1) Identify at least 3 factors that contribute to disparities in the nursing workforce;
2) State at least two barriers that students from diverse backgrounds might encounter in nursing education;
3) Explain at least three ways that academic and peer support encourage success in baccalaureate nursing education;
4) Identify the benefit of the Marie Gates Scholars Program to changing the culture of an academic unit.

- 5.6% Hispanic
- 10.7% African American
- 9.2% Men

- 88% White
- 6% African American
- 3% Asian
- 1% American Indian/Alaskan Native
- <1% Pacific Islander or Middle Eastern
- 6.6% Men

- Ethnic differences in morbidity and mortality
- Cultural understanding of diseases and health behaviors
- Communication skills for patient centered care
- Bring diverse ideas, opinions, talents

(IOM, 2011)
(Michigan Center for Nursing, 2016)
POTENTIAL BARRIERS TO GRADUATION

- Rigorous program - academically underprepared
- Social isolation
- Family support, role models
- Financial - time to work vs. time to study
- Language

ADDRESSING CHALLENGES

- Academic support
- Social and peer support & relationship
- Financial support

MARIE GATES SCHOLARS PROGRAM

- Scholars
- Faculty Mentor
- Navigators
- How this works:
  - Establish a Student Initiated Plan (SIP)
  - Scholar - Navigator meet 2-3 hours per week
  - Successful completion of the semester $300

EVALUATION

- Two semesters completed
- All 9 scholars were successful
- Two students failed who did not accept the offer to be a Scholar
- Cost?

BENEFITS

- Scholars - Yessica Garcia & Alex Mekuria
- Navigators - Christina Jokisch & Matti Murphy
- Faculty - Joanne DeWit & Kim Searing