The Value of Mentor Training in Preparation of Black Nurses as Healthcare Leaders

**UR Department of Medicine
2nd Annual Research in DEI & Healthcare Equity Symposium**
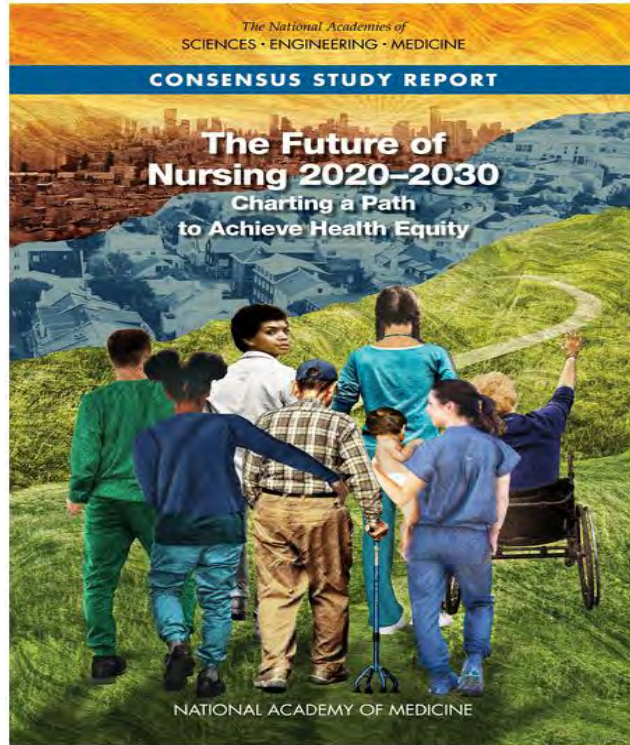
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Acknowledging the Need

Conclusion 10-3: Structural racism, cultural racism, and discrimination exist within nursing as in other professions. Nurses of color experience discrimination and bias within the workplace and educational systems, compounded by the lack of diversity among the nursing workforce and faculty. Nurses, educators, and health care leaders have a ***responsibility to address structural racism, cultural racism, and discrimination within the nursing profession*** across educational and practice settings**,** and to build structures and systems that promote inclusivity and **health equity**.

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Effective Mentorship: Benefits

Protege

- Improve personal and job satisfaction
- Gain knowledge of organizational culture
- Cultivate professional networks
- Improve engagement and retention

Mentor

- Improve personal and job satisfaction
- Opportunity to share knowledge and expertise
- Improve interpersonal and management skills
- Professional growth

Organization

- Share organizational knowledge
- Enhance leadership succession planning
- Sustain skilled and engaged workforce
- Reduce cost of turnover

Patient

- Improved relationships with medical professionals
- Increased trust and communication
- Increased likelihood of patients accepting medical care
- Improved satisfaction with care

