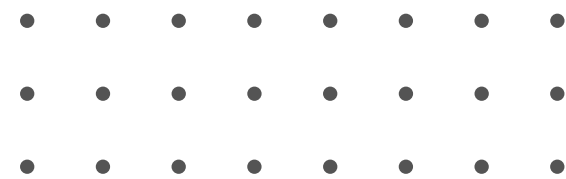
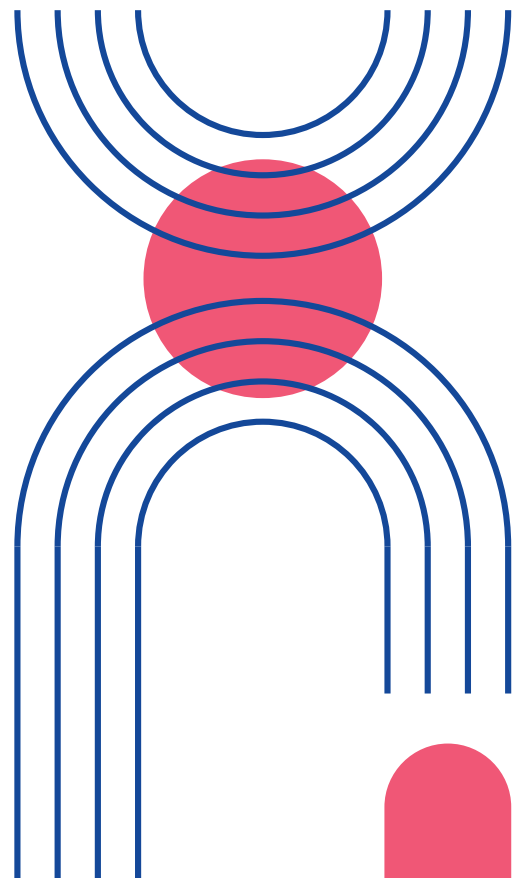
DECREASES MORTALITY
RATES AMONG
MARGINALIZED RACIAL
AND ETHNIC MINORITIES.



WHY IS HISTORY IMPORTANT?

“I like to use history to present to peers that we’ve been fighting for equity for a very long time. Then, I consider what has not been done before, how we can advance what has been implemented (historically), and how can we shift to being actionable and accountable.”

Dr. Ashley Graham -Perel, Assistant Professor, Columbia University School of Nursing and Member of the American Association for the History of Nursing (AAHN)



“THOSE THAT FAIL TO LEARN FROM HISTORY ARE DOOMED TO REPEAT IT.” - Winston Churchill



Report Series

Racism in Nursing



- 1 The History of Racism in Nursing: A Review of Existing Scholarship
- 2 Systemic Racism in a Contemporary Society
- 3 How Does Racism in Nursing Show Up in the Education Space?
- 4 How Racism Shows Up in Policy
- 5 Racism in Nursing Practice
- 6 Racism in Nursing Research Themes



JOURNEY of RACIAL RECONCILIATION
AMERICAN NURSES ASSOCIATION

Our Racial Reckoning Statement

On June 11, 2022, the ANA Membership Assembly, the governing and official voting body of ANA, took historic action to begin a journey of racial reckoning by unanimously voting ‘yes’ to adopt the ANA Racial Reckoning Statement.

This statement is a meaningful first step for the association to acknowledge its own past actions that have negatively impacted nurses of color and perpetuated systemic racism.

For more information, please read the [frequently asked questions](#).

Racism: Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently cause moral suffering and physical harm of individuals and perpetuate systemic injustices and inequities. (National Commission to Address Racism in Nursing, 2021)

“If I were to replace my face with a white person’s face, where would my career be?”

— Anonymous Quote
National Commission to Address Racism in Nursing, 2021

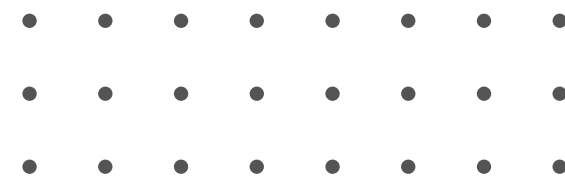
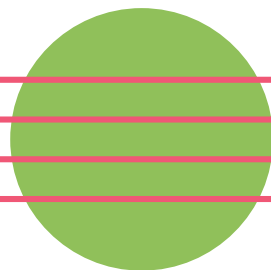
HISTORICAL TRAILBLAZERS IN NURSING



Florence Nightingale 1820 -1910



Mary Seacole 1805 -1881



MARY MAHONEY



Mary Eliza Mahoney

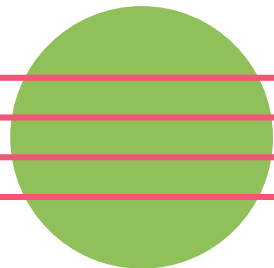
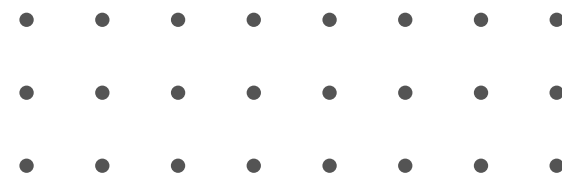
1845 – 1926

First African American woman to work
as a professionally trained nurse

One of the first black members of the
American Nurses Association (ANA)

Co-founded the National Association of
Colored Graduate Nurses in 1908, which
merged with ANA in 1951

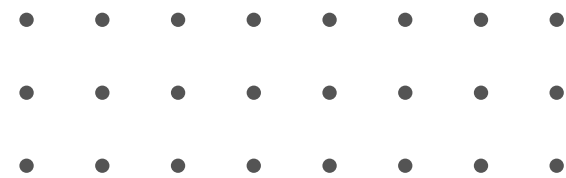
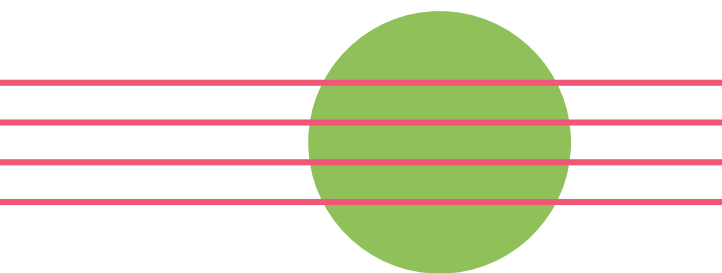
Inducted into the ANA Hall of Fame in 1976
and the National Women's Hall of Fame in 1993



NATIONAL ASSOCIATION OF COLORED GRADUATE NURSES (NACGN) 1909



The first convention of the National Association of Colored Graduate Nurses, Boston, 1909.



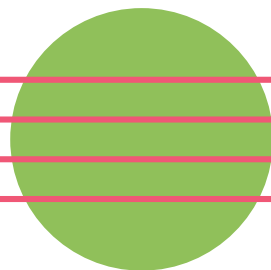
FOUNDERS OF THE NATIONAL BLACK NURSES ASSOCIATION

December 18, 1971



The founding members of the National Black Nurses Association recognized that in order to make a difference in the quality of life in our communities, black nurses across the nation had to take the lead.

Through the founders' collective vision, persistence and commitment, all black nurses now had an organization whose primary reason for being was to improve the health status of black people in the United States of America.



FUTURE OF NURSING 2010-2020 REPORT: Increase the Diversity of the Nursing Workforce

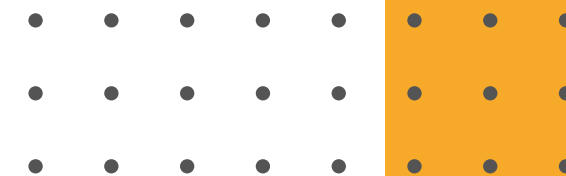
Nurses should reflect the population in terms of race, gender, and ethnicity. **Minority nurses in influential leadership roles are more likely to be better positioned to directly influence resource allocation and the recruitment and retention of a diverse workforce and shape organizational and national policies aimed at health equity and eliminating health disparities.**

1

INCREASE THE DIVERSITY OF THE NURSING FACULTY AND WORKFORCE TO MIRROR THE POPULATION SERVED.

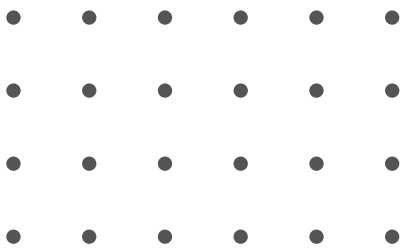
2

EACH STATE ACTION COALITION DEVELOPED A DIVERSITY ACTION PLAN.





THE DIVERSITY OF LOUISIANA'S NURSING WORKFORCE 2014/2015



FUTURE OF NURSING™
Campaign for Action
IN LOUISIANA

LOUISIANA
CENTER
FOR
NURSING

**Building a
Diverse APRN
Workforce in
Louisiana**

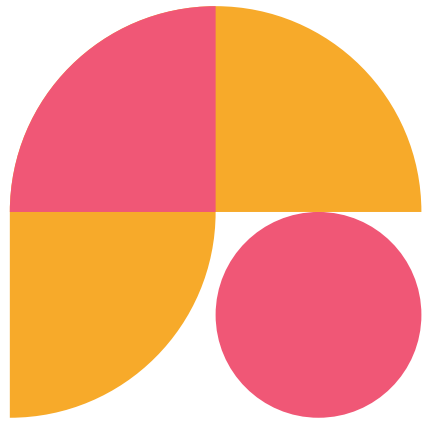
www.louisianafutureofnursing.org
www.lcn.lsbn.state.la.us
August 2014

LOUISIANA
CENTER
FOR
NURSING

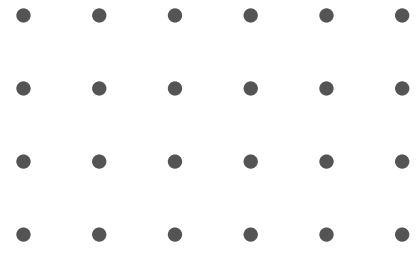
**The Diversity of Louisiana's Registered
Nurse Workforce: Race/Ethnicity and
Gender**

Cynthia Bienemy, PhD, RN
Director, Louisiana Center for Nursing

www.lcn.lsbn.state.la.us
December 2015

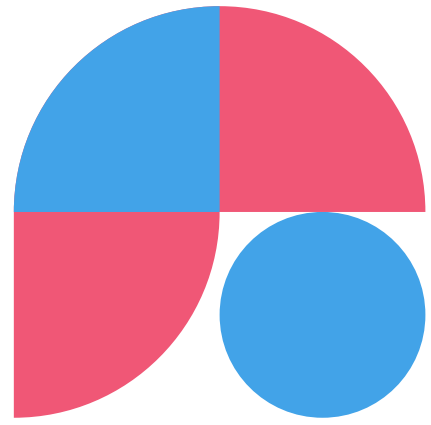


DIVERSITY THINK TANK 2015

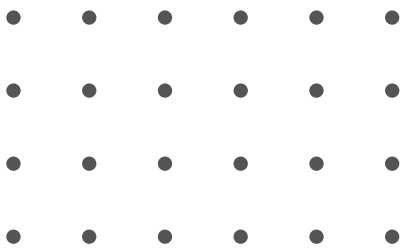


EMBRACING THE CHALLENGE
Enhancing Diversity in Louisiana's Nursing Workforce

FUTURE OF NURSING™
Campaign for Action
IN LOUISIANA



LAC MINI GRANTS: INCREASING THE DIVERSITY OF LOUISIANA'S NURSING WORKFORCE - FOCUSING ON THE PIPELINE



REGIONAL ACTION COALITIONS DIVERSITY PROJECTS

Five Regional Action Coalitions conducted diversity mini-projects across the state which resulted in more than 50 nursing career presentations to more than 4,500 middle and high school students and 134 middle and high school guidance counselors.



