

Developing and Sustaining a Cadre of Diverse Nurse Leaders Summary

by Capella Healthcare



WHAT'S COVERED

In this lesson, you will learn about the progress of developing and sustaining a cadre of diverse nurse leaders and the challenges that lay ahead. Specifically, this lesson will cover these topics:

1. Progress and Challenges Ahead
2. Reflect: Barriers Facing Racial and Ethnic Minorities

1. Progress and Challenges Ahead

The number of racial and ethnic minorities is increasing in the United States. Healthcare legislation has improved access to healthcare services, which benefits the population, including minority groups. As the population and healthcare evolve, so does the need to have minority nurses in leadership positions. Barriers such as misperceptions of qualifications, racism, and lack of mentors have hindered minority nurses from pursuing and obtaining leadership roles. Strategies to develop and sustain diverse nursing leaders include engaging in mentoring relationships, participation in clinical ladder programs, pursuing greater formal education, and membership in professional nursing organizations. Nurse leaders influence healthcare delivery and health policy. Minority nurse leaders are poised to take on leadership roles that can benefit healthcare organizations and an increasingly diverse community.

2. Reflect: Barriers Facing Racial and Ethnic Minorities

Envision yourself as a nurse manager, and consider what you know about barriers that racial and ethnic minorities face in attaining leadership roles.



REFLECT

List two strategies that you would use to help prepare a minority nurse for success in a leadership role.

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Support

If you are struggling with a concept or terminology in the course, you may contact **NurseLeaderSupport@capella.edu** for assistance.

If you are having technical issues, please contact **learningcoach@sophia.org**.