

WIU CENTENNIAL HONORS COLLEGE
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Abstract

Poster

Major: Nursing

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Experiences of Racial Minority Nurses Within the Healthcare Setting

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The aim of this study is to investigate the unique experiences of minority nurses within the healthcare setting. Hypothesis: minority nurses working in healthcare settings will report a higher incidence of discrimination compared to their non-minority counterparts. Background: Nurses belonging to minority groups experience increased levels of discrimination and job dissatisfaction compared to their non-minority counterparts. Black and Hispanic nurses were more likely to quit than white ones. The average hourly wage for black nurses is lower when compared to white nurses. Among nurses who reported making over \$120,000 annually, over 90% were Caucasian with only 4% being black and 2% being Hispanic or Asian. Methods: Descriptive study, using a phenomenological approach. Each participant must be a registered nurse and work in a healthcare setting to meet the study's criteria. Participants were selected using a snowball sample and invited to take part in a zoom focus group consisting of four nurses. Qualitative data analysis provided themes from the focus group. Results: Racism in the nursing profession is still prevalent, regardless of education/professional level. Greater representation of minority healthcare professionals is crucial for bringing diverse perspectives and insights to the field, which may not be fully captured by non-minorities alone. Representation in managerial and administrative positions is essential for promoting advocacy and addressing the unique needs of underrepresented groups. Implementation of more LPN/associate programs are important to diversify the healthcare field and introduce more affordable nursing opportunities for people of color. Representation in nursing school admission is important to facilitate engagement and enrollment of minority students.