

BIPOC in Academia: Elevating BIPOC Issues for Health Equity through Faculty Diversity

Julian L. Gallegos, PhD, MBA, FNP-BC, CNL, FAUNA

Disclosures

I have no financial relationships with any commercial interest related to the content of this activity

Objectives

- Provide an overview of the state of faculty and student diversity in nursing academia.
- Discuss personal experience as a POC in nursing academia.
- Discuss strategies for improving entry into nursing academia for faculty of color to elevate issues in health equity.

Diversity in Nursing

State of Diversity in Nursing Workforce

- Survey conducted by the National Council of State Boards of Nursing (NCSBN) and The Forum of State Nursing Workforce Centers, nurses from minority backgrounds represent 19.2% of the registered nurse (RN) workforce (Smiley et al., 2017).
- Considering racial/ethnic backgrounds, the RN population is comprised of 80.8% White/Caucasian; 6.2% African American; 7.5% Asian; 5.3% Hispanic; 0.4% American Indian/Alaskan Native; 0.5 Native Hawaiian/Pacific Islander; 1.7% two or more races; and 2.9% other nurses (AACN, 2019).

State of Diversity in Nursing Academia - Students

- Nursing students from minority backgrounds represented 34.2% of students in entry-level baccalaureate programs, 34.7% of master's students, 33.0% of students in research-focused doctoral programs, and 34.6% of Doctor of Nursing Practice (DNP) students (AACN, 2021).
- Nursing students from minority backgrounds represented 29% of students in basic (ADN/ASN) programs (NLN, 2018).

State of Diversity in Nursing Academia - Faculty

- Nursing faculty from minority backgrounds represented approximately 18% of faculty in nursing programs, while 82% of faculty identified as white (NLN, 2019).
- The percentage of diverse faculty in AACN member schools in 2016 was 15.9% with the majority holding Assistant Professor, Instructors, and other lower ranks. (AACN, 2017).

Personal Experience In Nursing Academia

Personal Experience



Strategies to Increase Faculty of Color in Nursing Academia

Strategies to Diversify Nursing Academia

- Diversify search committees
- Create Mentorship networks
- Ensure Promotion and Tenure Structures are Balanced
- Stand against Tokenism

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