P1-26: The Minority Nurse Leader

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Abstract:
Introduction: Continued healthcare disparities among African American groups confirm that current strategies are not comprehensive. Some studies suggest underrepresentation of minority
nurses in leadership positions is a factor in the equality of healthcare. This literature review analyzes current knowledge about minority nurse leader experiences with a goal of identifying gaps and needs for nursing research.

Method(s): The purpose of this review was to examine research related to minority nurses in leadership positions and the correlation of this leadership with healthcare disparity. The authors conducted a comprehensive literature review using multiple databases. One hundred and thirty three articles from 1953-2009 were reviewed. From this search, the researchers selected 67 articles as most relevant for this review and created a matrix to summarize findings, ascertain existing knowledge, construct thematic analysis, and identify gaps in the literature. These articles fit into three distinct categories: history of minority leadership, work environment issues of minority nurse leaders, and experiences of minority and African American nurses.

Results: Most articles reviewed were anecdotal and lacked research depth that would support increasing the pipeline of African American leaders or addressing the challenges faced in spearheading initiatives to address healthcare inequity. The most comprehensive trajectory for minority leaders was found in the literature about community-based organizations. Recommendations for leadership development are brief and lack evidence for addressing minority leadership roles in complex healthcare organizations or the ways increased minority leaders in nursing could resolve the disparities that exist in healthcare.

Discussion & Conclusions: To tackle the multiple obstacles facing minorities in nursing and in leadership positions, the profession must acknowledge and research the organizational realities, including institutional racism, that challenge minority nurses in the workplace. Furthermore, those realities must be examined not by bundling all minorities, but by extricating the unique experiences of each ethnic group. Effective research strategies will require the input and value of the lived experiences of all minority nurses.

Abstract History: This abstract has not been presented or accepted for presentation in whole or in part at the SNRS or other scientific meeting.

Financial Disclosure: No, I (or a member of my immediate family) have not received something of value* from or own stock (or stock options) in a commercial company or institution related directly or indirectly to the subject of my presentation.

FDA Disclosure: I will not be describing any pharmaceutical and/or medical device.

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