

Building Capacity for “Workforce Diversity” in Nursing Practice

Presenters:

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Purpose:

- To explore the current state of knowledge on ethno-cultural diversity in the nursing profession
- To mobilize nurses to develop a network of experts in the field
- To develop nurses’ capacity to engage in evidence-based cross-cultural health care

Methodology:

- Qualitative study using a grounded theory approach, informed by the tenets of participatory action research (PAR)
- Sample size- 21 RNs in Champlain Region/Ottawa
- Participants were self-identified “White/Caucasian” nurses and represented all levels within the organization
- Data Collection: Interviews guided by theoretical sampling
- Data Analysis: Constant comparison; and Atlas ti for data management

Study Setting:

- 21 RNs were recruited from the 5 academic health sciences centres in the Champlain Region.
- These are: The Ottawa Hospital; Children’s Hospital of Eastern Ontario; The Ottawa Royal; Montfort Hospital; Bruyere Continuing Care

Findings: Workforce Diversity

- Frontline staff are the most diverse
- Limited knowledge of the needs of Aboriginal and visible minority nurses
- No Diversity at senior leadership levels
- Recruitment and retention of diverse staff

Implications:

- Health care organizations need to eliminate barriers that inhibit them from developing and maintaining policies that both promote and practice fair and inclusive workplaces
- To achieve this, 3 things must be considered:
 - Recruitment-selection, hiring
 - Retention-fair treatment in the workplace
 - Advancement- promotion, mentoring and development of members of Visible Minorities.
- To address health disparities at a macro level, the IOM (2004) report suggests that institutional and policy-level strategies are needed to increase diversity among health professionals including specific policies and programs targeting:
 - health professions schools,
 - their associations and
 - accreditation bodies,
 - health care systems/organizations,
 - Provincial and federal governments

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