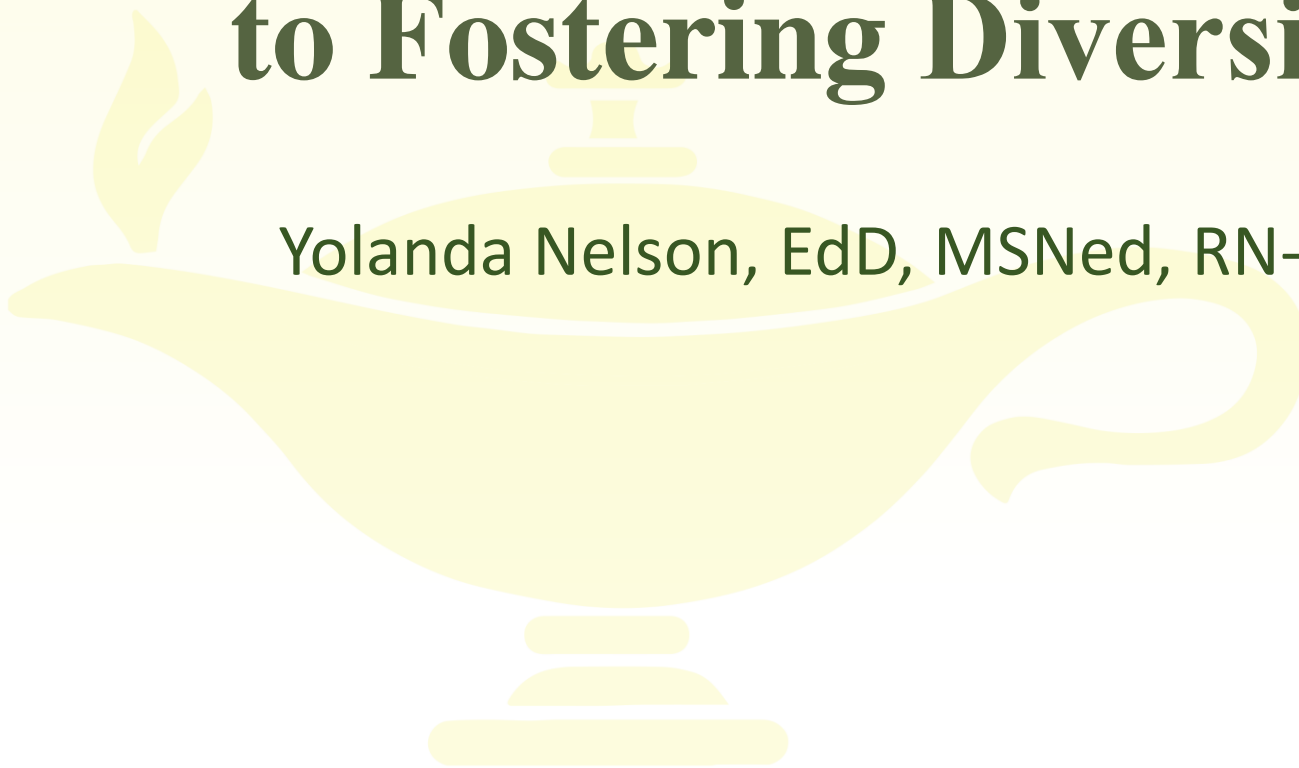


“Mentorship: A Purposeful Tool to Fostering Diversity”

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Disclosure

I have no actual or potential conflict of interest in relation to this program/presentation.



Objectives

The participants will:

1. Identify the kind of support provided by the mentor that is most valued by the mentee.
2. Determine the role of a mentoring relationship and identify a mentoring framework.
3. Identify interventions that effectively influence and facilitate successful program completion for nursing students of color.
4. Identify interventions that effectively influence and facilitate retention of nurses of color.



Did You Know!

- A culturally diverse nursing workforce is essential to meet the healthcare needs of the growing diverse population.
- Encouraging and facilitating diversity in the nursing profession remains an ongoing problem.
- Growing ethnic and racial diversity in the general population combined with inadequate minority representation in the nursing profession requires innovative approaches to recruit, retain, and graduate nurses from diverse racial populations (Sutherland, Hamilton, & Goodman, 2007).
- Nursing leaders recognize a correlation between a culturally diverse nursing workforce and the capability to provide quality, culturally competent patient centered care (Nelson, 2015).



Food for Thought

- What does mentorship mean to you?



**FOOD FOR
THOUGHT**



Mentorship

- **Powerful**, personal development, and empowerment tool.
- **Assists** in other's progression.
- **Involves** mutual trust and respect.
- **Increases** social and academic confidence.
- **Involves** guidance provided by a mentor.
- **Develops** communication skills and enhances test taking strategies.



