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

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**

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*


“Y” Factor

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:
“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 faulty *
- 2.4% of deans* (total of 29)
- Minorities represent only 8.7% of faculty and deans*

“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...