



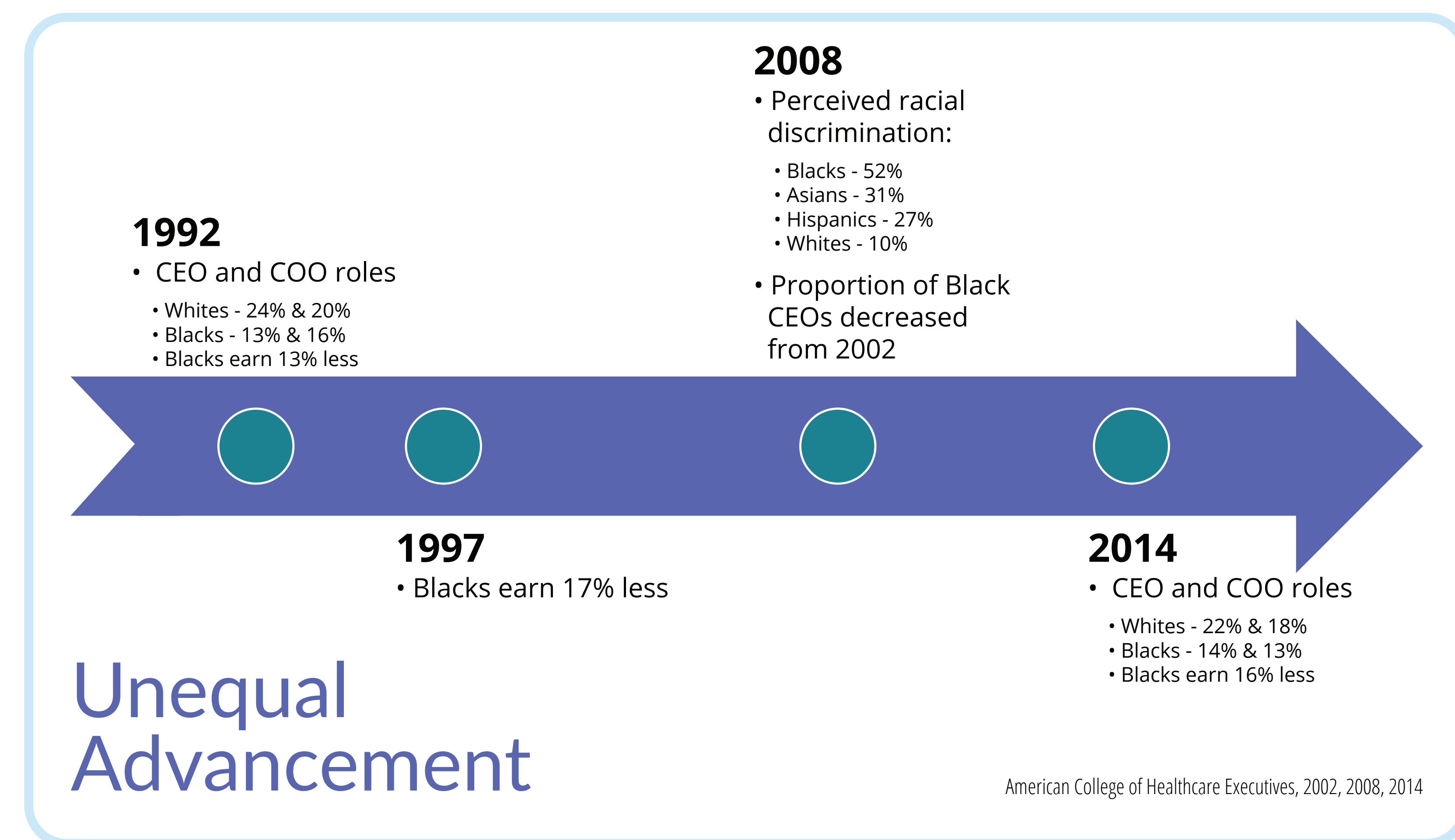
Diverse Leaders: Breaking the Glass Ceiling