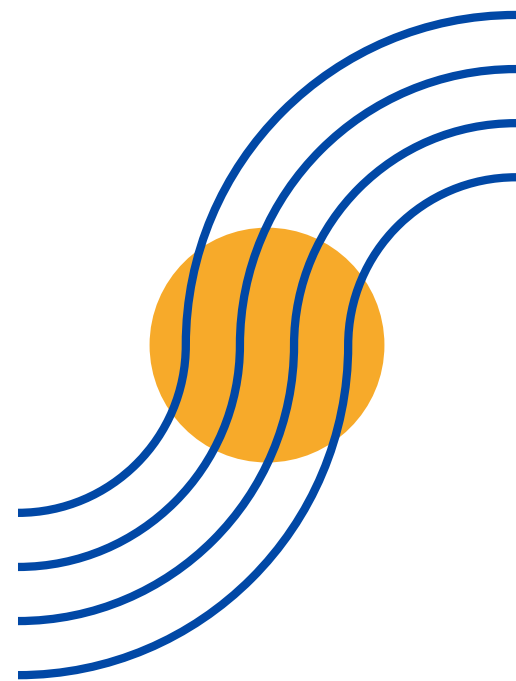
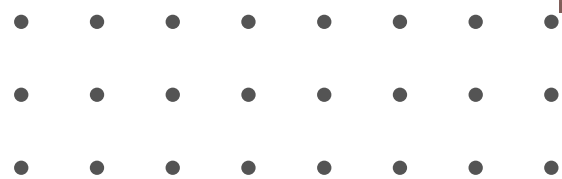
Established New Partnerships:

- Local High Schools and Guidance Counselors
- Regional Chapters of the Black Nurses Association
- Regional Chapter of Men in Nursing Association
- Regional Chapters of the Nurse Executive Association
- Local Area Health Education Centers (AHECs)
- Regional Schools of Nursing
- Health Occupations Students of America (HOSA) State Conference
- Chi Eta Phi Nursing Sorority

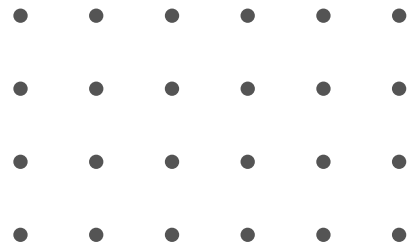


HISPANIC STUDENT MENTORSHIP PROGRAM PILOT

Expose a diverse group of
students to the nursing
profession.

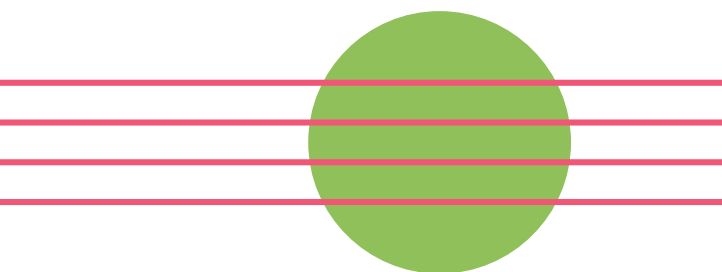


NATIONAL ACADEMY OF MEDICINE REPORT ON THE FUTURE OF NURSING 2020 - 2030

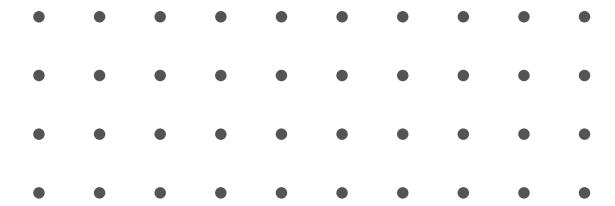


CHARTING A PATH TO ACHIEVE HEALTH EQUITY

WWW.NAP.EDU/NURSING2030

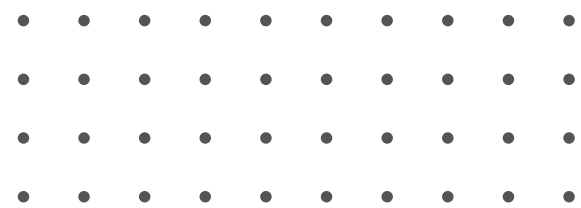


THE CHALLENGE



COMPARED TO OTHER DEVELOPED COUNTRIES, THE UNITED STATES HAS THE HIGHEST POVERTY RATE, THE GREATEST INCOME INEQUALITY, AND SOME OF THE POOREST HEALTH OUTCOMES. THE COVID - 19 PANDEMIC DID NOT CREATE HEALTH INEQUITIES. BUT IT HAS BROUGHT INTO STARK RELIEF THAT MUCH OF WHAT AFFECTS OUR HEALTH IS DRIVEN BY MANY FACTORS OUTSIDE OF MEDICAL CARE.

Factors like our race and ethnicity, income level, sexual orientation, and the conditions where we live predict whether we will suffer from preventable, costly medical conditions, live shorter lives, and have a fair and just opportunity to be as healthy as possible.



EQUITY



NOT

EQUALITY



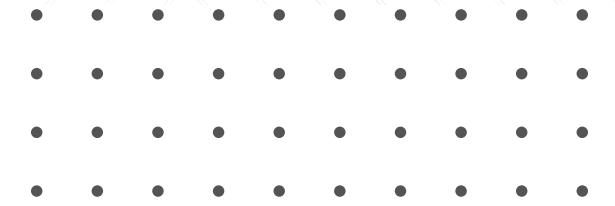
HEALTH EQUITY

HEALTH EQUITY IS ACHIEVED WHEN EVERY PERSON HAS THE OPPORTUNITY TO “ATTAIN HIS OR HER FULL HEALTH POTENTIAL” AND NO ONE IS “DISADVANTAGED FROM ACHIEVING THIS POTENTIAL BECAUSE OF SOCIAL POSITION OR OTHER SOCIALLY DETERMINED CIRCUMSTANCES.”

Health inequities are reflected in differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment.

Centers for Disease Control and Prevention, 2022

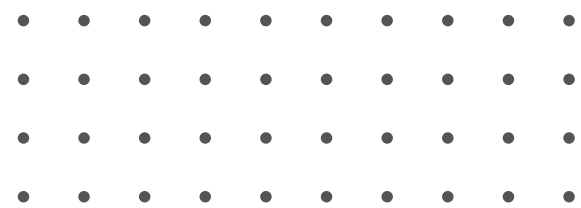




Charting a Path to Achieve Health Equity

The Actions:

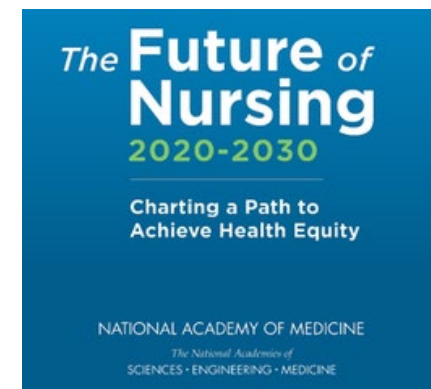
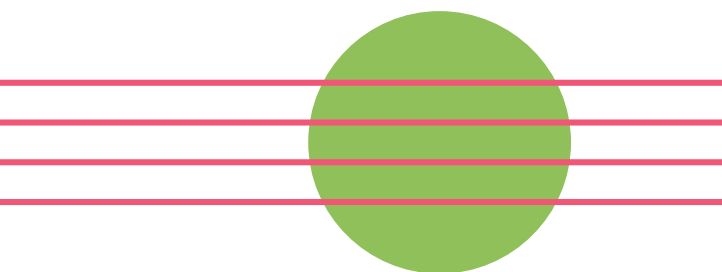
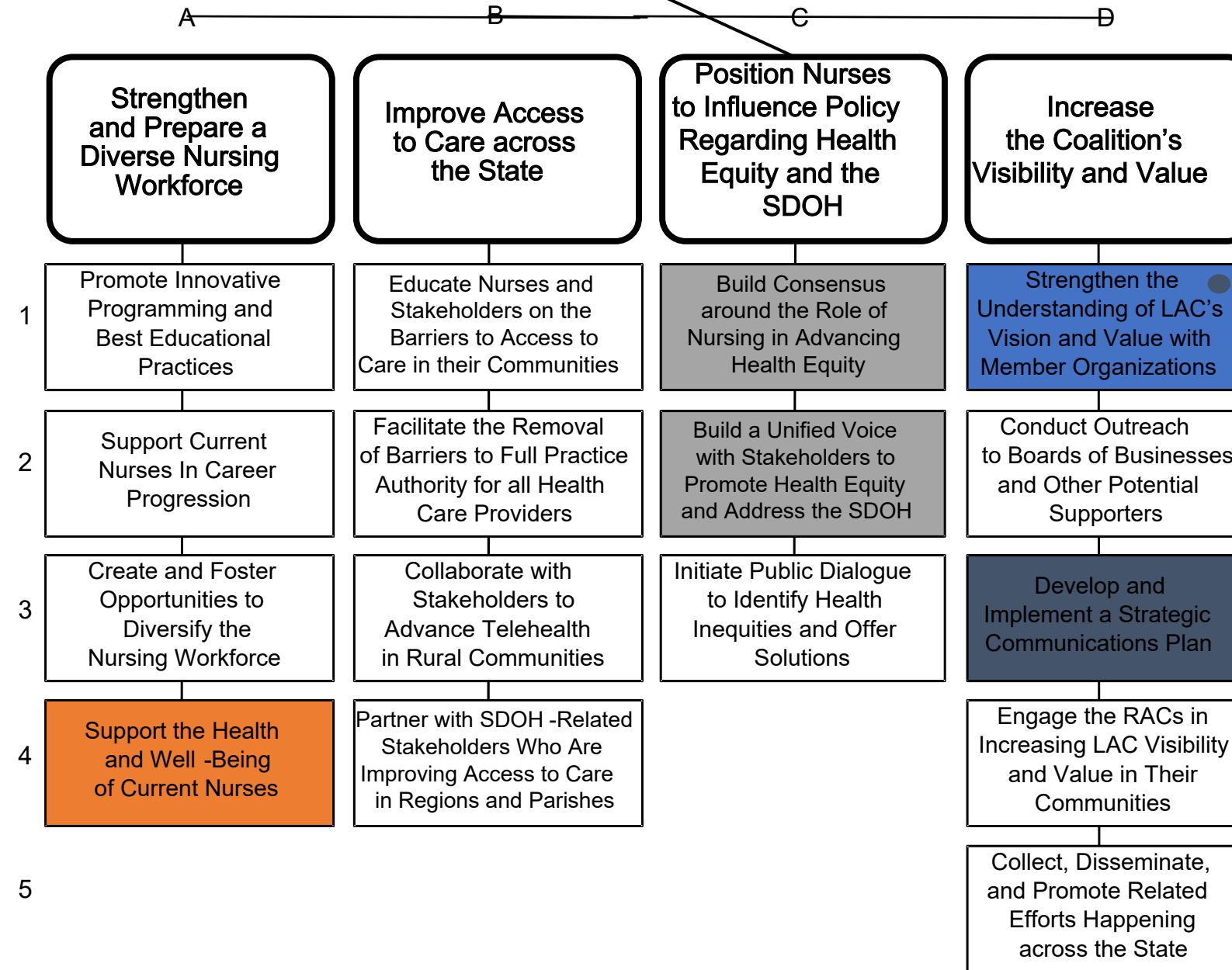
For our country to advance health equity for all, the systems that educate, pay and employ nurses need to permanently remove barriers to allow them to do this work, value their contributions, prepare them to understand and tackle these issues, and diversify the nursing workforce.



Louisiana Action Coalition: Future of Nursing Campaign for Action
Strategic Map: 2022 -2025

Be the Conduit that Engages Stakeholders, in Collaboration with Nursing, to Achieve a Culture of Health and Health Equity in Louisiana

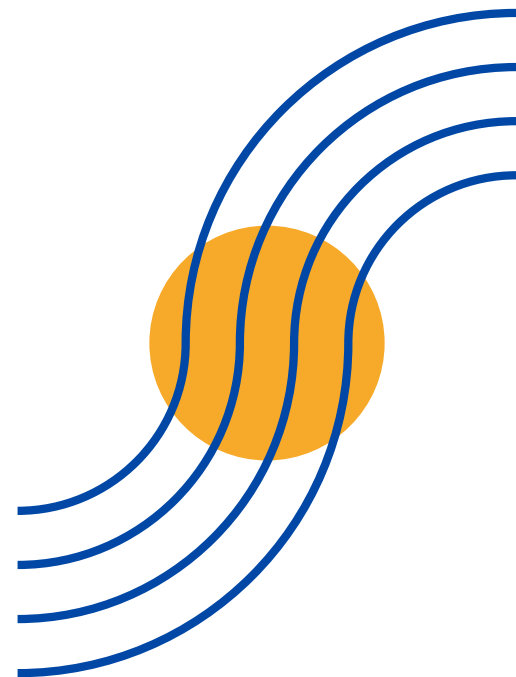
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DATA AND KNOWLEDGE ARE KEY

“In God we trust, all
others must bring data.”
W. Edwards Deming

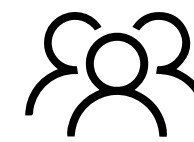


2022 Nursing Workforce Data



**Diversity is having a seat
at the table.
Inclusion is having a voice.
Belonging is having that
voice be heard.**

– LIZ FOSSLIEN



Louisiana State Board of Nursing

2022 RN Workforce Data



Louisiana Board of Practical Nurse Examiners

2022 LPN workforce data



Funding

All Things Professional LLC Healthcare Workforce
Research and Consulting



THE RACIAL AND ETHNIC DIVERSITY OF LOUISIANA'S LICENSED PRACTICAL NURSE WORKFORCE



2024
SEPTEMBER

CYNTHIA BIENEMY, PHD, RN, CEO
HEALTHCARE WORKFORCE RESEARCH & CONSULTING
ALLTHINGSPROFESSIONALLLC.COM



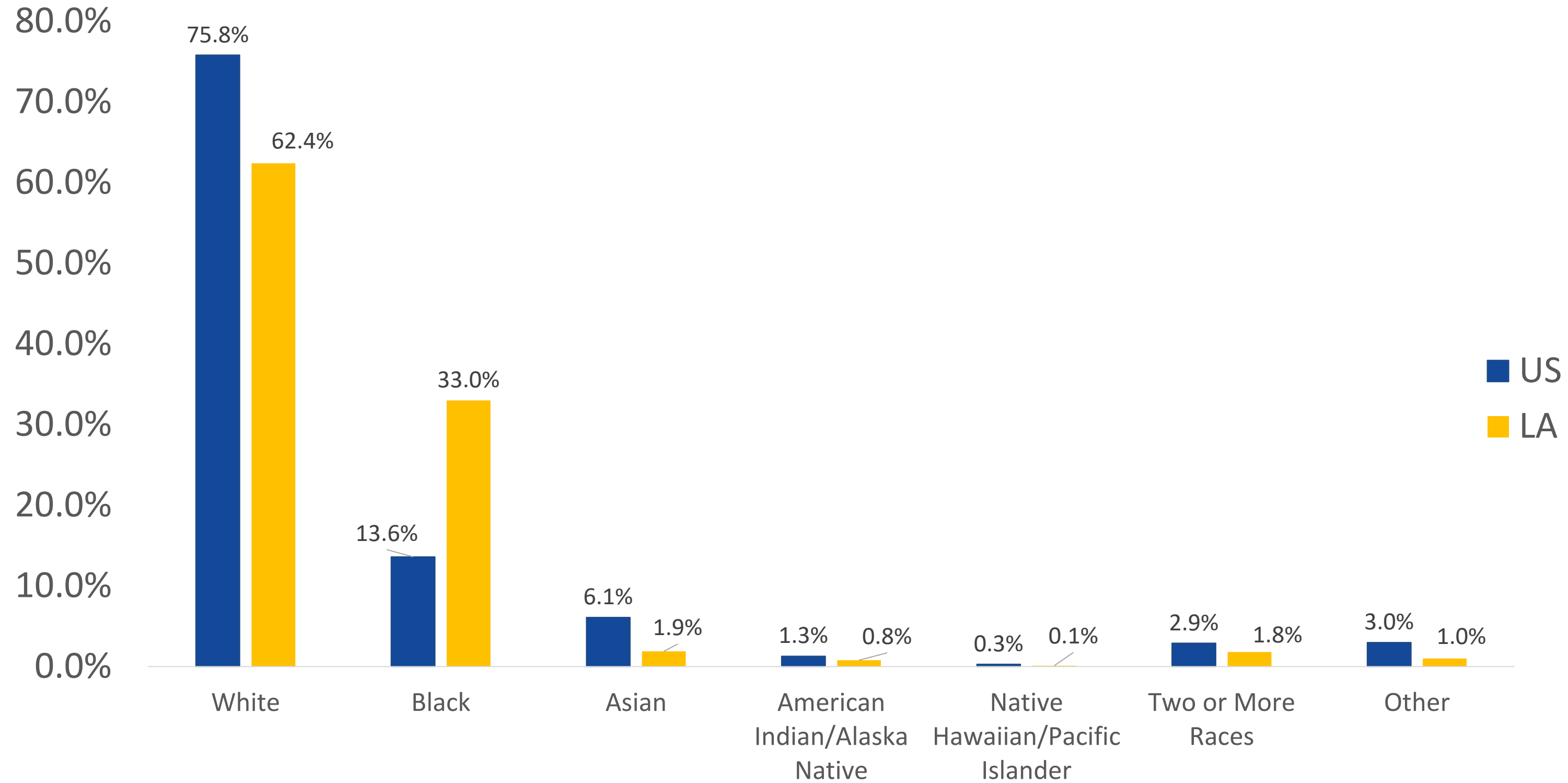
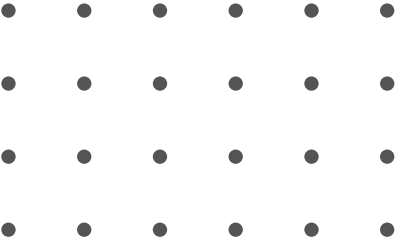
THE RACIAL AND ETHNIC DIVERSITY OF LOUISIANA'S REGISTERED NURSE (RN) WORKFORCE



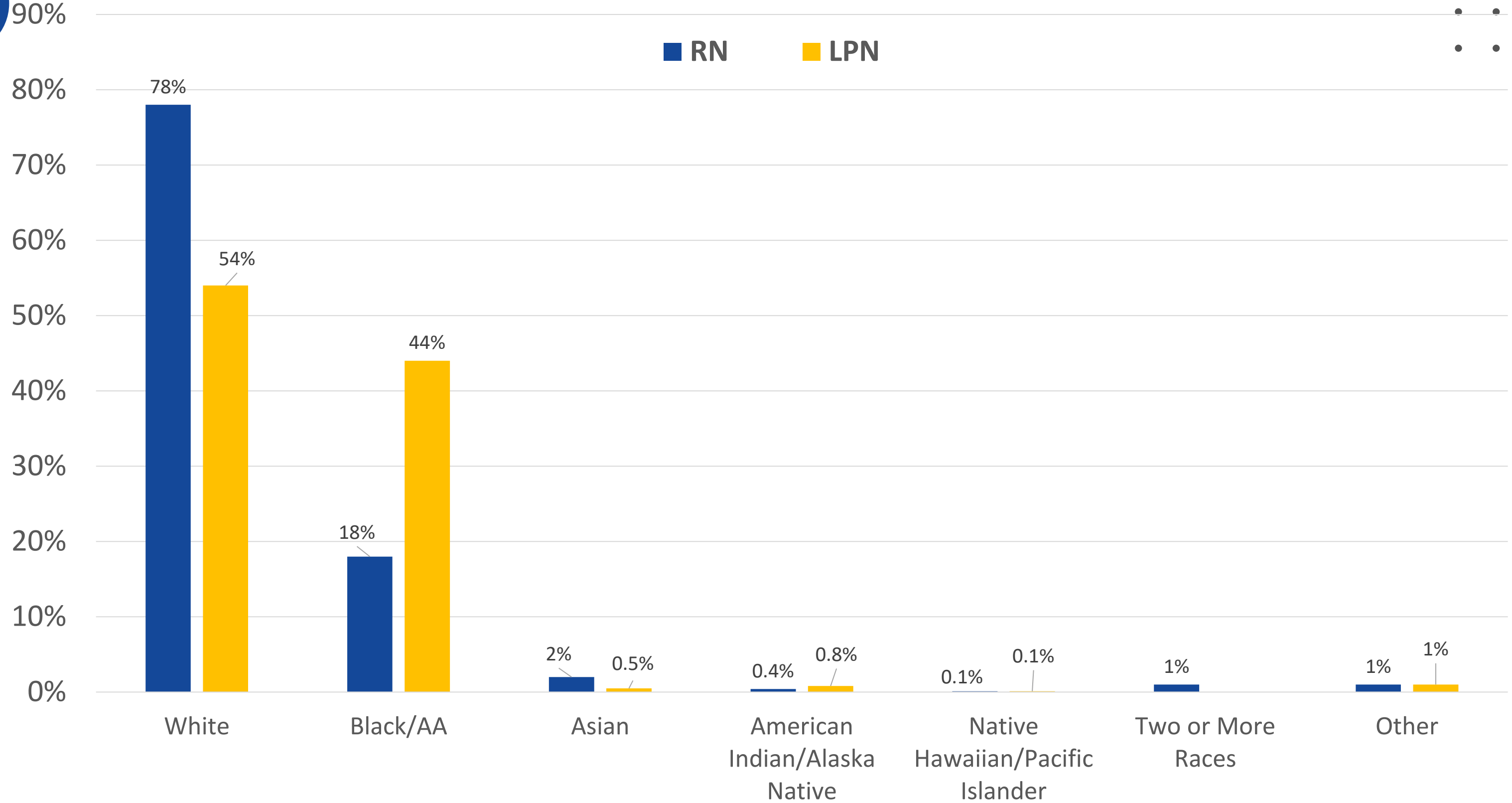
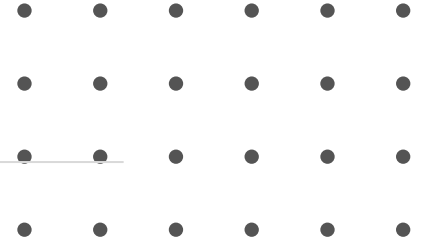
OCTOBER
2024

AUTHOR: CYNTHIA BIENEMY, PHD, RN, CEO
HEALTHCARE WORKFORCE RESEARCH & CONSULTING

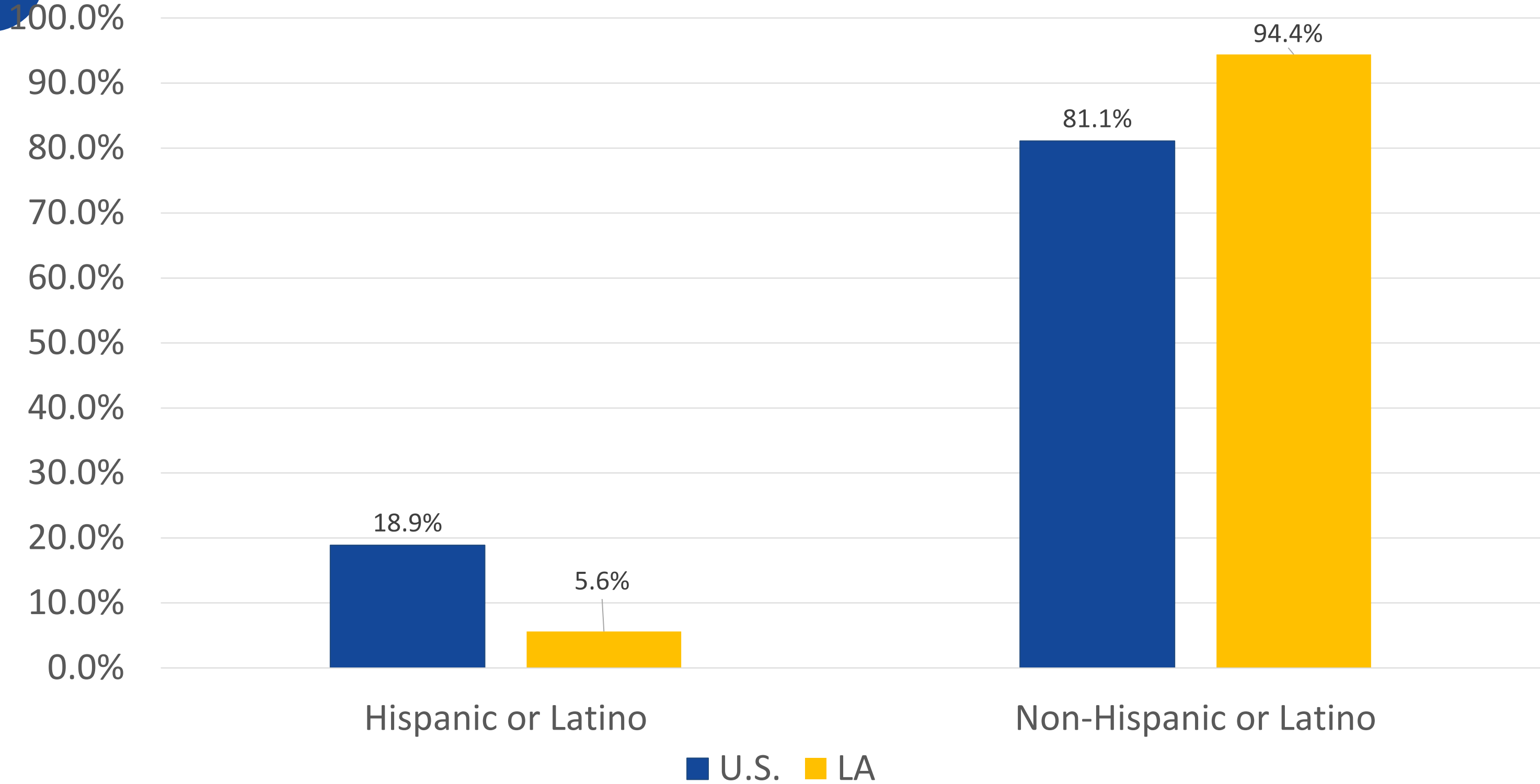
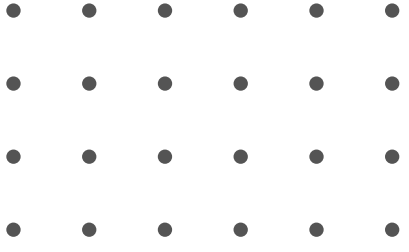
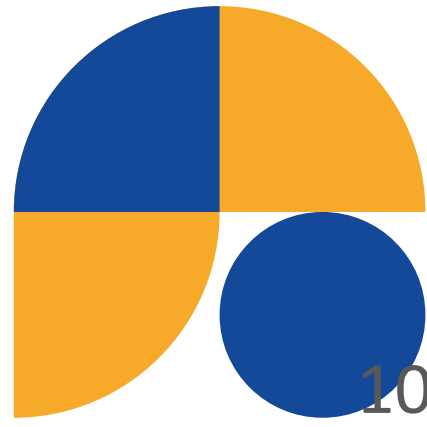
RACIAL DEMOGRAPHICS OF THE U.S. AND LOUISIANA POPULATION



