Hispanic Heritage Month
September 15-October 15

LATINO AMERICANS

Hispanic Americans
A Proud Heritage USA 20
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


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

Nursing Workforce

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

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 \(\rightarrow\) 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
National Association of Hispanic Nurses (NAHN)

- 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
- 48th Annual Conference: July 11-14, 2023, Portland, OR

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?