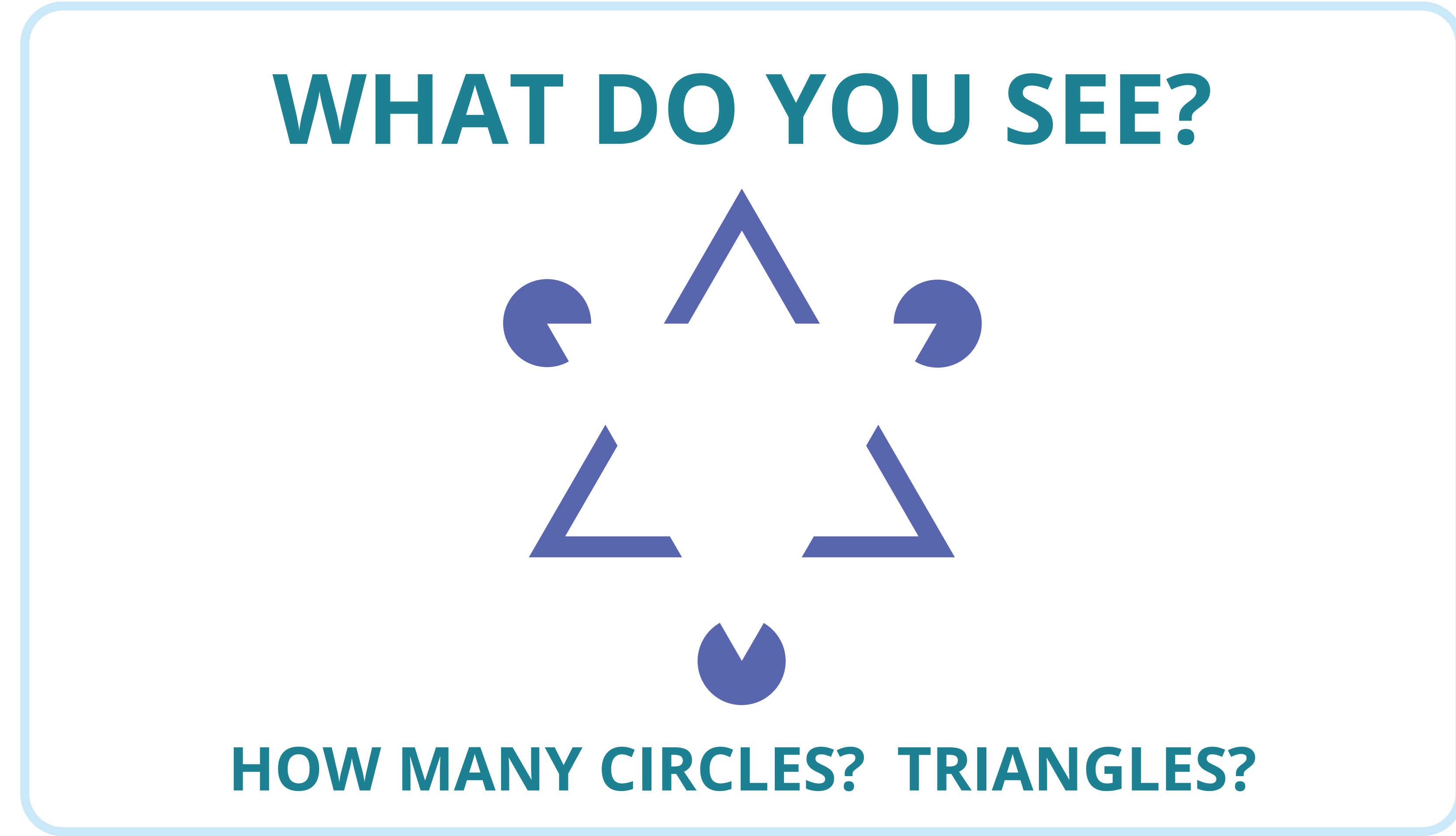
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THE CHALLENGE:

Despite best efforts to advance diversity in healthcare leadership, there has been little progress in the last 25 years. Data shows that minorities are underrepresented in executive roles. Moreover, minority women comprise only 3 percent of all healthcare C-Suite positions.



The presenters surveyed diverse nurse leaders to document the barriers to career advancement they experienced.



