

Increasing the Number of Historically Underrepresented Minority Applicants at Albany Medical College Center for Nurse Anesthesiology: A Quality Improvement Project and Barriers to Its Implementation



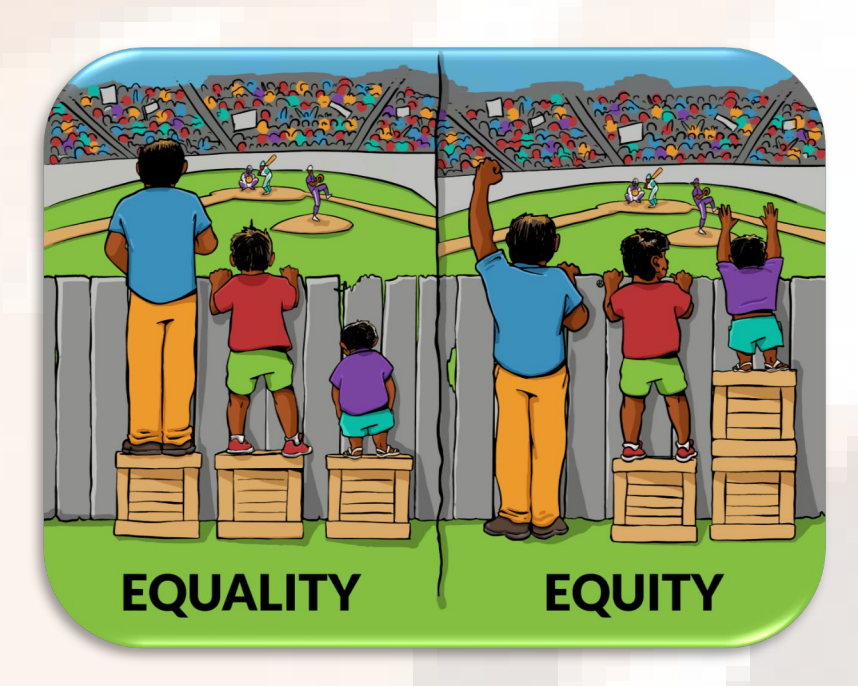
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BACKGROUND

- Over the past few decades, the U.S. has seen increased population diversity, mostly amongst minorities.
- According to the U.S. Bureau of Labor Statistics, approximately 40% of the population comprises racial and ethnic minorities. However, this percentage is not equally represented in healthcare.
- This inequality is even more prominent in the field of anesthesia, as there is a lack of Certified Registered Nurse Anesthetists (CRNA), who identify as minorities.
- This lack of representation can stem from institutional barriers that minority applicants face during the application and matriculation into nurse anesthesia programs.
- Applicant pool data from Albany Medical College's Center for Nurse Anesthesiology from 2016-2022 revealed a decrease in completed application rates for students identifying as a historically underrepresented minority (HURM), from 11.8% to 6.6%.

