



Microaggressions: A Weight on the Success of Graduate Nursing Students of Color

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Purpose

- The National Academy of Medicine has recognized bias, stereotyping, and prejudice as contributing factors to health disparities and suggests diversifying the health profession workforce as one strategy to mediate these issues (Institute of Medicine, 2004).
- To examine the prevalence of microaggressions and the impact on satisfaction and symptoms of depression in graduate nursing students of color.

Methodology

- Quantitative cross-sectional study
- Data Collected: May 2020 to July 2020
- Descriptive Survey
 - 16-item Racial and Ethnic Microaggression Scale
 - 2-item Patient Health Questionnaire
 - 6 questions measuring satisfaction with nursing training



Results

- Gender
- Race and Ethnicity
- College Generation



Results

- No significant difference in self-reported microaggressions between Non-Latino White graduate students and graduate students of color.
- An inverse correlation between greater self-reported experience of microaggressions and lesser satisfaction with the graduate nursing training
- A positive correlation between greater self-reported experience of microaggressions and greater depression score on the PHQ-2



Images:

<https://www.healthcarenews.com/news/pandemic-era-burnout-nurses-trenches-say-technology-hurts-and-helps>

<https://nursingnotes.co.uk/news/workforce/public-sector-pay-very-likely-frozen-at-1-for-at-least-two-years/>

<https://www.nurse.com/blog/2019/05/28/difficult-patient-situations-lead-moral-ethical-dilemmas/>

<https://www.nurse.com/blog/2020/01/15/moral-distress-in-nursing-can-palliative-care-access-help/>



Interpretation of Results

- Contradict previous studies (M. T. Williams et al., 2018)
- Influence institutional climate and sense of belonging (Sedgwick et al., 2014; L. B. Williams et al., 2018).
- Correlation with symptoms of depressions (Donovan et al., 2013; Hope et al., 2015).



Conclusion

- The Role of the Graduate Nurse
- Additional Burden for “Others”
- Inclusive Environment for All

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Thank You