

Diversity in Gender: The Y Factor

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Historical Perspective

- Typically, most nursing programs start out discussing the history of nursing by talking about Florence Nightingale and her contribution to modern day nursing.



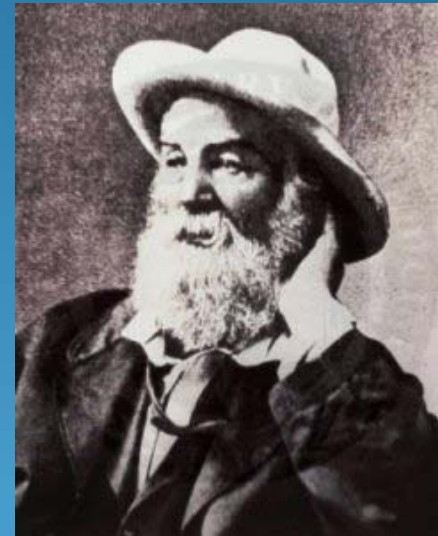
Historical Perspective

- **Ancient Rome** – the Nosocomi were men who provided nursing care in ancient Rome.
- **Early Religious Orders** –
 - St. Benedictine nursing order
 - Knights of Hospitalers
 - Teutonic Knights
 - Knights of St. Lazarus

Source: Men in Nursing Historical timeline retrieved Sept. 8, 2012 from <http://allnurses.com/men-in-nursing/men-nursing-historical-96326.html>

Historical Perspective

- **Crimean War (1853)** – “orderlies” provided nursing care prior to and after Florence Nightingale’s arrival.
- **U. S. Civil War** – men served as nurses
- **The Alexian Brothers in the US**
- **The Army Nurse Corps**
- **American Assembly for Men In Nursing**



Source: Men in Nursing Historical timeline retrieved Sept. 8, 2012 from <http://allnurses.com/men-in-nursing/men-nursing-historical-96326.html>

Historical Perspective

- Men only schools of nursing existed until the early 1900's.
- “Nursing must be viewed as a People profession and not a women's profession.”



Moving the profession forward

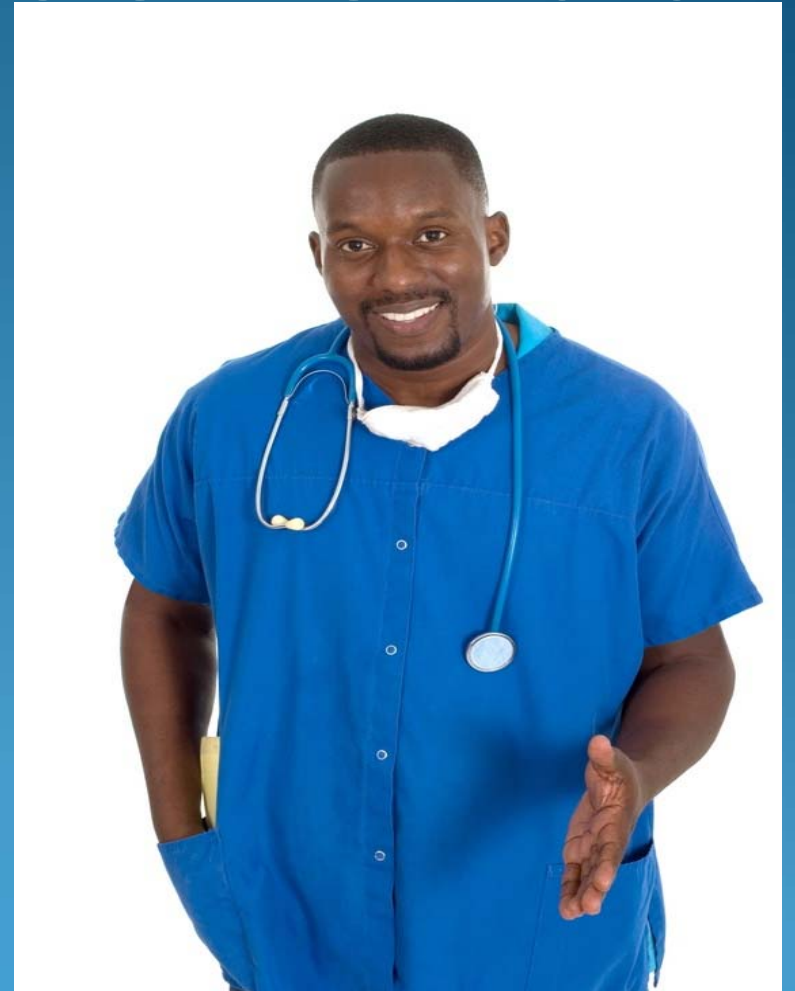
- Nursing must reflect those that we care for regardless of :
 - Diversity
 - Ethnicity
 - Race
 - Culture
 - Religion