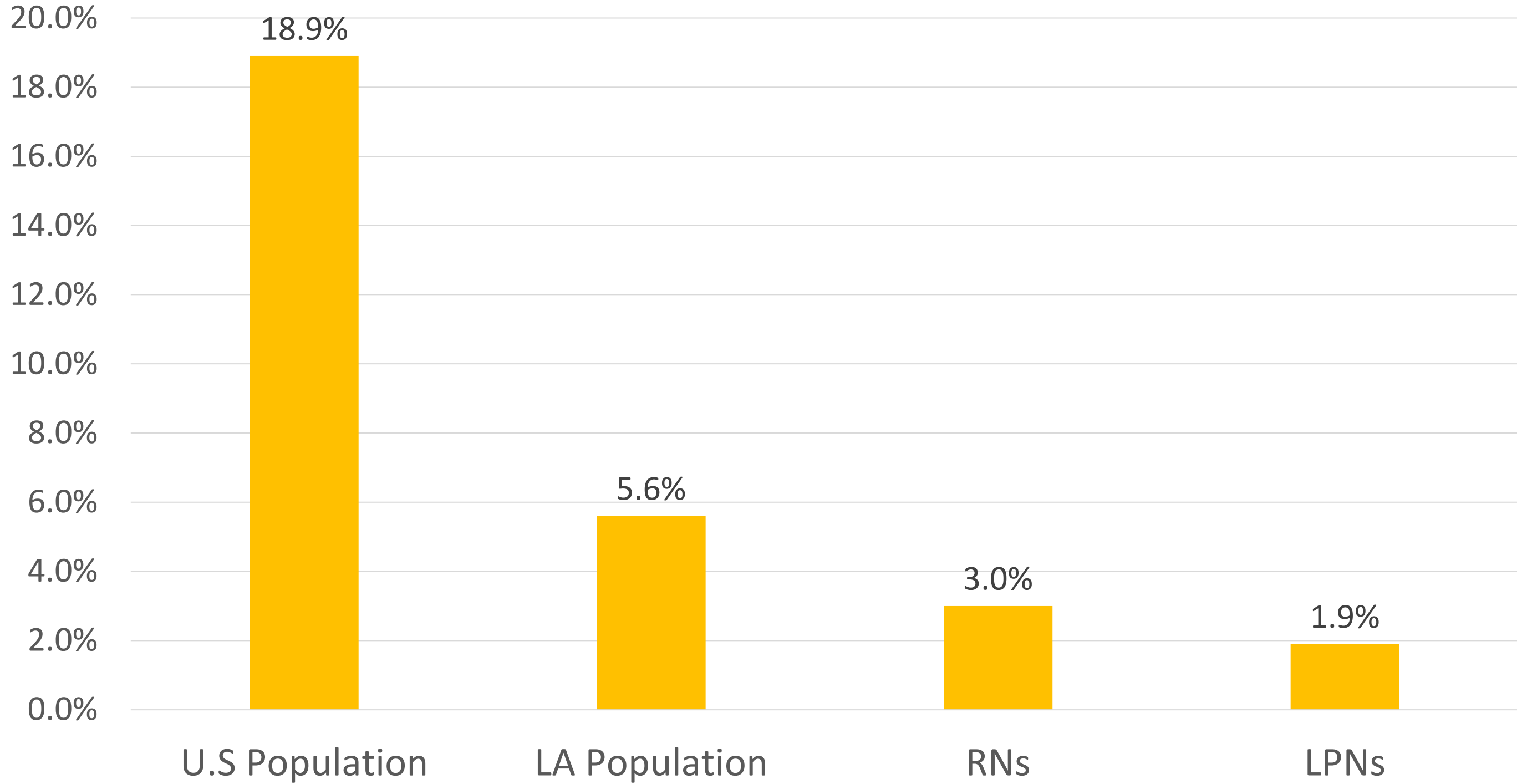
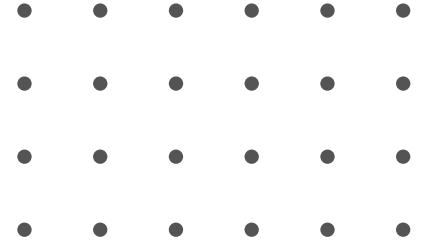
RACIAL DIVERSITY OF LOUISIANA'S RN AND LPN WORKFORCE



ETHNIC DIVERSITY OF THE U.S. POPULATION AND LOUISIANA'S POPULATION (U.S. CENSUS QUICKFACTS, 2022)

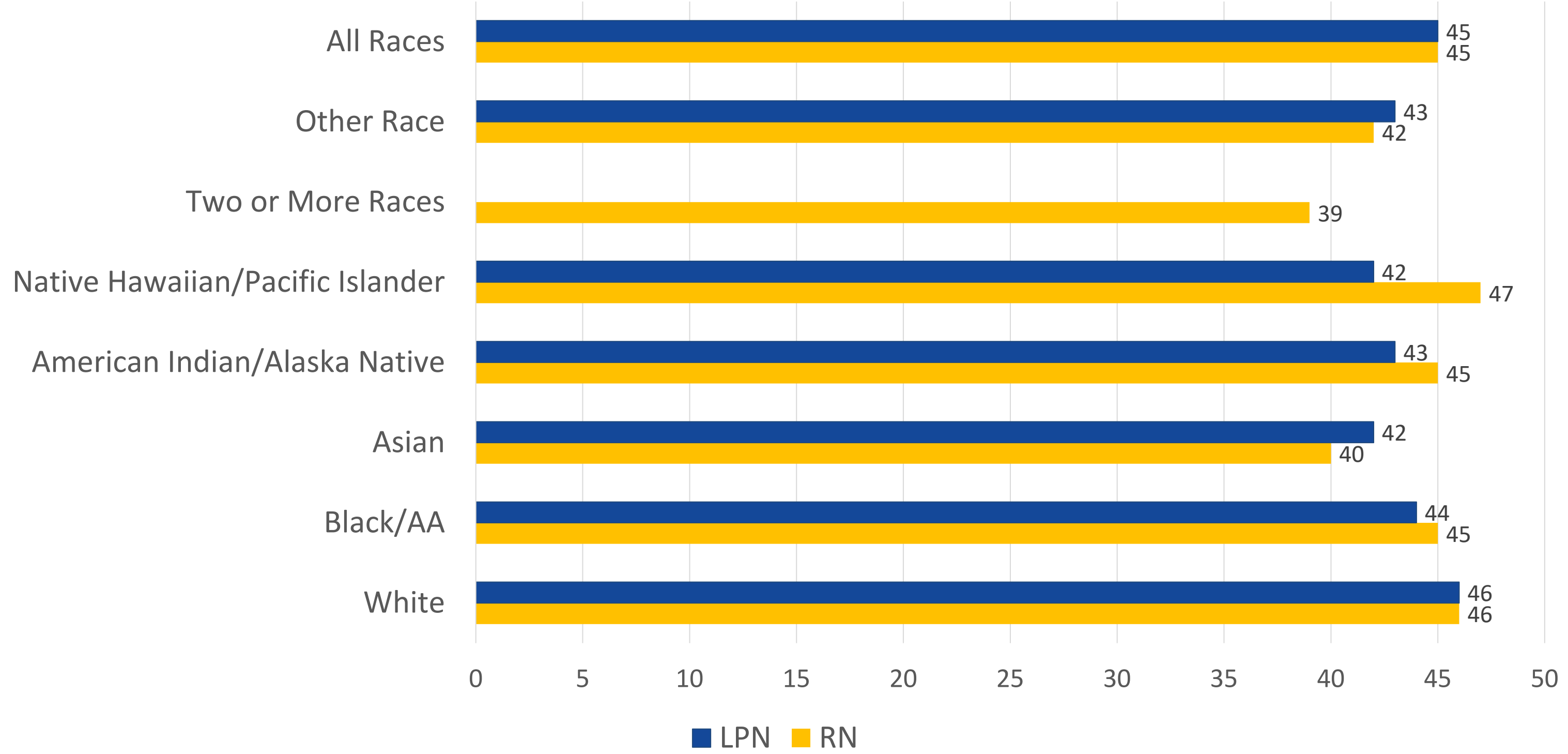
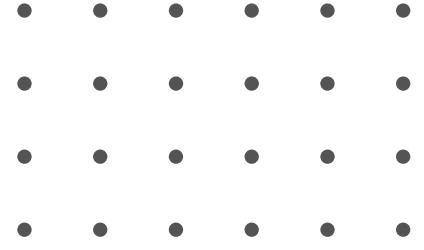


