



Abstract Title: African Nova Scotian nurses experiences as leaders in health care

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Introduction

The Black population, particularly African Nova Scotians are significantly underrepresented in the nursing profession as well as in upper level positions, such as managers, charge nurses and registered nurses (RN) (Premji & Etowa, 2014). Black nurses in Nova Scotia described feeling as though they are surviving on the margins of the nursing profession, due to discrimination and racism (Etowa, Sethi & Thompson-Isherwood, 2009). The feelings of marginalization and discrimination described by Black nurses are not new, as similar findings have been described for decades (Hagey et al., 2001). Social and institutional discourses or inequities have been implicated as factors preventing upward movement, in terms of receiving promotions and advancing careers (Etowa et al., 2009; Hagey et al., 2001). This under-researched area is a growing research priority as African Nova Scotians continue to be marginalized and oppressed.

Objectives

The purpose of this qualitative research study is to understand how African Nova Scotian nurses embody leadership in health care, through the intersections of race, sex and gender. The questions that will guide this research include: How do African Nova Scotian nurses experience leadership in health care? and What are the social and institutional barriers and facilitators to leadership for African Nova Scotian nurses in health care?

Methods

The methodology that will guide this research is Black feminism. Black feminism integrates the intersections of race, class, sex and gender into analysis while exposing how hegemonic institutional and social discourses influence and perpetuate oppression (Collins, 2000). This methodology also situates the experiences, ideas and interpretations of Black women in the center of the analysis (Collins, 2000). Semi-structured interviews will be conducted with 10-15 African Nova Scotian nurses from across Canada either in person, by phone or Skype/ Facetime. Data will be analyzed using discourse analysis to deconstruct and understand the personal experience (Aston, 2016).

Results

The results will be presented as themes emerging from the data.

Conclusion

This research will begin to address the dearth of knowledge related to African Nova Scotian nurses and communities. Understanding the factors impacting African Nova Scotian representation in nursing and leadership will add to the body of knowledge required to make informed policy decisions to improve the circumstance of African Nova Scotian nurses as well as the health care system and care provision.

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doi:10.1111/j.1365-2834.2012.01442.x

Cite this document in APA:

Jefferies, K. (2018, September). *African Nova Scotian nurses experiences as leaders in health care*. Paper presented at the Healthy Living, Healthy Life: Collaborative Health Conference on Research, Practice and Community Innovations Conference, Dalhousie University, Halifax, NS. Retrieved from <https://ojs.library.dal.ca/HLHL/>

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