



A Pipeline Program for Native American Indians: A Pilot

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POSTER PRESENTATION GOALS

- Understand the need for a comprehensive recruitment, retention, and matriculation program for the AI/AN community.
- Recognize the importance of reducing health disparities by increasing diversity, equity, and inclusion for the AI/AN population in nursing.

IDENTIFIED NEED

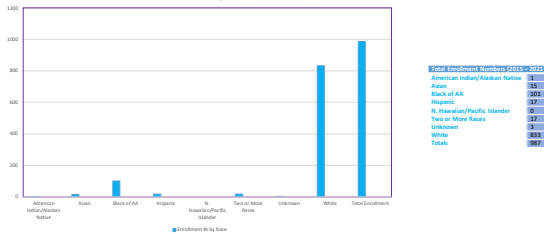
Lack of Diversity within the Undergraduate Traditional (UGT) student body (SB)

PROGRAM GOALS

Increase the diversity of the UMMC SON UGTPs to resemble the population of the surrounding community and state by recruiting, retaining, and graduating members of the AI/AN community

SUPPORTIVE DATA OF PROBLEM

Total Traditional BSN Enrollment by Race/Ethnicity Over the Last 5 Enrollment Cycles (2015 – 2021)



Race/Ethnicity	Enrollment
American Indian/Alaskan Native	0
Asian	0
Black/African American	100
Hispanic	0
Native Hawaiian/Pacific Islander	0
Some Other Race	0
White	1000
2+ Races	0
Total	1100

THEORETICAL FRAMEWORK

Critical Race Theory

- Recognizes that communities of color often go unrecognized and unacknowledged
- “Is a framework that can be used to theorize, examine, and challenge the ways race and racism implicitly and explicitly impact on social structures, practices, and discourses.”
- It shifts the deficit view of marginalized people lacking cultural capital to recognizing that people of color bring multiple strengths that are aspirational, navigational, social, linguistic, familial and resistant in nature.

POPULATION DATA

Population: State of Mississippi
Current Total MS Population: 2,970,775

State of Mississippi: Population by Race	Persons	% of Population
White	1,705,165	57.40%
Black/African American	1,118,431	37.65%
American Indian/Alaskan Native	16,684	0.56%
Asian	32,772	1.10%
Native Hawaiian/Pacific Islander	1,399	0.05%
Some Other Race	49,317	1.66%
2+ Races	47,007	1.58%

Population: City of Jackson, Mississippi
Current City of Jackson Population: 160,628

City of Jackson: Population by Race	Persons	% of Population
White	25,057	15.6%
Black/African American	132,036	82.2%
Hispanic	2,249	1.4%
American Indian/Alaskan Native	160	0.1%
Native		
Asian	482	0.3%
Native Hawaiian/Pacific Islander	0	0.0%
2+ Races	803	0.5%

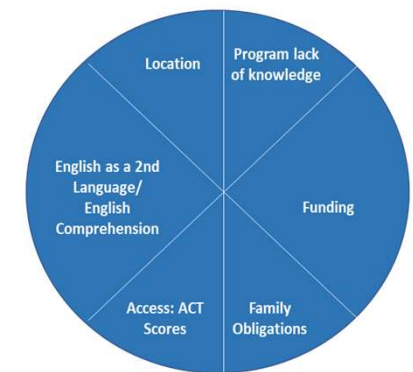
POTENTIAL BENEFITS OF AI/AN NURSES

- Reduction in morbidity/mortality rates
- Reduction in healthcare disparities
- Improved overall health
- Increased compliance to medical recommendations
- Reduction in racial discrimination
- Reduced healthcare costs to state for the uninsured

IMPLEMENTATION PLAN: 3 PHASES



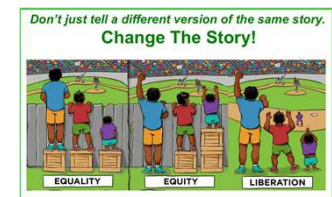
POTENTIAL BARRIERS TO PROGRAM ENTRY



POTENTIAL STAKEHOLDERS

- Dean/Associate Dean
- Community Partnerships
- Choctaw Indian Reservation
- Teachers of Choctaw HS
- Feeder ADN Programs

CHANGE THE STORY!



REFERENCES

References Upon Request!

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DIVERSITY LEADERSHIP INSTITUTE



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diversity, equity, and inclusion*

Biography

Dr. Marilyn Harrington serves as an Associate Professor at the UMMC SON, the only Level I Academic Health Science Center in Mississippi. She has served as the Director of Diversity, Equity, & Inclusion for over five years. She'll been instrumental in developing campus-wide and school-based DEI policies, procedures, and initiatives. She has a passion for all people, but particularly those from healthcare disparaging backgrounds. Her personal nursing philosophy is that nursing recognizes that man is a tri-part being man is a spirit who lives in a body and possesses a soul. Therefore, excellent nursing care has to address all three.



Contact Information

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