LOUISIANA'S HISPANIC/LATINO RN AND LPN WORKFORCE

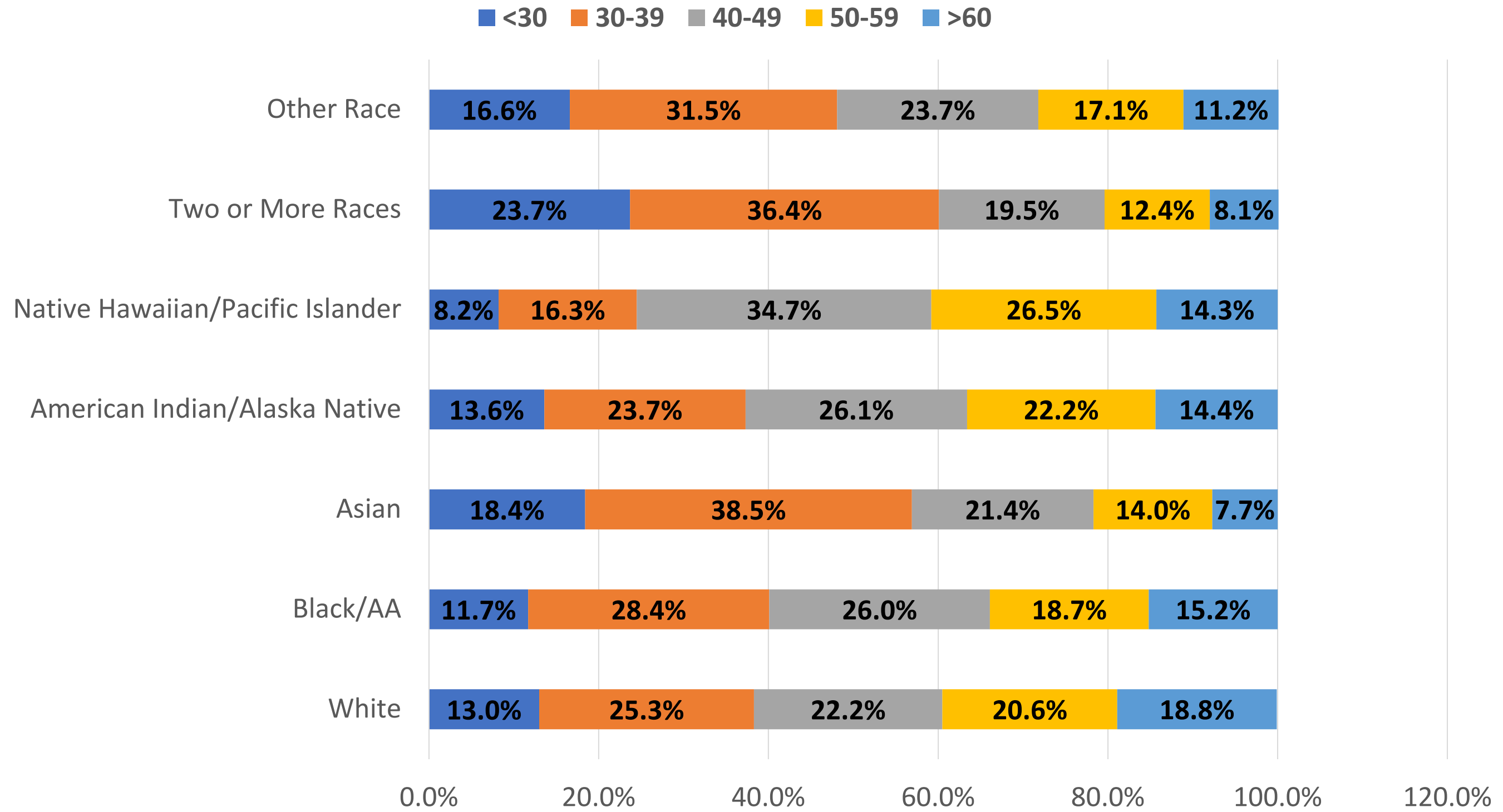
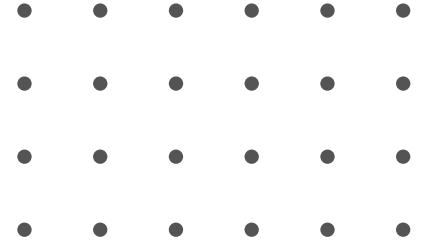




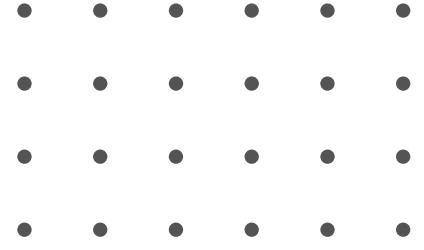
AVERAGE AGE OF THE RN AND LPN WORKFORCE ACCORDING TO RACE



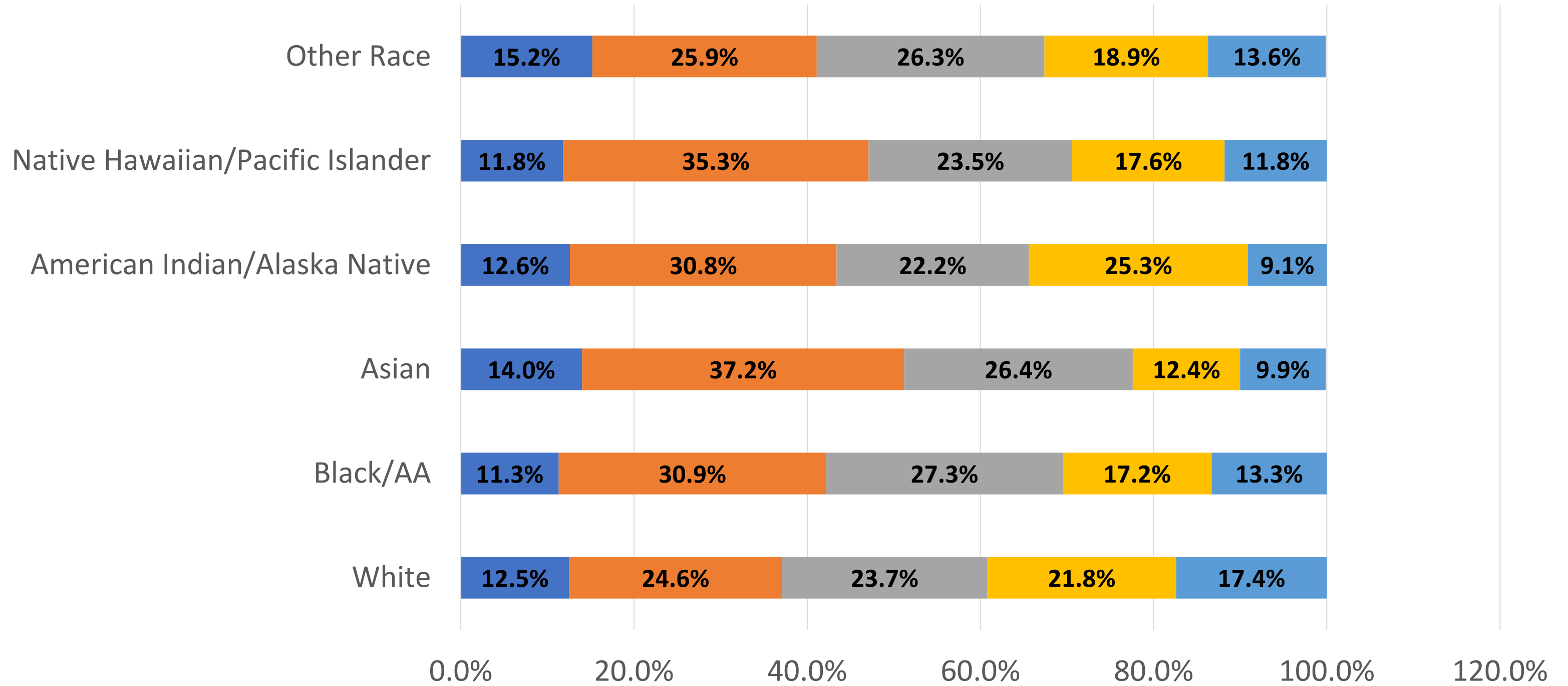
RN WORKFORCE ACCORDING TO RACE AND AGE



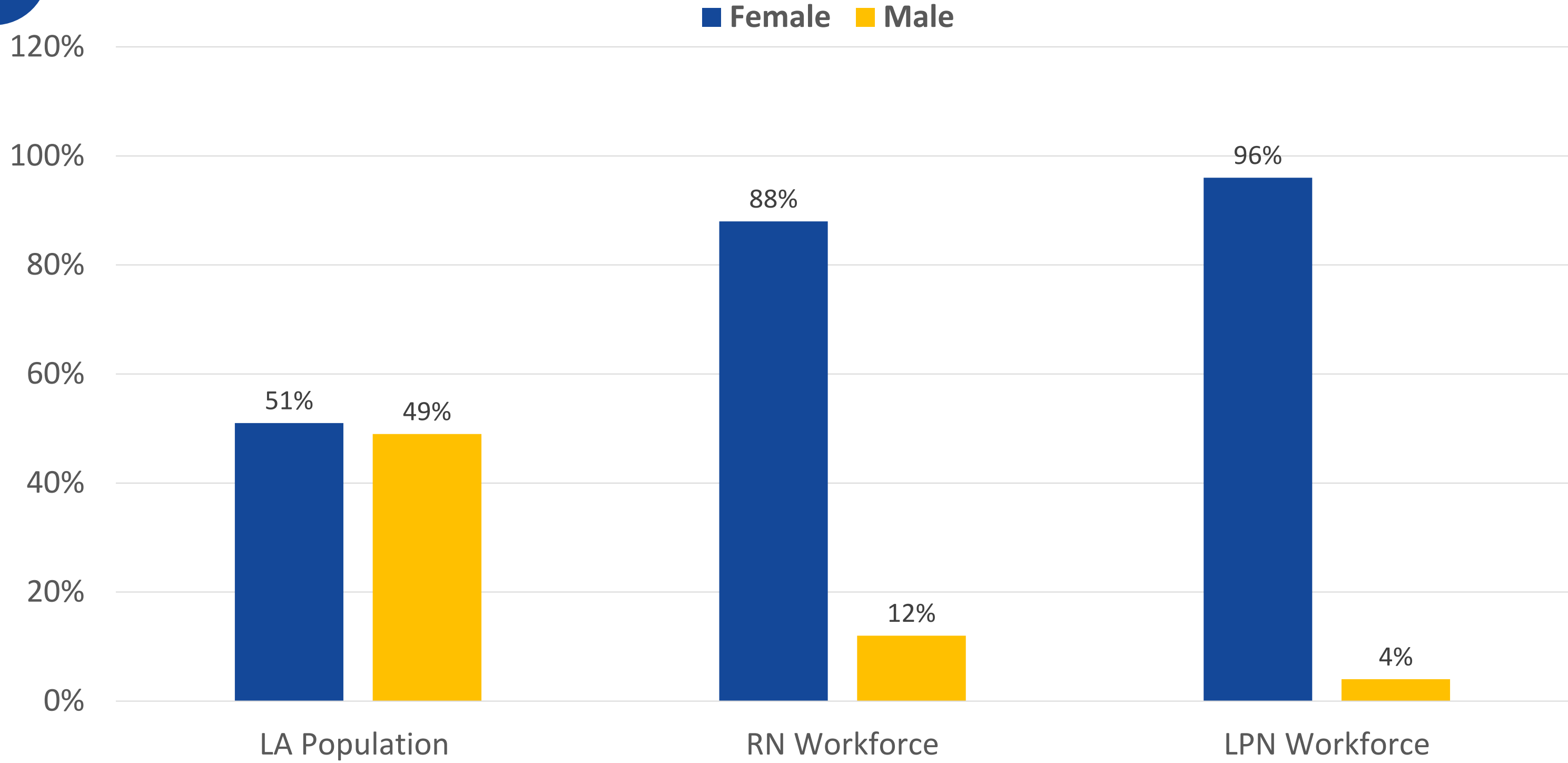
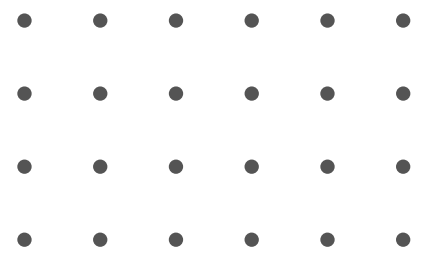
LPN WORKFORCE ACCORDING TO RACE AND AGE



