

Recruiting, Retaining and Advancing Black Nurses

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RNAO Webinar Series

April 19, 2021

Webinar Objectives

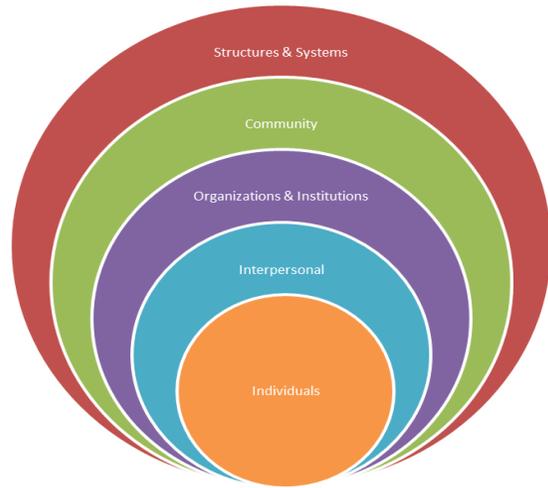
Discuss the importance of having a nursing workforce that mirrors growing racial and ethnic diversity of the population;

Generate awareness on the underrepresentation of Black nurses at the executive leadership level in healthcare;

Describe the importance of equality, diversity and inclusion in hiring processes;

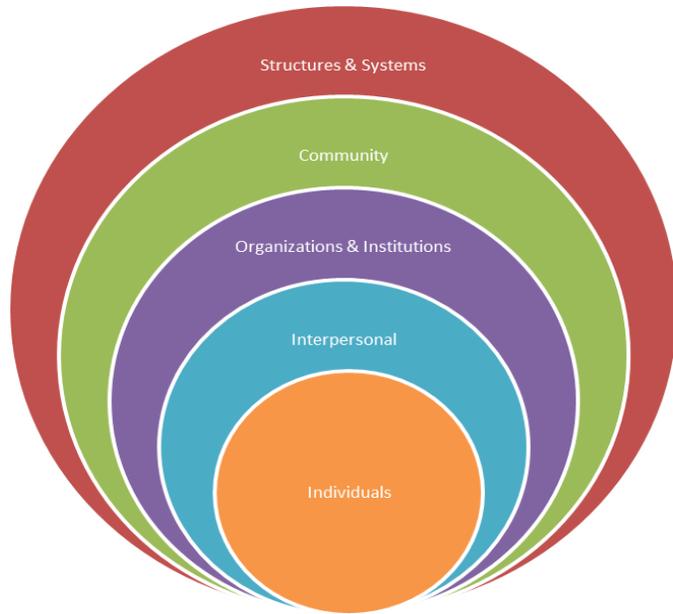
Explore best practices and effective strategies for recruitment, retention and advancement of Black nurses;

Identify the value of sponsorship to support the progression of Black nurses.



The 'Pull' and 'Push' factors

- **Pull factors** arise from outside:
 - Offers of high-paying jobs elsewhere,
 - Desire to pursue a life-long career dream, and
 - family responsibilities.
- **Push factors**: arise from within the organizations:
 - Perceived disconnect between employer's commitment to diversity and the execution of the practices that support that commitment,
 - Limited opportunities,
 - Lack of role models in senior leadership,
 - Unclear career paths,
 - Excessive workload due to bureaucratic and management inefficiencies, and
 - Lack of respect for personal life.
 - Addressing these push factors is necessary to retain



Black Nurses' reality

- *We as Black people not only have to be good, we have to be 10 times as good. 10 times better...And you always feel as though you have to prove yourself, that you have to be on top, that you're always scrutinized, because the slightest mistake you make, it will be noticed and recorded*
- *If as a Black nurse you make a mistake, you're gone. And they'll find a reason to get rid of you, very easily. And, so, you're hesitant to rock the boat, because it'll make problems.*

Strategies for retention and advancement

- Strategies to effectively address the marginal representation of Black nurses in executive leadership positions needs to target all relevant dimensions of the **causal pathways**
- Effective anti-racism interventions requires the systems to unpack the many layers of the societal forces that created inequities.
 - A 'pacifier' approach will not work.
- It is necessary to pay attention to how our everyday decisions impact on anti-Black racism goals.
 - who is hired,
 - what activities take place,
 - which populations are present at the table, and
 - how strategies are implemented and evaluated.