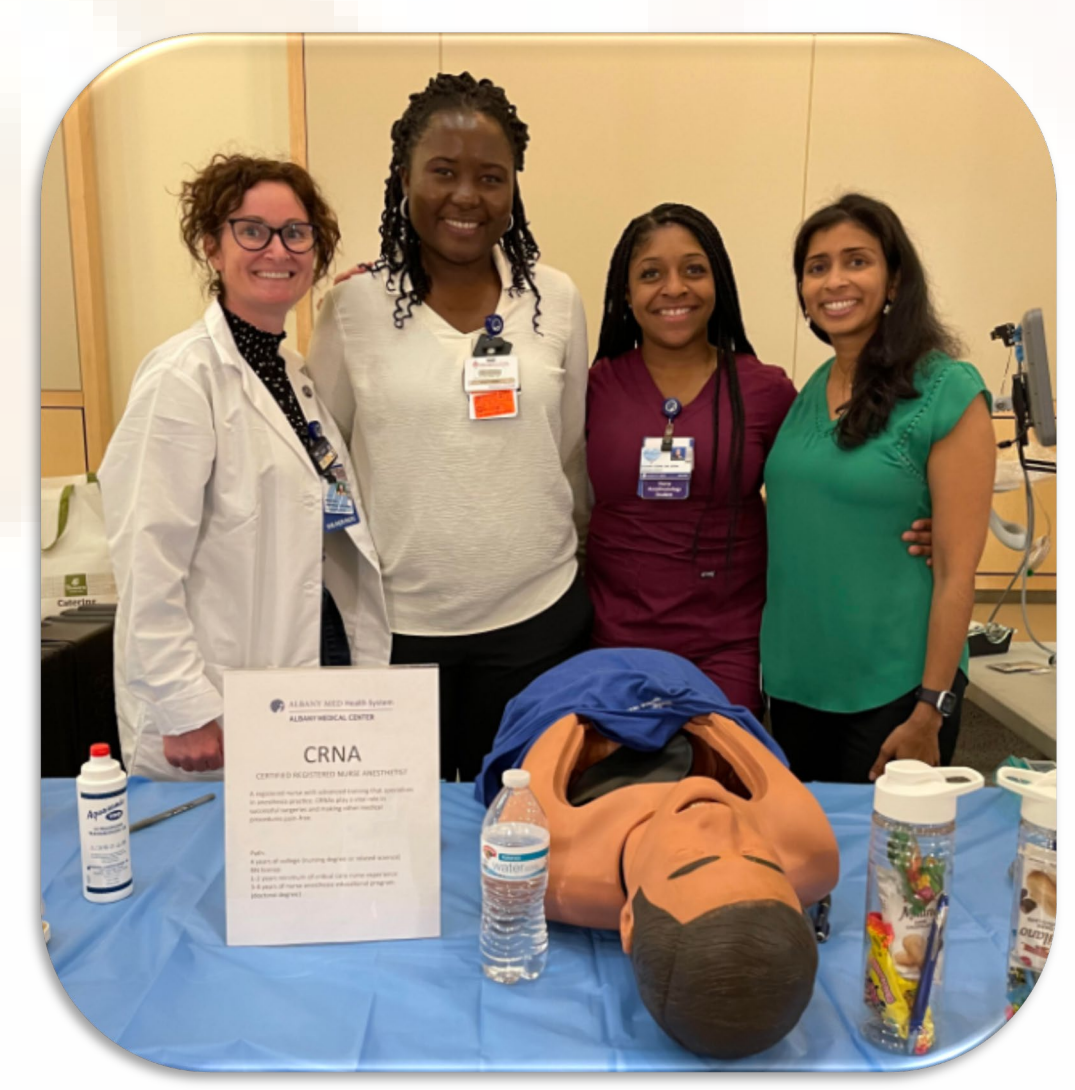
PROBLEM

- Considerable gap in the representation of minorities in the healthcare system.
- Nationally, only 12% of U.S. CRNA's identify as belonging to an HURM group.
- Social determinants of education create barriers to minority nurses applying, entering, and completing CRNA programs.