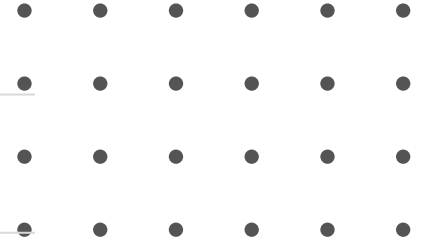
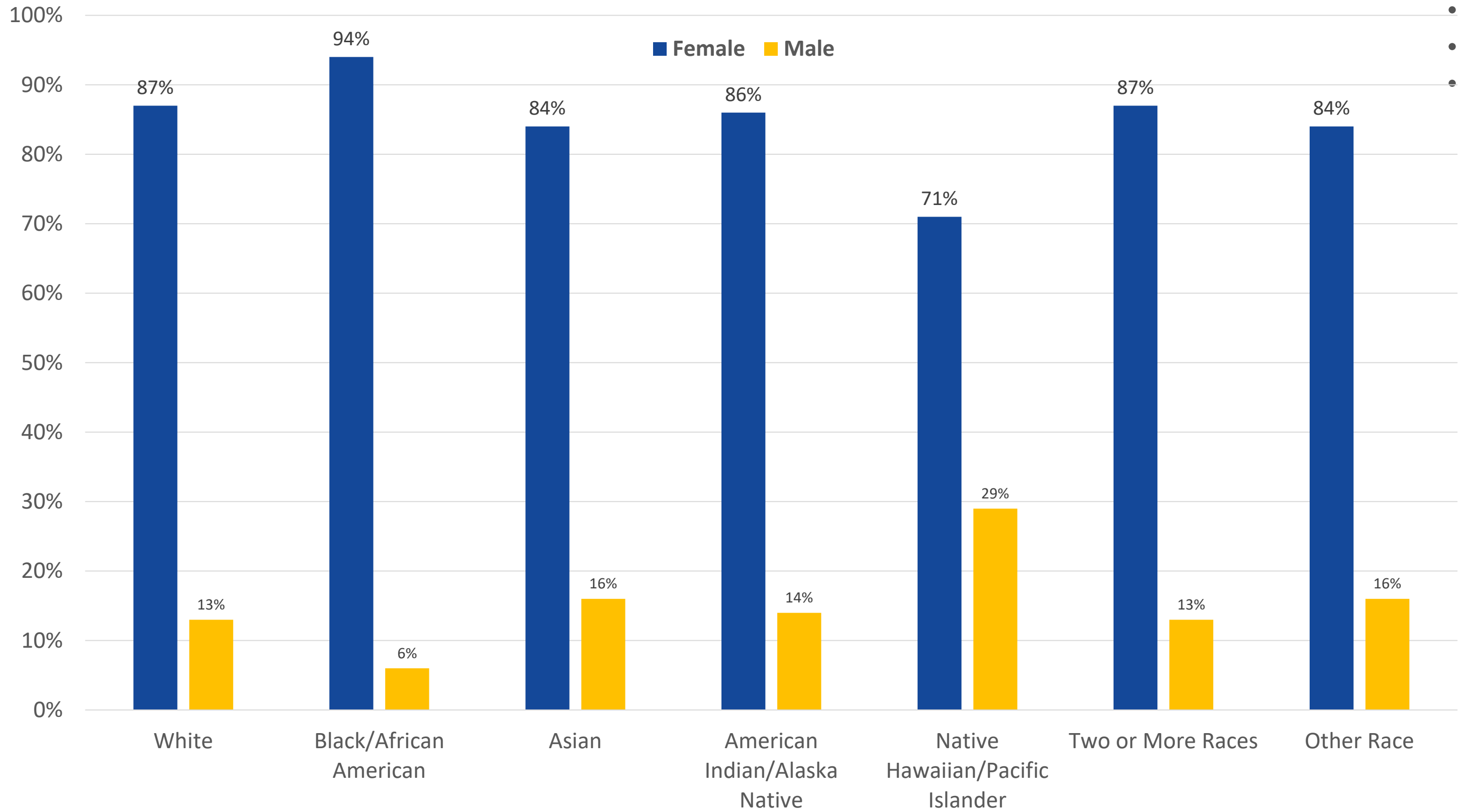
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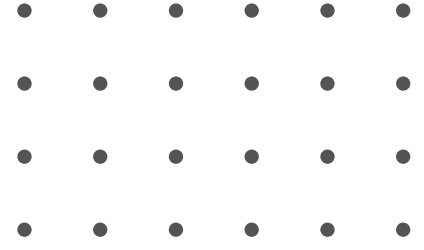
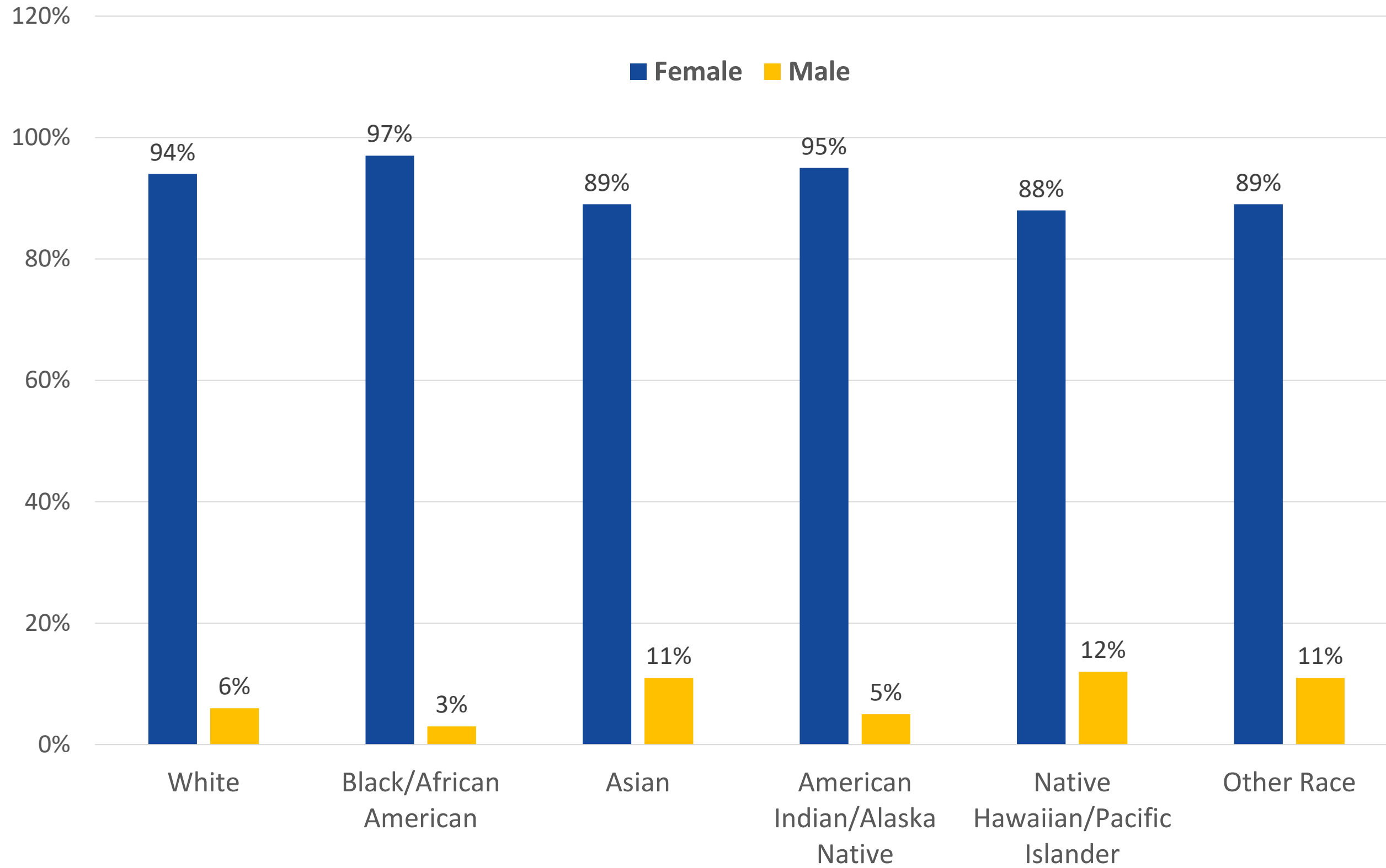
GENDER OF LOUISIANA'S POPULATION AND THE RN AND LPN WORKFORCE



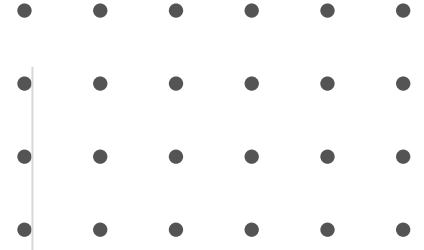
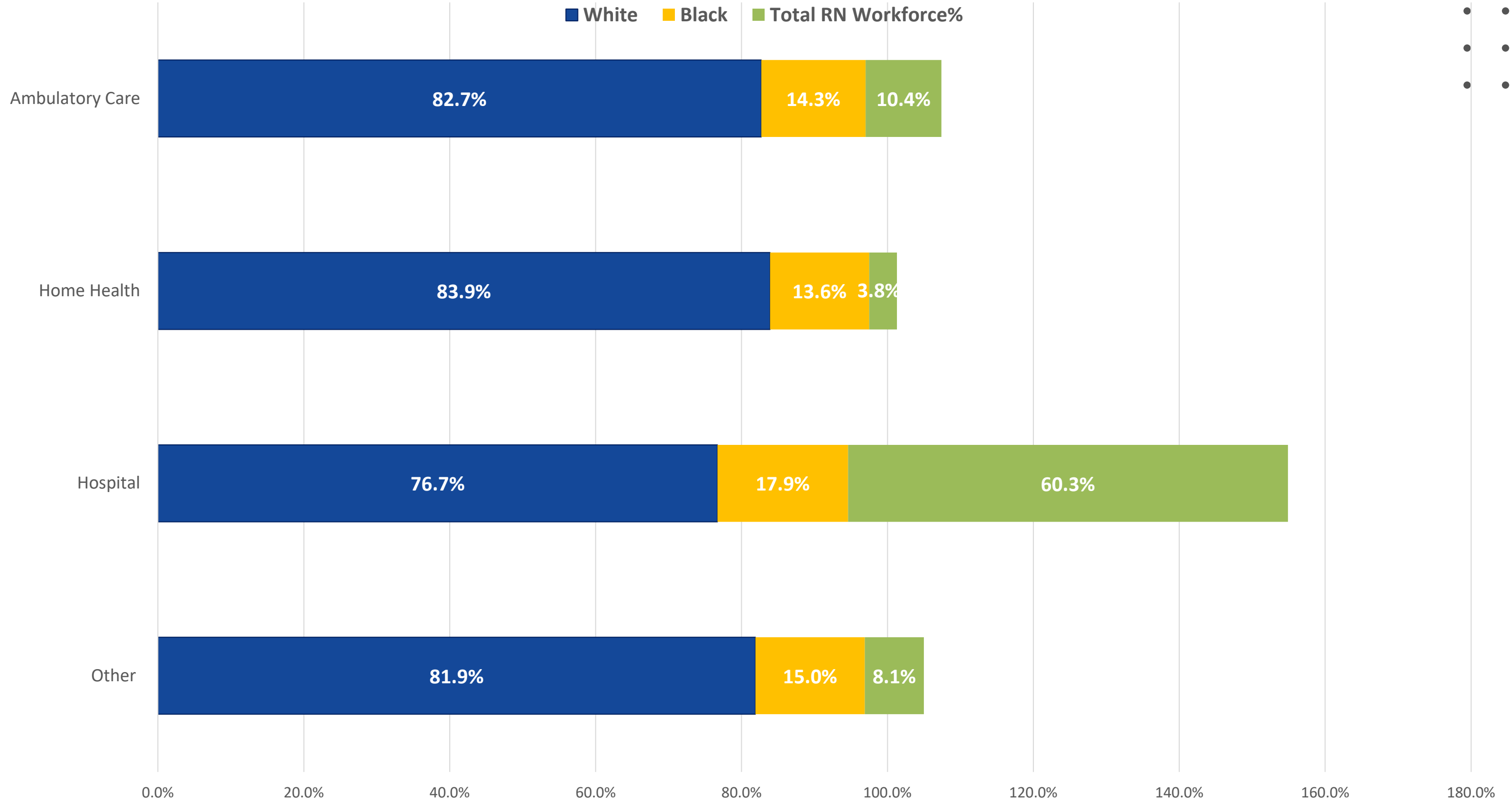
RN WORKFORCE GENDER BY RACE



