

# Hispanic Heritage Month

September 15-October 15



This Photo by Unknown Author is licensed under [CC BY-ND](#)

This Photo by Unknown Author is licensed under [CC BY-SA](#)

## LATINO AMERICANS



This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)



This Photo by Unknown Author is licensed under [CC BY-ND](#)



This Photo by Unknown Author is licensed under [CC BY-NC-ND](#)



# US Hispanic Latino Population

- 62+ million 18.7% of the population (331 million) with a 23% increase
  - Not a true reflection of the population due to the COVID Pandemic and the threats of the citizenship question
- More than 40% of the US population identify as non-white (Brookings Institute)
- Racial distribution showed a decrease in the number identifying as white alone
  - Increased immigration by non-white individuals
  - Increased acknowledgement of multiracial options in the census and heritage by individuals and families
- Majority of Hispanic/Latinos are US born

Frey, W.H. (2021, August 13). New 2020 Census results show increased diversity countering decade-long decline in America's white and youth populations. <https://www.brookings.edu/research/new-2020-census-results-show-increased-diversity-countering-decade-long-declines-in-americas-white-and-youth-populations/>

Jones, n., Marks, R., Ramirez, R & Ríos-Vargas, M. (2021, August 12). 2020 Census illuminates racial and ethnic composition of the country. <https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html#:~:text=The%20Hispanic%20or%20Latino%20population,origin%20grew%204.3%25%20since%202010>



# Hispanic/Latino Experiences of Healthcare & Science

- Less likely to have health insurance, 20% under 65 in 2019
  - 70% have seen a provider in the past year (82%)
  - 46% report communication challenges
  - 30% worry about their legal status when seeking care
  - 75% report the quality of their care is good to excellent
  - 52% report a negative experience in the past
  - 33% report needing to speak up about their care
  - 35% prefer a Spanish-speaking or Hispanic provider
  - Spanish speaking adults report Hispanic providers are better at delivering quality care
  - Hispanics are concerned about medical research misconduct, and are familiar with past instances of medical misconduct
  - Hispanics are less likely to see Hispanics in science but believe that representation can advance their role in this area
- Funk, C. & Lopez, M.H. (2022, June 14). Hispanic Americans' trust and engagement with science. Pew Research Center.  
<https://www.pewresearch.org/science/2022/06/14/hispanic-americans-trust-in-and-engagement-with-science/>




# Nursing Workforce

- 4.1 million active RNs
- 5.6% report being Hispanic/Latino
- No other data provided for Hispanic/Latino RNs

Smiley, R.A., Ruttinger, C., Oliveira, C.M., Hudson, L.R., Allgeyer, R., Reneau, K.A., Silvestre, J.H. & Alexander, M. (2021). The 2020 National Nursing Workforce Survey. *Journal of Nursing Regulation*, 12 (1) Supplement, S1-S96.  
[https://doi.org/10.1016/S2155-8256\(21\)00027-2](https://doi.org/10.1016/S2155-8256(21)00027-2)

# Benefits of a Diverse Nursing Workforce

- Nurses who
  - Understand the culture
  - Know the lived experience
  - Speak the language
- These characteristics build trust more quickly
  - More information re: signs/symptoms and history
  - Improved patient teaching due to knowledge of diet, spiritual, and self-care practices
  - More collaborative patient planning → improved adherence to treatment plan
- Enhanced work environment
  - Diverse perspectives moves the team out of the usual way of doing things
  - Nurses will learn more about the care of diverse patients from their colleagues



# Achieving a Diverse Nursing Workforce

Strengthening education at the primary and secondary levels

Educating guidance counselors

Role modeling of diverse nurses in their communities

Supportive academic programming in post secondary education

Supportive advising for diverse and non-traditional students

Mentoring (including peers)

Tutoring programming

Connecting to professional associations during school and remaining during your career



# Mentoring

- Partnership with a more experienced individual who can provide guidance on skill, career, personal, and educational development
  - An individualized focus
  - Emotional support
  - Opportunity for reciprocal relationships
  - Collaborative work toward achieving mutually defined goals
  - Teach the unspoken rules/hidden agenda
- Different mentors can hold space at different stages of your career
- Mentor does not need to mirror the mentee in characteristics
- Principles to Guide Mentors
  - Pay it Forward
  - Reach Behind as You Climb
- Principles to Guide Mentees
  - Come with a plan
  - Take the initiative

# Value of Professional Nursing Associations

- Opportunities to connect with nurse with similar interests
  - Professional
  - Affinity
  - Specialty
  - Certification
  - Geographic
- Benefits
  - Education
  - Policy Development
  - Networking
  - Skill Development
  - Mentoring
  - Certification
  - Discounts







- Founded in 1975 by a group of nurses led by Dr. Ildaura Murillo-Rohde, PhD, RN, FAAN
- Mission: NAHN is committed to advancing the health in Hispanic communities and to lead, promote and advocate the educational, professional, and leadership opportunities for Hispanic nurses.
- Purpose Statement: We celebrate the culture, caring, and spirit of Hispanic nurses who are the leading voice of health in our communities.
- Leadership, service, and policy development opportunities
- Health-related resources to support nurses caring for Hispanic/Latino community
- Scholarships and fellowships
- Recognition of achievement of Hispanic/Latino nurses
- President: Adrianna Nava, PhD, MPA, MSN, RN
- 48<sup>th</sup> Annual Conference: July 11-14, 2023, Portland, OR
  
- [www.nahnnet.org](http://www.nahnnet.org)

National Association of Hispanic Nurses (NAHN)

# New York Chapter of NAHN (NAHN-NY)

- Founded in 1983
- Monthly meetings via Zoom
- Sub awardee of the All of Us Campaign
- Work with local organizations to deliver nursing care and health education to the NYC Hispanic/Latino community
- Mentoring, networking, and leadership development opportunities
- Scholarships for students of all levels
- Conference attendance sponsorships for entry-to-practice students
- [www.nahnny.org](http://www.nahnny.org)





Thank you.

Questions?