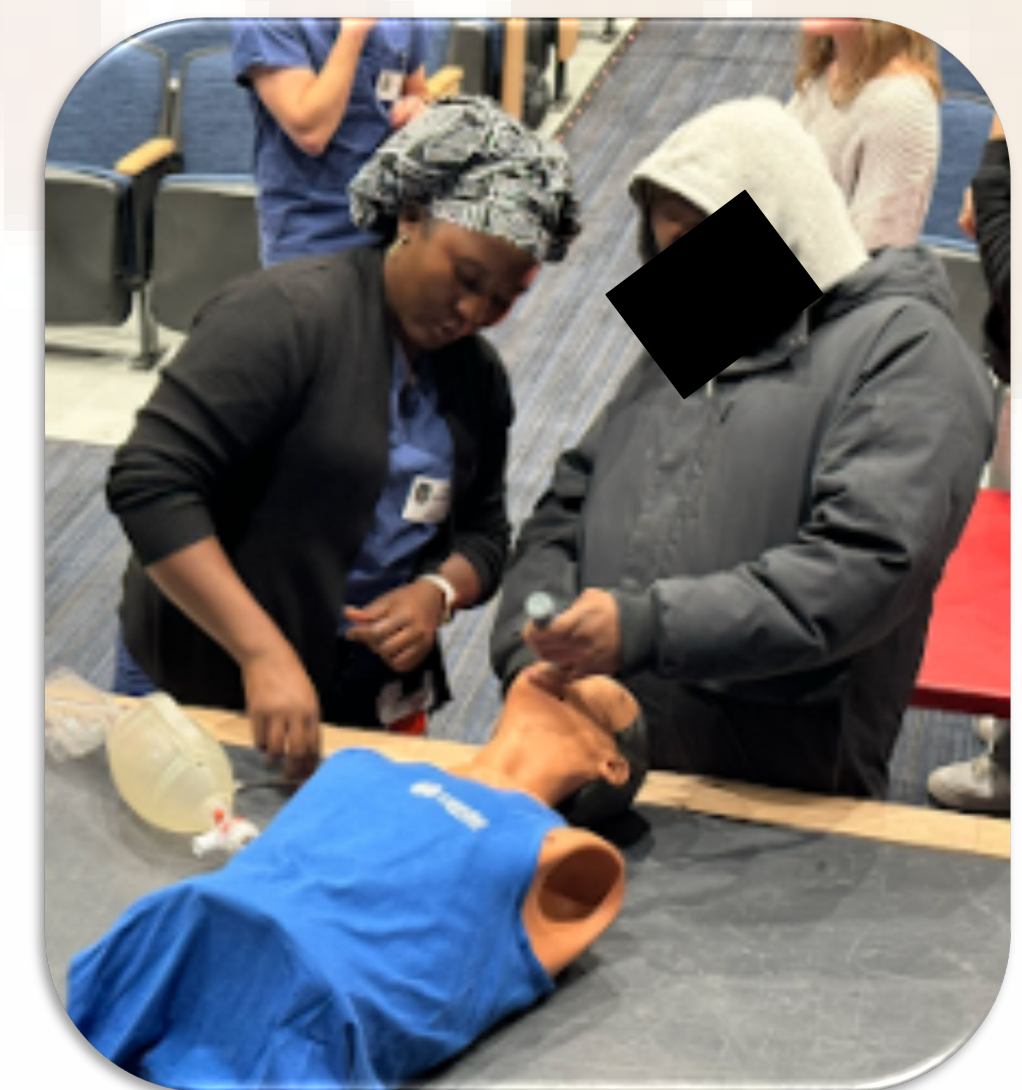


PURPOSE

- Increase the number of students who identify as HURM in the applicant pool at Albany Medical College's Center for Nurse Anesthesiology.

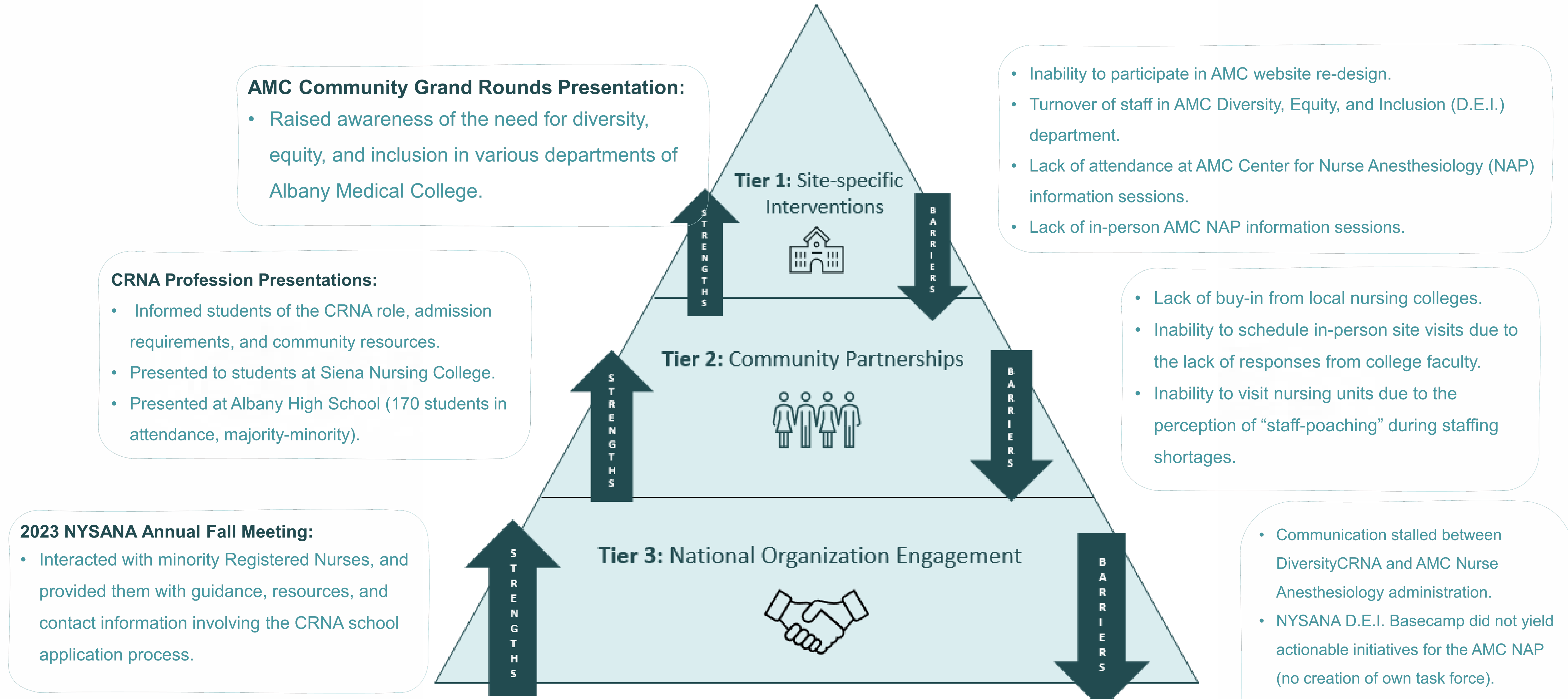


07/19/2023 AMC EMersion Boot Camp Career Fair



12/15/23 Albany High School Lunch-and-Learn Event

PROJECT IMPLEMENTATION



Class Presentation of DNP Project



12/15/23 Albany High School Lunch-and-Learn Event



07/19/2023 AMC EMersion Boot Camp Career Fair

METHODS

- A rapid literature review was conducted using PubMed and ProQuest databases.
- These databases were used to search for key terms of diversity, recruitment, retention, and inclusion of students applying to graduate healthcare programs.
- Seven articles were reviewed to identify strategies to recruit and retain HURM students who applied to graduate healthcare programs.

DISCUSSION

- To meet the racial, ethnic, socioeconomic, and cultural needs of our growing minority population, our school systems must integrate strategies to recruit and train HURM students.
- Racially diversifying the CRNA workforce reduces healthcare disparities, increases access of care to HURM populations, and embraces cultural humility.
- Although this project was not fully operationalized, some important target populations were reached, and we believe the seeds of change have been planted at the Center for Nurse Anesthesiology.
- Our sincerest hope is for continued engagement regarding diversity, equity, and inclusion by future SRNA's, faculty, and college administrators.

FUTURE STUDIES

- Implementation of strategies that enhance recruitment, retention, and successful graduation of qualified nurses of diverse backgrounds.
- Influence of recent U.S. Supreme Court decision on race identification on college applications.
- Studies that examine why HURM applicants may have incomplete applications and mitigation strategies.

REFERENCES