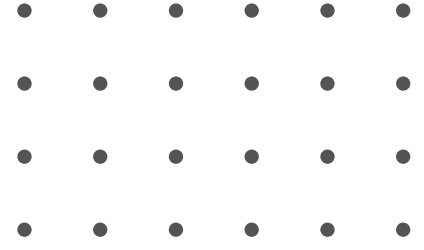
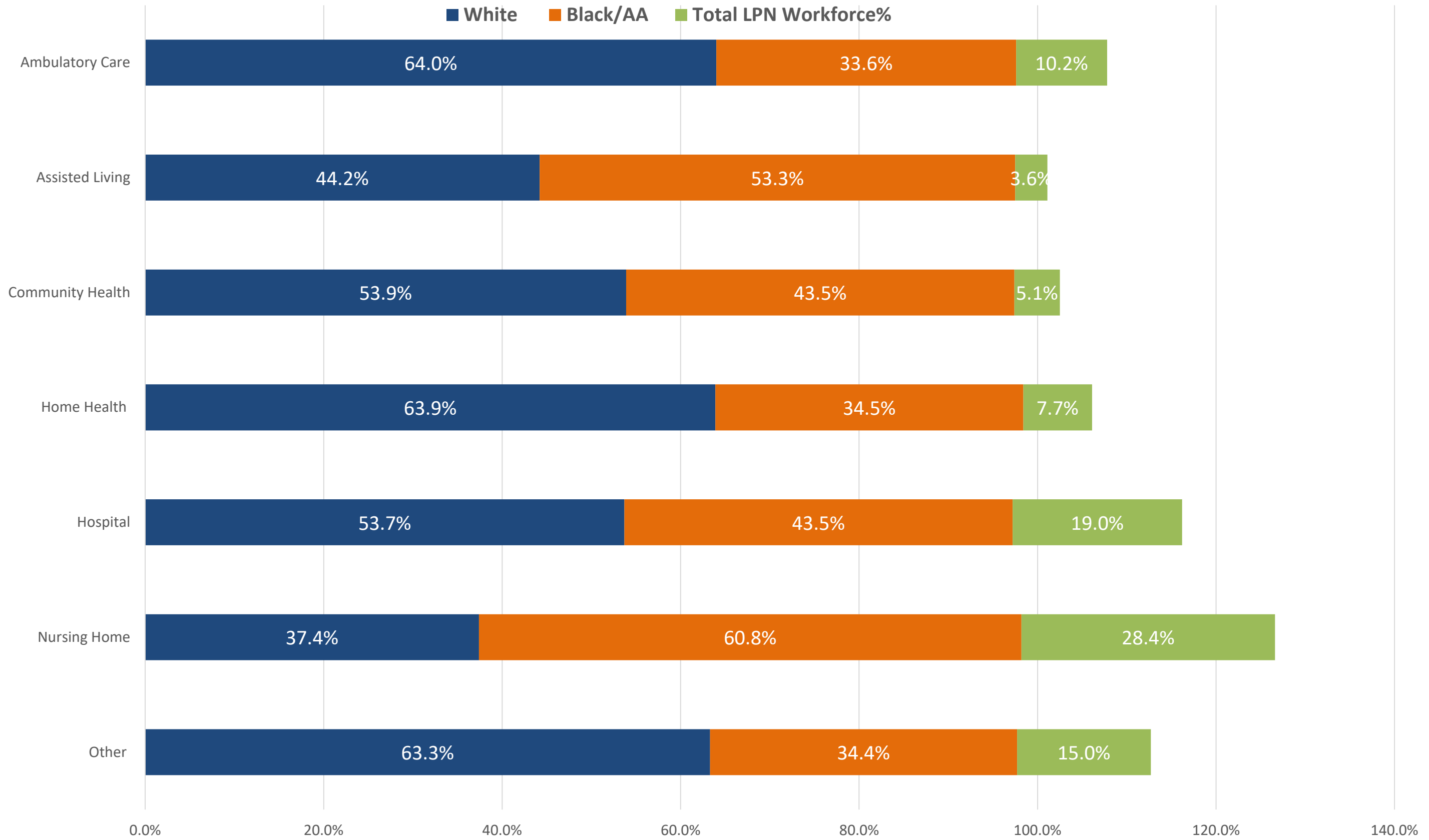
LPN WORKFORCE GENDER BY RACE



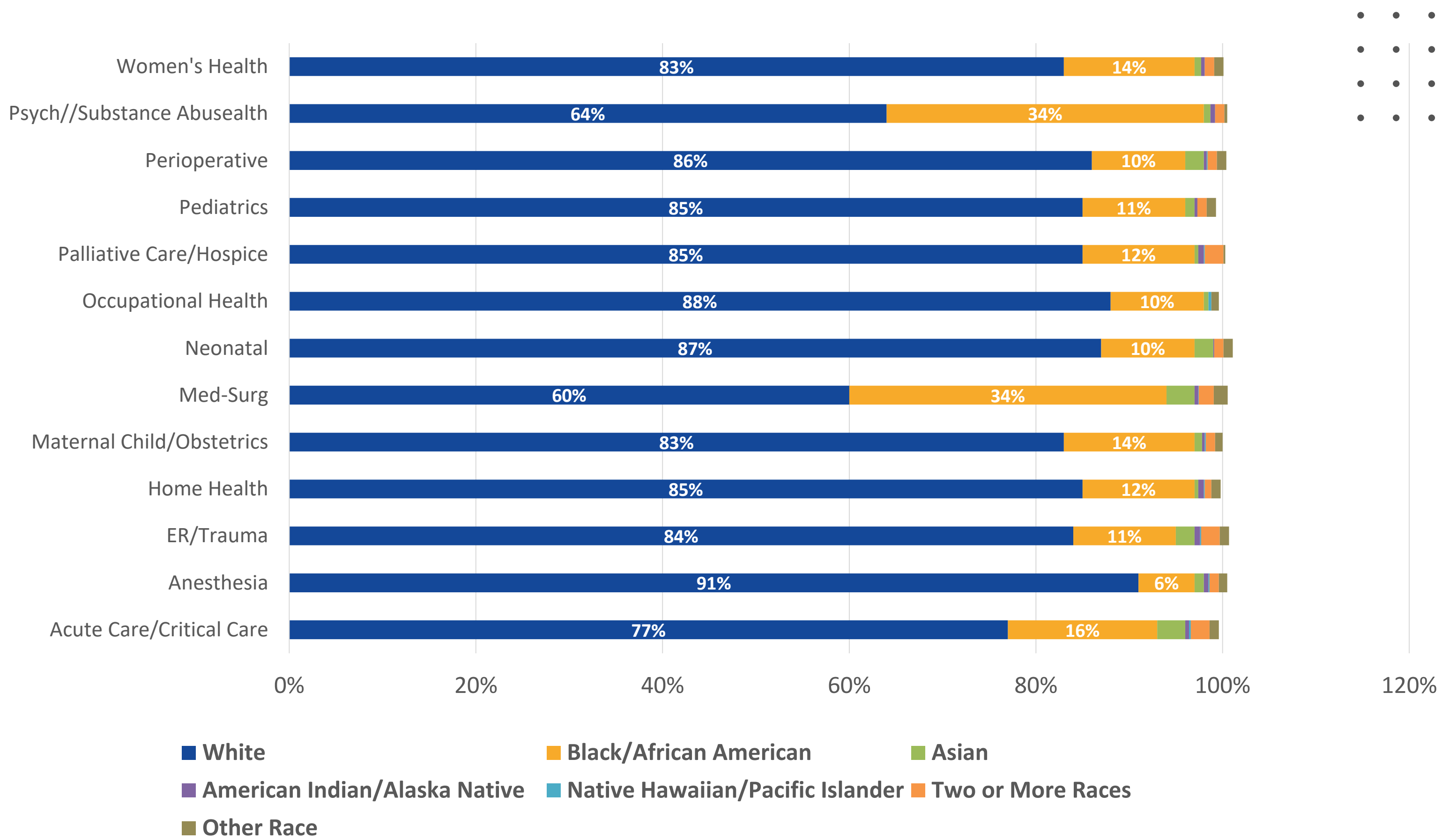
RN PRIMARY EMPLOYMENT SETTING ACCORDING TO RACE



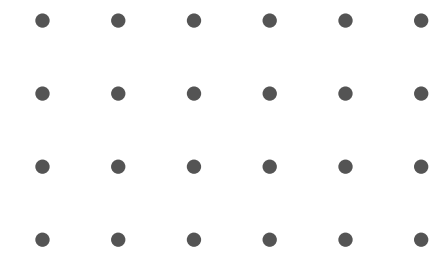
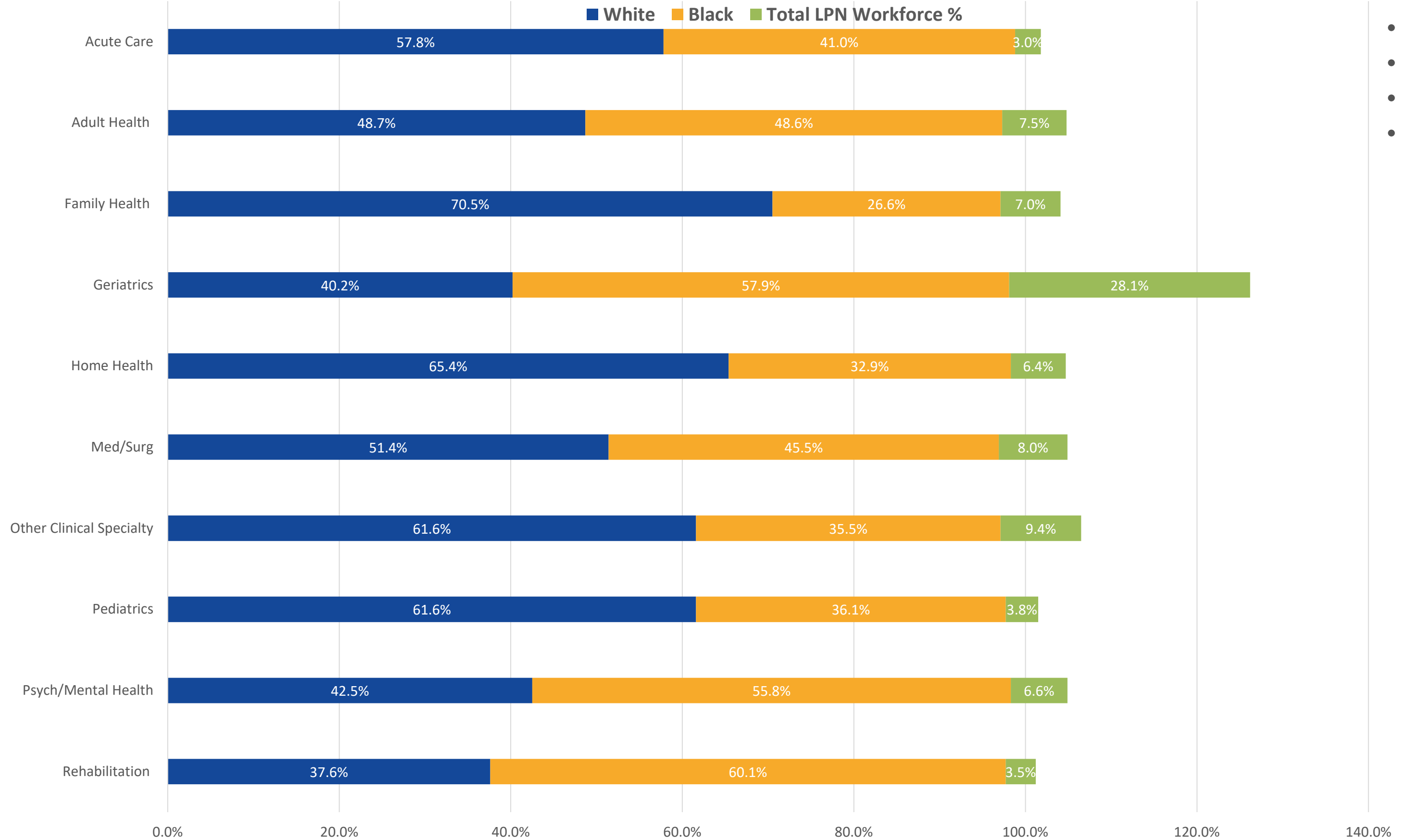
LPN PRIMARY EMPLOYMENT SETTING ACCORDING TO RACE



