



Background

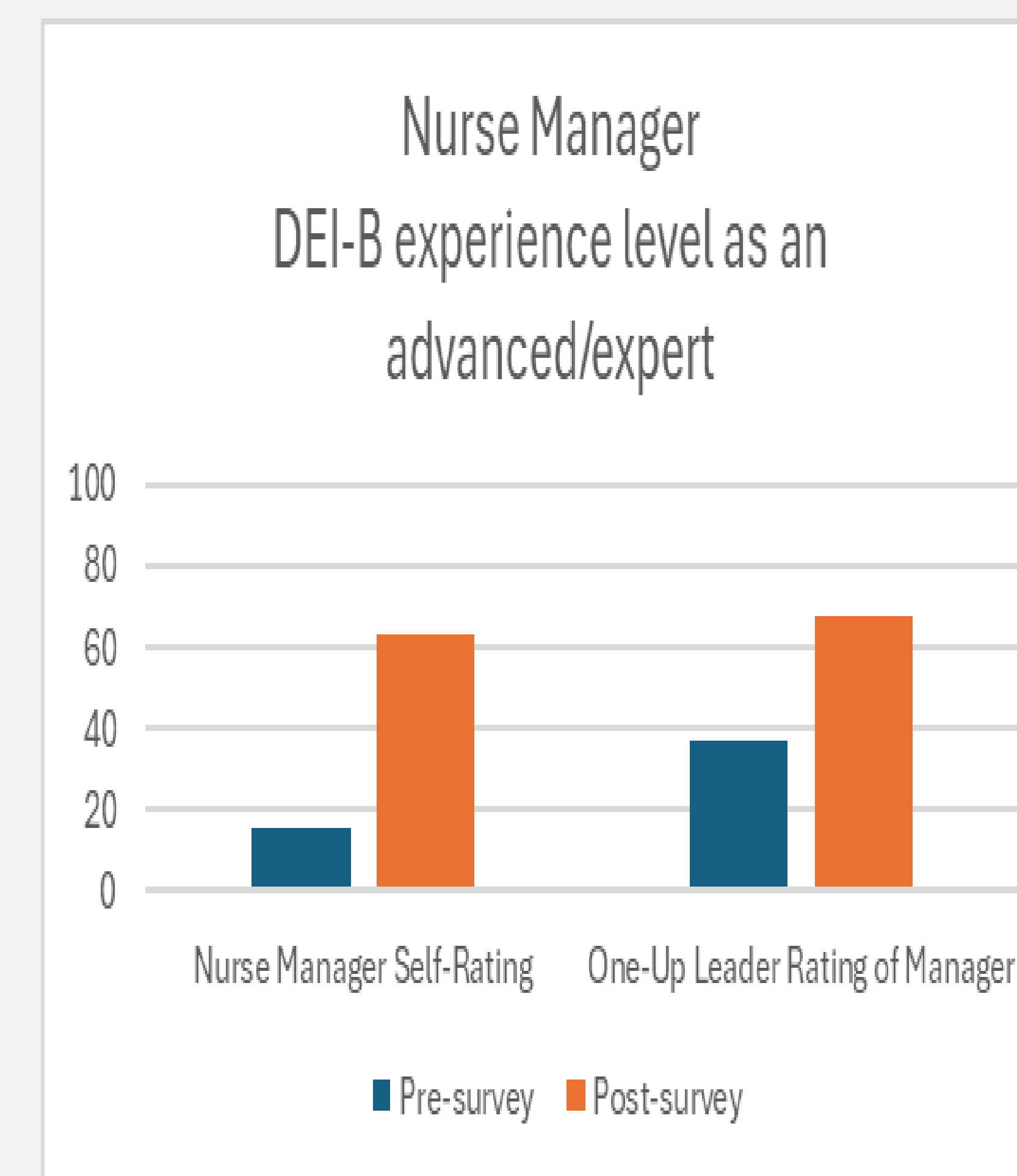
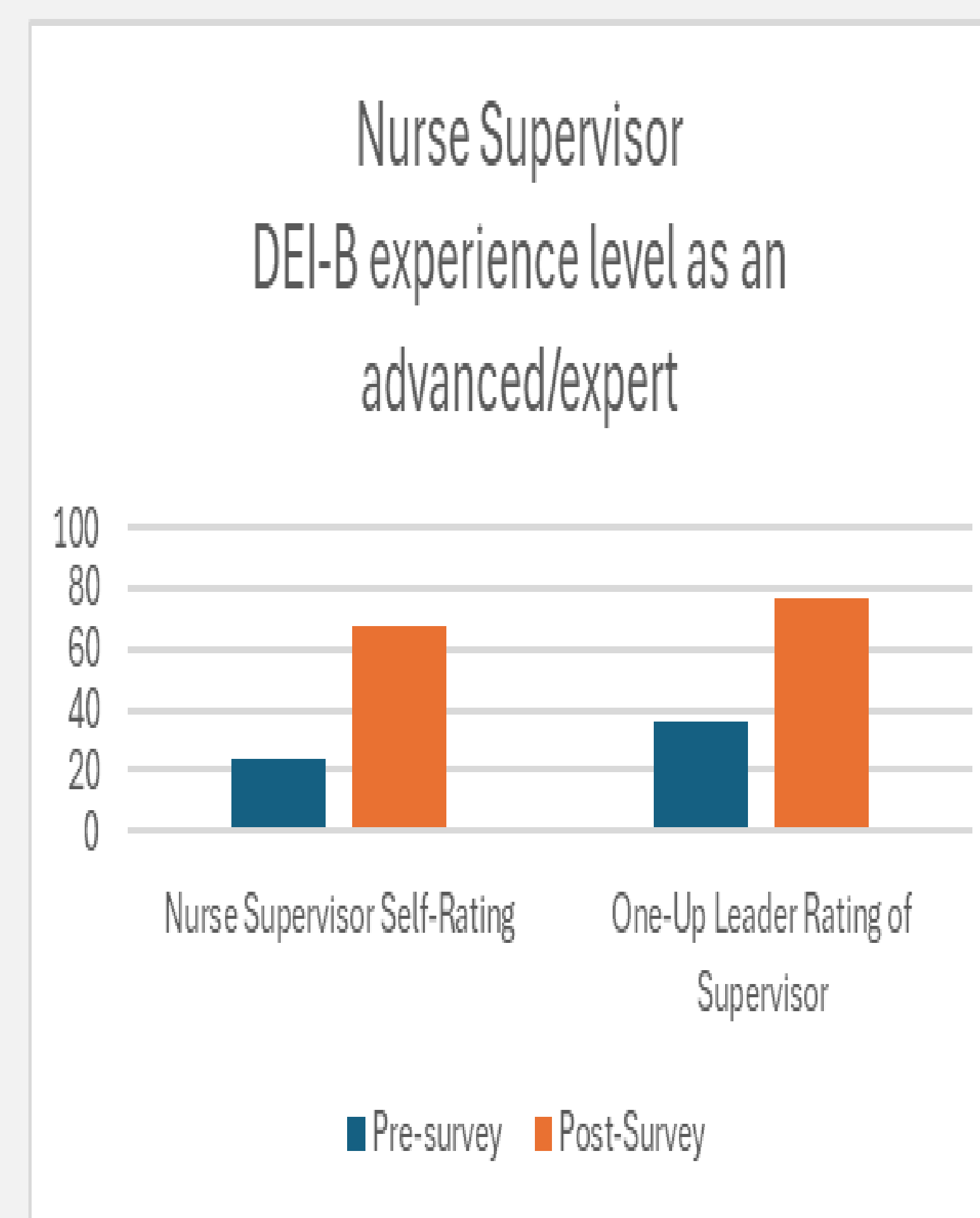
- Studies have shown that diverse leadership teams improve patient outcomes, increase employee satisfaction, and enhance organizational performance.
- Organizations can create initiatives focused on training, mentorship, and support systems to cultivate a diverse and inclusive workforce.
- Nurse leaders can identify barriers and implement strategies to promote diversity and equity.
- Training benefits individual nurses and enhances overall healthcare quality by promoting cultural competence and innovation within healthcare settings.