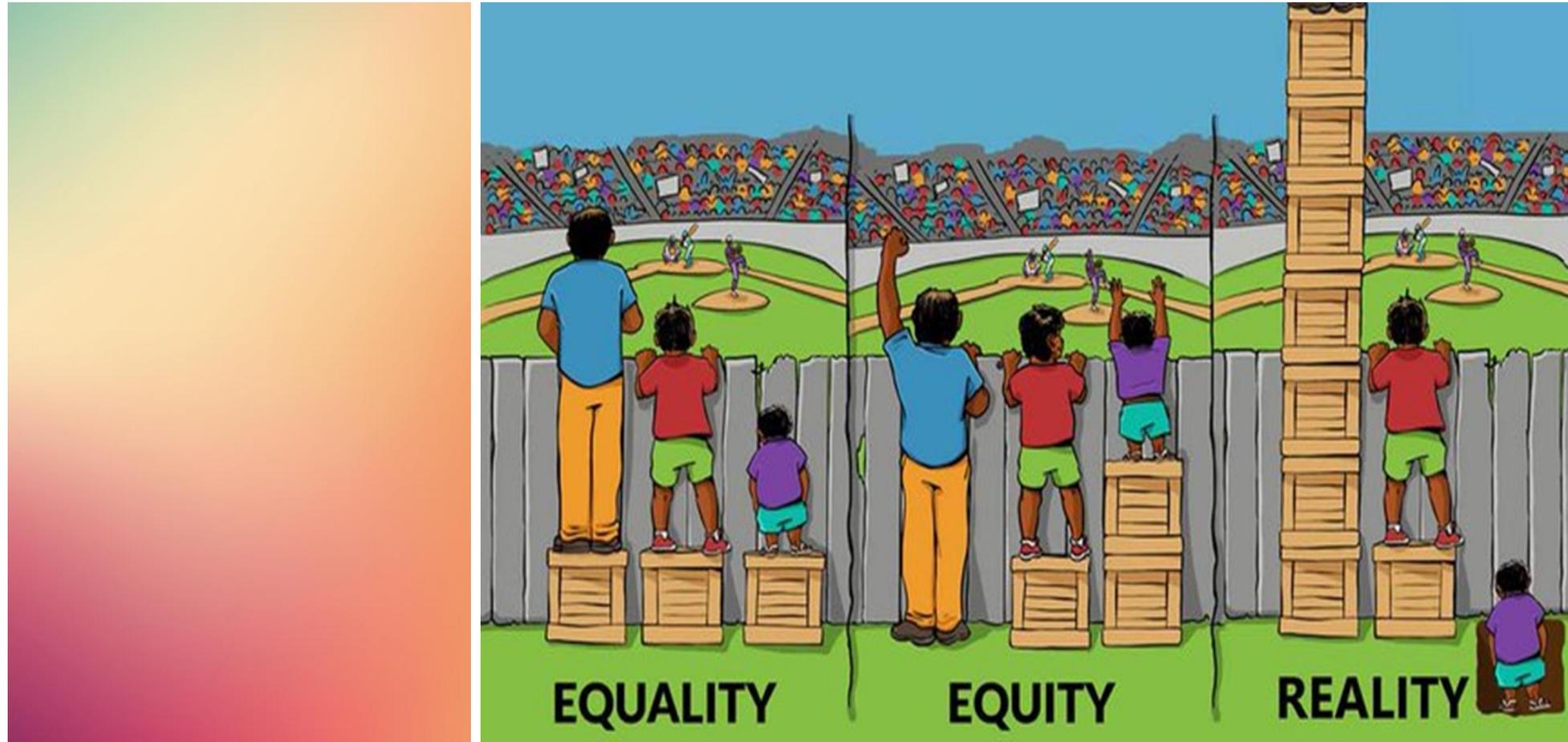


Strategies for retention and advancement...

Increasing awareness and understanding of the experiences of racialized people through:

- Creating an inclusive work environment.
- Developing organizational diversity strategy informed by those impacted,
- Examining your own opinions, assumptions, and behavior.
- Reflecting on how inclusive we are in terms of socializing across racial lines

Policy Strategies for retention and advancement...





Conclusion

- Anti-Black racism in nursing work is deeply rooted in social justice and intersectionality lens is necessary.
- Organizations that have internal capacity anchored in social justice, work in true partnership with the African Caribbean and Black (ACB) nurses in Ontario and beyond to:
 - conduct equity informed research,
 - engage in policy change,
 - ensure programs and services meet the needs of ACB nurses.



Thank!

- Further inquiries:
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