AANA Diversity Nurse Education Summit

Wallena Gould, CRNA, EdD
Founder, Diversity in Nurse Anesthesia Mentorship Program
Prior to 2003...

- Minimal role modeling and mentoring
- Low enrollment
- Fragmented information
- Considerable isolation of URM in NAPs.
- Virtually no networking
- Scarce cultural competent courses
- No established collaborative effort
- No professional socialized efforts for URM
Diversity in Nurse Anesthesia

La Salle University
The Frank J. Tornetta School of Anesthesia

Diversity in Nurse Anesthesia

Goals/Objectives:
1. To increase awareness of the nurse anesthesia profession to minority registered nurses.
2. To display current photographs of minority nurse anesthesia students and faculty from the Frank J. Tornetta School of Anesthesia/La Salle University in the clinical, classroom and simulation lab at the National American Association of Nurse Anesthetists Conference in 2004.
3. To promote career opportunities for minority Registered Nurses into the Nurse Anesthesia Programs. Submit featured stories of the unique diversity of students at Montgomery Hospital to national, regional and local newspapers, minority focused magazines and journals and television programs.
4. To forward pictures of minority students in the clinical setting to the ANA website/student section.
5. To actively recruit and mentor minority Bachelor of Science Nurses into the nurse anesthesia profession.
Diversity in Nurse Anesthesia 2009
Nurse Anesthesia Programs

- University of Maryland
- University of Pittsburgh
- University of Pennsylvania
- Samuel Merritt University
- Barry University
- University of Miami
- Wayne State University
- University of Florida
- Villanova University
- Duke University
- University of New Jersey
- The University of Southern Mississippi
- MUSC Health
- University of New England
Diversity in Nurse Anesthesia
MENTORSHIP PROGRAM

SRNAs
IN THE NATION’S COMPELLING INTEREST

Ensuring Diversity in the Health-Care Workforce

Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce
Board on Health Sciences Policy
Brian D. Smedley, Adrienne Stith Butler, Lonnie R. Bristow, Editors

INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES

THE NATIONAL ACADEMIES PRESS
Washington, D.C.
www.nap.edu
The Sullivan & IOM Report
Affordable Care Act

Fortify the health care workforce

Requires the collection of workforce data

Workforce Diversity Grants

Cultural Competent Training & Education