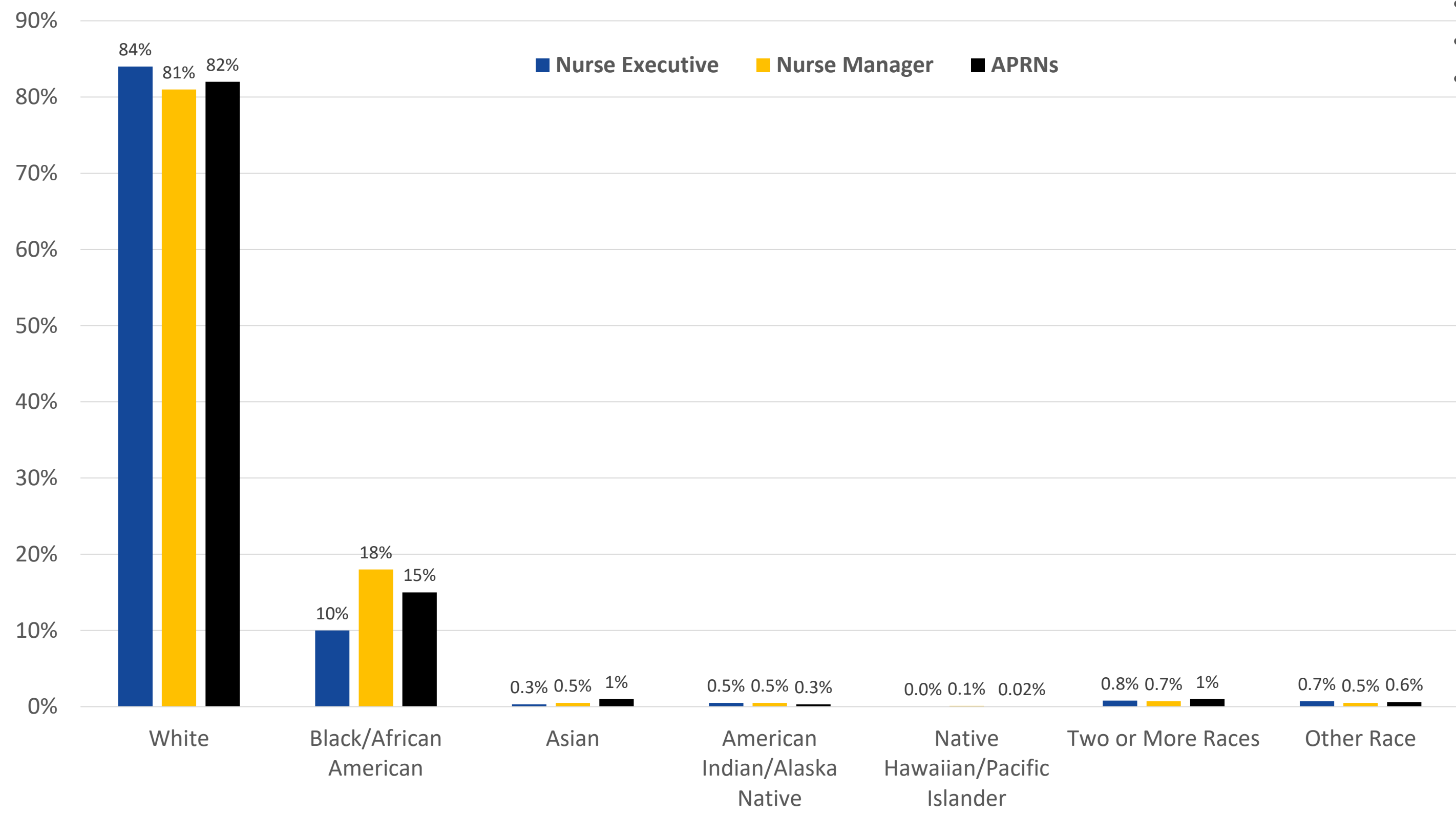
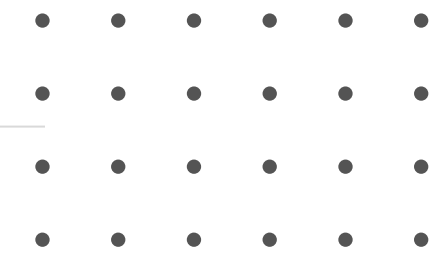
RN SPECIALTY ACCORDING TO RACE



LPN SPECIALTY ACCORDING TO RACE



RN LEADERSHIP POSITIONS ACCORDING TO RACE



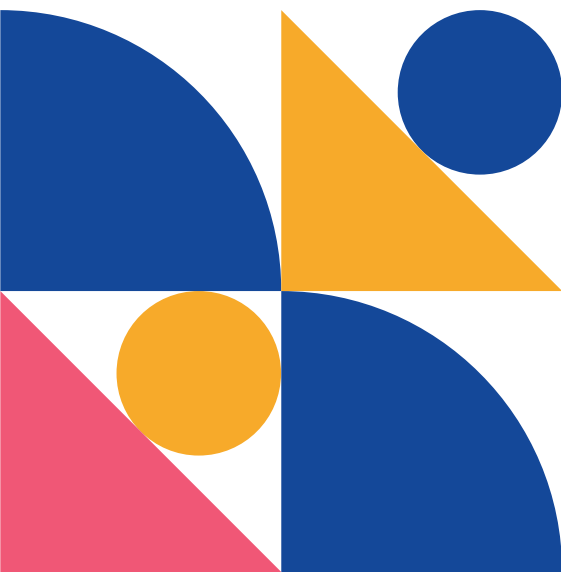
RECOMMENDATIONS

Licensed Practical Nurse Workforce

- Utilize best practices for tracking and reporting admission, enrollment, attrition, and graduation rates according to ethnicity, and gender for Louisiana's LPN programs.
- Remove barriers that prevent LPN students from successfully completing their education.
- Develop innovative programs in middle and high schools to increase the pipeline of LPNs, especially male Hispanic/Latino and Black males.
- Develop a mentorship program for LPNs who desire to advance within their professional role.

Registered Nurse Workforce

- Design and implement a robust and measurable strategic plan for recruiting, retaining, and successfully graduating racial and ethnic minorities and male students from Louisiana's RN programs.
- Report and evaluate annual outcomes related to tracking admission, enrollment, attrition, and graduation rates according to ethnicity and gender for Louisiana's RN programs.
- Increase the number of racially and ethnically diverse nurse faculty teaching in RN programs in Louisiana.
- Implement holistic admission processes in all Louisiana RN programs, including established criteria not solely based on GPA and standardized test scores.
- Prepare racial and ethnic minority RNs to assume executive and managerial leadership roles in all areas of the nursing workforce.
- Implement processes/policies to ensure the presence of a racially and ethnically diverse RN workforce in all practice settings (i.e., hospice, home health) and specialty areas (i.e., anesthesia, perioperative, pediatrics, ER/Trauma, maternal child/obstetrics).
- Review, revise, and eliminate policies in all areas of nursing (academia, practice, leadership, and research) that perpetuate discriminatory practices that may, although unintentionally, negatively impact racial and ethnic minorities.

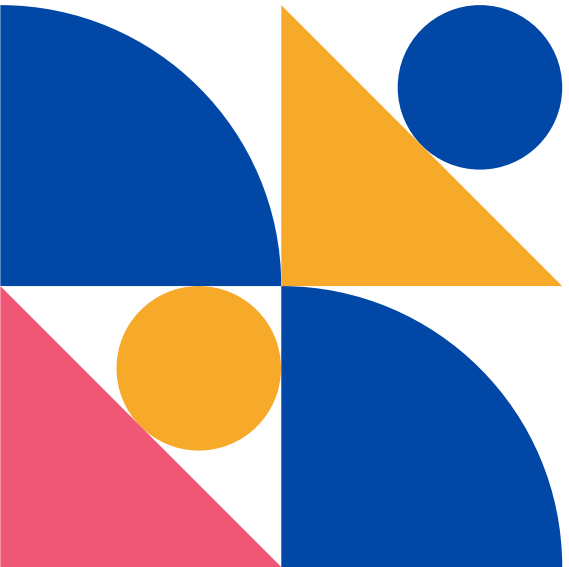
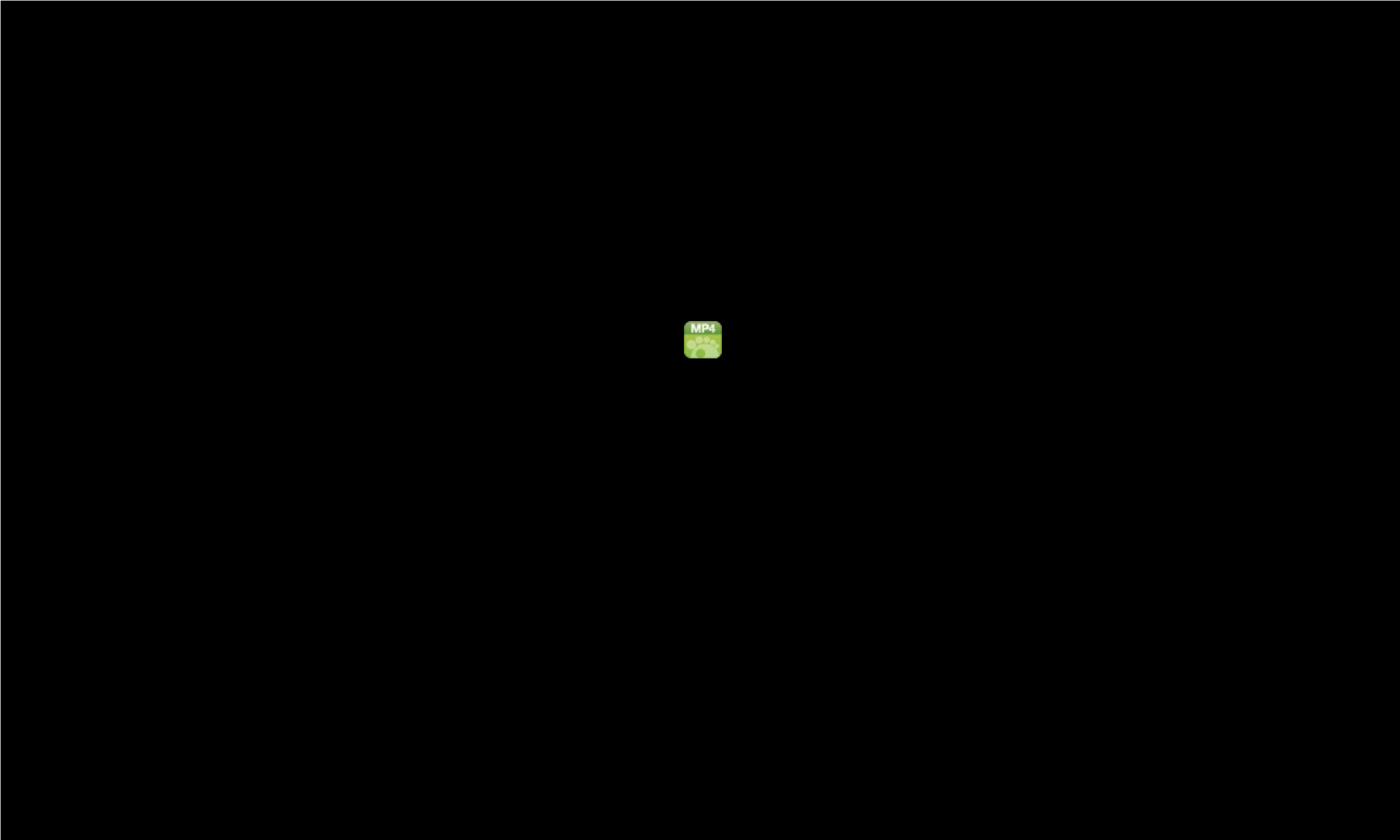
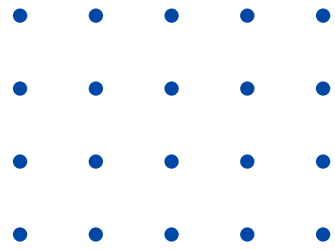


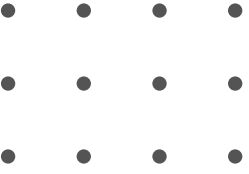
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Linda Burnes Bolton, DrPH, RN, FAAN, 1948-2025.

CAMPAIGN FOR ACTION FIVE - YEAR CELEBRATION VIDEO





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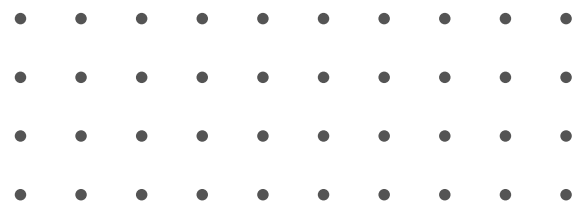
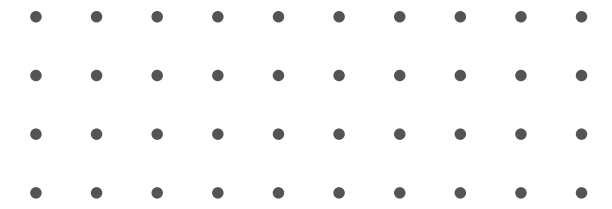
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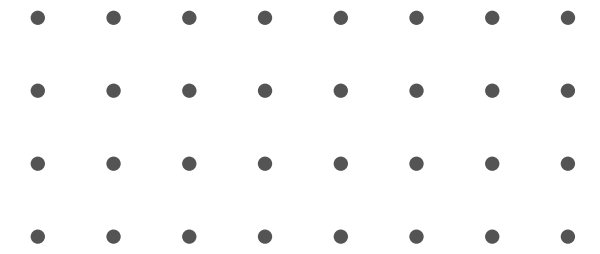
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QUESTIONS?





THANK YOU



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