Moving the profession forward

It's a Different World!!

- The “Y” factors to be considered:
 - Historical Precedence
 - Mentorships
 - Male Faculty
 - Role Models
 - Location, Location, Location
 - Diversity



“Y” Factor

Historical Precedence

- There are 2,909,357 Licensed RNs in the US*
- Men comprise approximately 7 % of total nursing population[#]
- Only 8.0 % of all RNs are under the age of 40*

Source: *Minority Nurse. Nursing Statistics Fact Sheet. Retrieved Sept. 8, 2012, from <http://www.minoritynurse.com/?q=minority-nursing-statistics>.

Robert Wood Johnson Foundation: Male Nurses Brake Through Barriers to Diversify Profession. Retrieved from <http://www.rwjf.org/humancapital/productjsp?id=7285>

“Y” Factor

Historical Precedence

- **Historical Precedence**
 - Men were not encouraged to consider nursing as a career
 - In Jordan, 95% of nurses are men
 - Role /gender confusion
 - Suppression of advancement



Sources: O'Lynn, C. E. (2004) Gender -Based Barriers for Male Students in Nursing Education Programs: Prevalence and Perceived Importance. J Nur. Ed. 43- 5
Sullivan, E. J. (2000) Men in Nursing: The Importance of Gender Diversity, J Pro. Nur. 16,5, 253-254

“Y” Factor Mentorships

- Lacking – discourage men from entering the profession
- Traits associated with nursing
- Media stereotype of the profession
 - Women’s work
 - Battle-axes, sex symbols, handmaiden
 - White women, white dress, white cap

“Y” Factor Mentorship

- Providing long term one-on-one attention
- Should consider including:
 - Counseling
 - Financial planning advice
 - Test-taking /writing skills improvement
 - Heighten faculty awareness and sensitivity
 - Use technology (Dashboard – measure successes and failures)

“Y” Factor Mentorship

- Facilitators of learning
- Past experiences
- Follow-up

“Y” Factor Male Faculty

- Men represent only 3.5% of faculty *
- 2.4% of deans* (total of 29)
- Minorities represent only 8.7% of faculty and deans*

*Source: AACN: Effective strategies for increasing diversity in Nursing programs. Retrieved from <http://www.aacn.edu/aacn-publications/issues> on Sept. 9, 2012

“Y” Factor

Male Faculty

- How to improve representation
 - Presenting an inclusive image
 - Advertising/brochures
 - Language usage
 - Welcoming environment
 - Present at student level
 - Faculty Academy
 - Open-door policy

“Y” Factor Role Models

- 2010 Institute of Medicine Report
 - Men in nursing provide unique perspectives and skills to the profession.
 - Helps contribute additional diversity to the workforce
- More visible and powerful male nurse and minority educators
- When recruiting – make a special effort to consider *qualified* minority candidates

“Y” Factor Role Models

- Promotion of the profession in elementary and middle schools.
- Active participation in professional associations
- Network/collaboration
- Advertisement
 - Publications (journals, magazines, websites)
 - Social media

“Y” Factor Role Model

- “Nothing about us, without us”
- Provide specific cultural experiences

“Y” Factor

Location, Location, Location

- Not visible
 - ICU's, OR's and specialty units
 - Research
 - Administration
 - “You don't look like a nurse”

“Y” Factor Diversity

- Cultural appreciation
- Role differences
- Inclusion

“Y” Factor Diversity

- “I heard this, what did you hear”
- <http://www.youtube.com/watch?v=baSyYyqV2Xo&feature=fvwrel>

“Y” Factor

- Questions....
- Comments....
- Critiques.....
- Endorsements...

