



Niganawenimaanaanig: Mentoring & Sustainability

Dr. Misty Wilkie, PhD, RN, FAAN; Matt Hanson, BA; Michelle Saboo, MSW
 Bemidji State University



Abstract

Guided by the principle that a community's health is improved when its healthcare workforce reflects the diversity of its population, the **Niganawenimaanaanig Indigenous Nursing Program's (NINP)** goal is to increase the number of American Indian (AI) baccalaureate prepared nurses in Minnesota to aid in minimizing health disparities affecting Indigenous people. Niganawenimaanaanig will accomplish the goal as it recruits, enrolls, retains, graduates and licenses more AI nursing students working in medically underserved communities. NINP's foundation rests on the strong support systems in place which include academic, cultural, social, and financial, to guide student success from pre-nursing to graduation and licensure. Our mentoring process is the foundation of NINP's program of support. Since 2017, NINP has 85% overall retention rate. As of May 2021, NINP has graduated 17 Indigenous BSN students. NINP is a destination for aspiring Indigenous nursing students through its academic, social, cultural and financial support.

Acknowledgement

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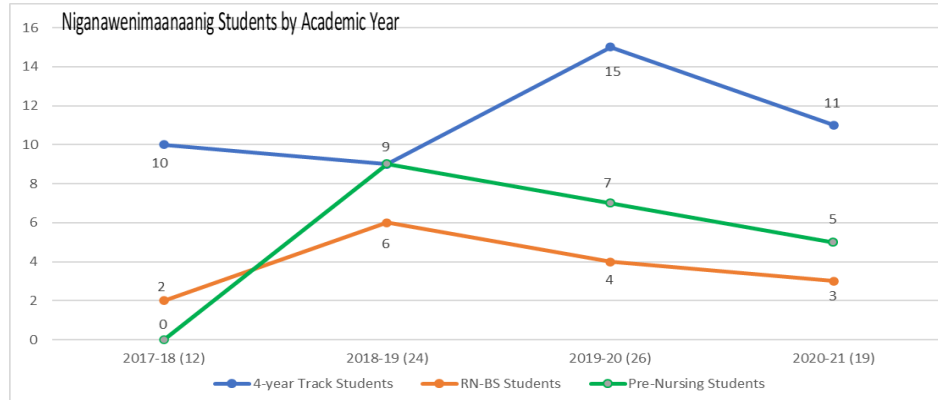
Introduction

Prior to Niganawenimaanaanig, BSU had six AI nursing students enrolled. Located in the heart of Ojibwe country, it is BSU's goal to become a destination university for Indigenous students. With HRSA NWD funding, a holistic support program was developed to increase the number of AI pre-nursing, 4-year, and RN-BS students. To date, the program has served 38 Indigenous students from 15 tribal nations

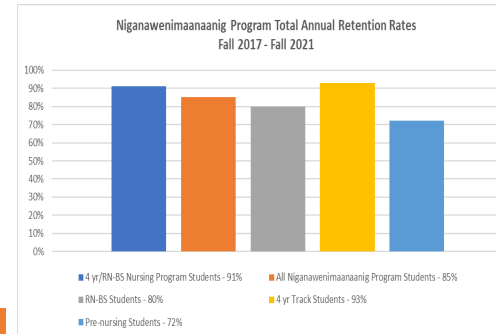
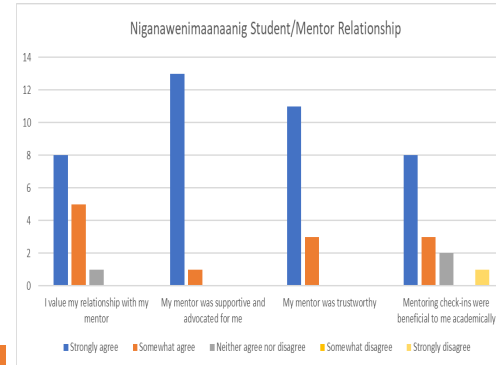
Method

- ❖ Hire only Indigenous or Indigenous-ally staff
- ❖ Mandatory weekly mentor meetings
- ❖ Niganawenimaanaanig Student Lounge availability
- ❖ Frequent student gatherings
- ❖ Participation in cultural activities

Results



Results Cont.



Conclusion

- ❖ Providing an inclusive community for Indigenous nursing students fosters academic achievement and perseverance
- ❖ Expanding Indigenous students' professional network provides additional necessary Indigenous mentors
- ❖ Full-time advocacy through a mentor position benefits Indigenous students
- ❖ Mandatory weekly mentor meetings, peer tutoring, social/ cultural gatherings and support are crucial to AI nursing student retention and success



Contact information

Dr. Misty L. Wilkie, PhD, RN, FAAN
Niganawenimaanaanig
 Bemidji State University

1500 Birchmont Dr NE #15
 Bemidji, MN 56601

T:218.755.2715
 C:612.280.7498

E:misty.wilkie@bemidjistate.edu

<https://www.bemidjistate.edu/academics/departments/nursing/programs/niganawenimaanaanig/>