Models

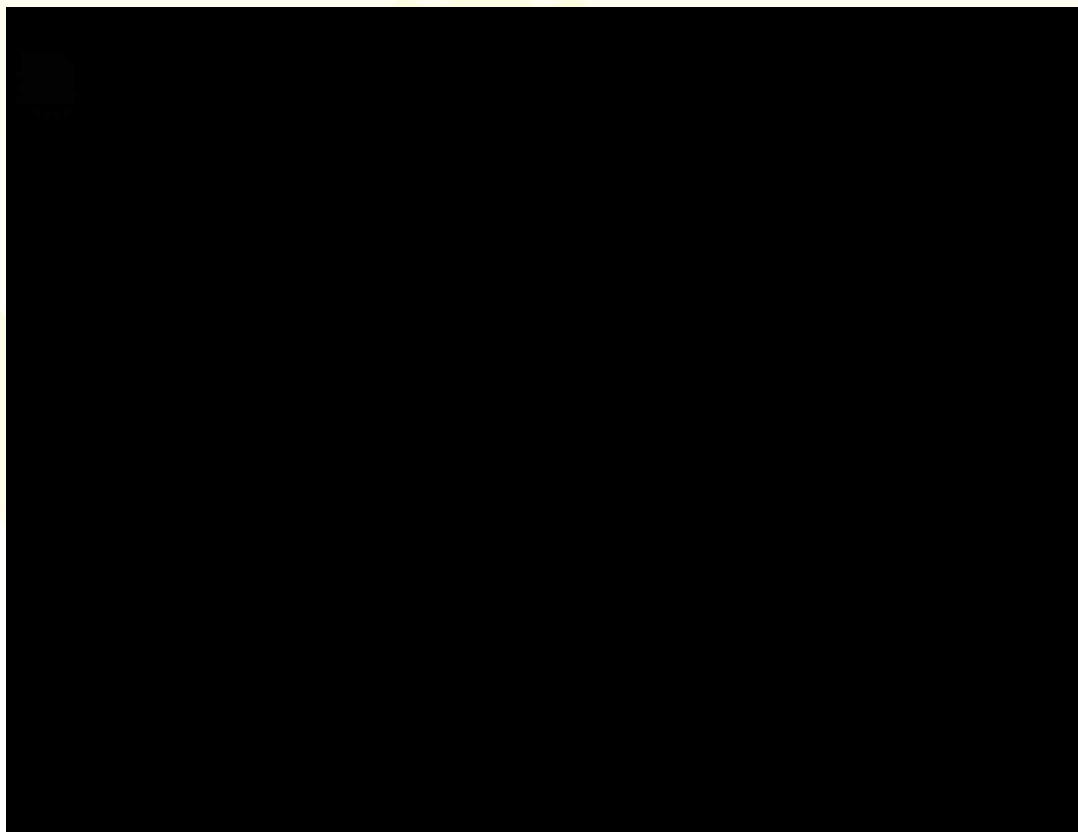
- **Field Based Mentoring-**
 - **Mentor–mentee matches**
 - **Mentors and mentees typically interact at mutually convenient times and locations**



“Moving Forward Together” - African American Student Nurse
Mentorship Program



Short Clip (7/2018)



Mentor-Mentee (TCNJ) 5/24/19



Group Mentoring

- The group setting, furthermore, can provide a safe environment in which to test social skills and to receive constructive feedback from peers



Rutgers University Mentorship Program



Site Based Mentoring

- Mentors and mentees interact primarily in one of a variety of specific mentoring sites (higher education, hospitals).
- Benefits:
 - Self-awareness
 - Confidence
 - Increase retention
 - Positive outcomes:
 - Patients
 - Nurses
 - Profession



How to Get Started

- Lay the Ground Work
 - Prepare
 - Train
 - Build Relati
 - Evaluat



GROW Coaching/Mentorship Model

- Developed by John Whitmore, is a model that is designed to highlight, elicit, and maximize inner potential.
- Known for success in both problem solving and goal setting.
- Maximizes personal achievement & productivity (Whitmore, 2009).



GROW Coaching/Mentorship Model

- **G**oal (What do you want?)
- **R**eality (Where are we now?)
- **O**ptions (What could you do?)
- **W**rap Up (What will you do?)



How to Get Started- *The Conversation*

- Stories
- Situation
- Self-Awareness
- Skill Building



Skill Building

Is there a skill you're currently working to enhance

- How can I become a more assertive negotiator?
- Can you recommend a book or resource for dealing with difficult conversations?
- Do you have any quick tips for re-energizing an overworked team?



Case Study



- Michael was hired as a new grad to the Medical Surgical-Oncology unit at a large teaching hospital 8 months ago. He worked there as a tech during nursing school, and so he thought the transition would be a little easier than those of others but he is currently struggling a lot more than other peers that are also new to the profession. He wants to stick it out here and learn as much as he can, but he's just not sure sometimes if he's cut out for it.
- His time management is horrible. Michael is finding it difficult to prioritize, his EMR charting is poor, and he feels uncomfortable asking questions.
- **What mentoring advice/wisdom would you share with Michael?**



Tips

- If you see someone who's successful and is doing what you want to do, reach out to him or her.
- Find mentoring opportunities at work or with the people you already know and respect.



“A mentor is someone who allows you to see the hope inside yourself.” — *Oprah Winfrey*

“My mentor said, ‘Let’s go do it,’ not ‘You go do it.’ How powerful when someone says, ‘Let’s!’” — *Jim Rohn*

“Colleagues are a wonderful thing – but mentors, that’s where the real work gets done.” — *Junot Diaz*

“One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination.” — *John C. Maxwell*

“Our chief want in life is somebody who will make us do what we can.” — *Ralph Waldo Emerson*

Thank You



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