Problem

- Diversity, equity, inclusion and belonging (DEI-B) training in nursing leadership is scarce.
- The experience of nursing leaders in DEI-B is not extensive, and based on national trends, literature reviews, and direct feedback from nursing leaders, there is a recognized need for education on DEI-B and biases.
- DEI-B in nursing leadership development is crucial for fostering a more inclusive healthcare environment.

Methods and Interventions

- Goal: The leadership development program was developed to support emerging leaders and nurse managers, identified as a system-wide need.
- Total of 156 participants:
 - 104 nurse supervisors
 - 52 nurse managers
- 4-hour virtual sessions with small break out groups, polling, PowerPoint presentation, and video clips.
- The topics include identifying unconscious bias, cultivating connection, and choosing action.
- Participants were asked to rate their DEI-B experience levels using a pre- and post-survey evaluation.



Results

- Nurse supervisors self-rated their DEI-B experience level as an advanced/expert from 24% to 68%. The one up leader rated the supervisor as an advanced/expert on DEI-B experience from 36% to 77%.
- Nurse managers self-rated their DEI-B experience level as an advanced/expert from 16% to 63%. The one up leader of the nurse manager rated the manager as an advanced/expert on DEI-B experience from 37% to 68%.

Implications for practice

- The course content addressed everyday biases in decisions and interactions.
- Participants learned to respect, include, and value others by becoming aware of their biases to lead teams effectively.
- The leadership development program helps teams identify bias to reduce health disparities and improve outcomes for all patients.
- This education intervention helps to support the professional practice model and those strategies.

References