Mentoring Program for Black Nurses: Pilot Program Structure

Program Length
- 6 months duration: total time commitment – 16 hours
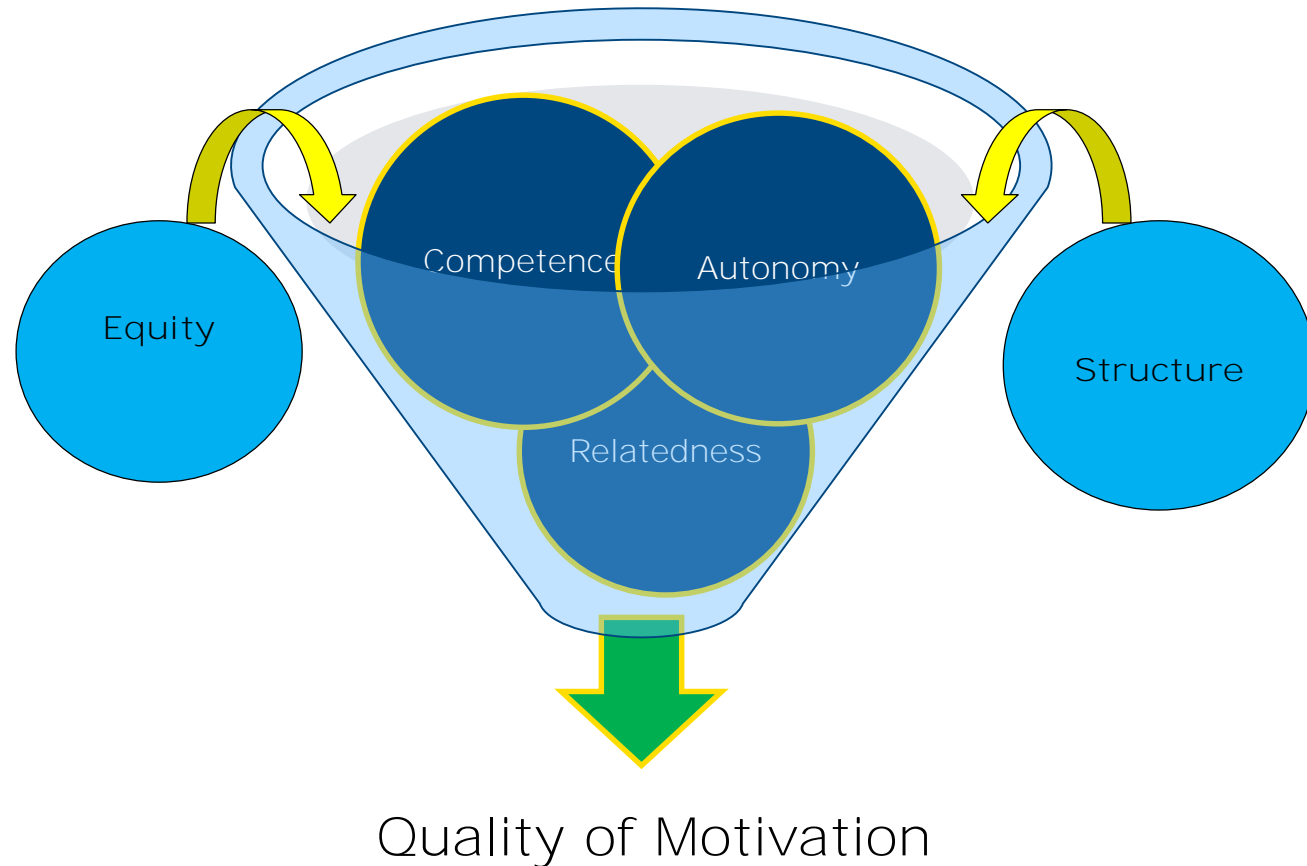
Sessions Format
- Educational workshops
- Reflective sessions

Learning Strategies
- Interactive lectures and exercises
- Theatre for Healthcare Equity
- Case-based discussion
- Guided reflective discussion

Session 2B Post-Survey:
Theatre for Healthcare Equity

"Excellent and unthreatening environment in which to evoke uncomfortable feelings/situations and develop awareness of how to support each other better."

"This session has expanded my knowledge about microaggression and now I will be able to easily identify and assist with situations"

Sessions 3 to 6 Post-Surveys: Reflective Sessions

"This program provides insight on how systems can impact individuals' growth and professional development."

"...Need to create more awareness for leaders and staff so we can increase participation."

End-of-Pilot Program Survey

	Strongly Agree	Somewhat agree	Neither	Somewhat disagree	Strongly disagree
Program requirements were clear to me	O O O O O				
I felt I was well-matched with my mentor/protégé.	O O O	O O			
The time I spent with my mentor/protégé was sufficient.		O	O	O O	O
I am likely to change my practice because of the strategies I learned about handling instances of bias or microaggressions towards Black Nurses.	O O O	O	O		
I found the program rewarding	O O O O O				
I would recommend this program to others	O O O O O				