

### **Diversifying Nursing Leadership through Commitment, Connection, and Collaboration.**

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By 2043, it is projected that more than half of the nation's population will belong to a minority ethnic group. Health care organizations are challenged to create teams that mirror the communities they serve. Diversity in health care leadership can improve community relations, enhance quality of care, and reduce disparities in care. While the profession of nursing has made positive strides toward increased diversity, this is not reflected in nursing leadership. This article discusses how organizations can support the leadership development of underrepresented minority nurses through connection, collaboration, and commitment. Also highlighted are strategies that underrepresented minority nurses can employ, as they pursue leadership roles.

#### **Discussion Questions:**

1. Examine your organization's mission, vision, and values. Is diversity included? How can you incorporate diversity growth in your strategic plan?
2. A culture of mentorship requires an intentional strategy to create. How does your organization build a culture of mentorship?
3. What opportunities exist in your organization to promote leadership development of underrepresented minorities?