Individual or Implicit Bias

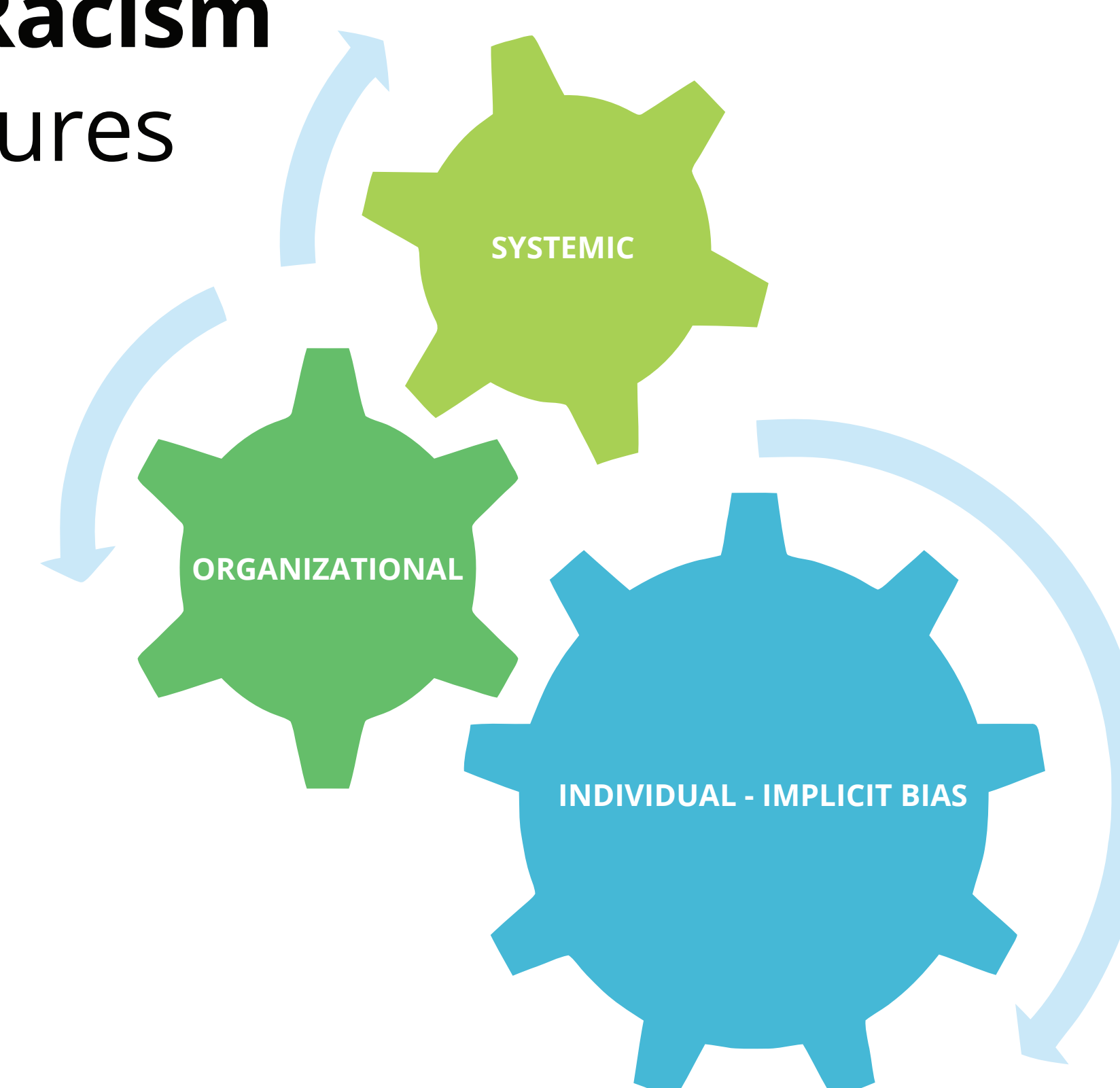
Hardwiring of the brain that impacts one's world view, influencing actions and decision making; often at an unconscious level.

Structured Organizational Racism

Policies, practices and procedures that work better for the majority culture.

Systemic Racism

A history and current reality of organizational racism across all institutions.



SURVEY RESULTS:



INCLUSIVE PRACTICES:

