



# Positioning the Minority Nurse Leadership Institute for Success During COVID-19 and Beyond

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Identifying and dismantling structural racism in health professions is necessary to achieve health equity and eliminate racial and ethnic disparities in healthcare access and outcomes. Since 1999, the Rutgers School of Nursing's Minority Nurse Leadership Institute (MNLI) has focused on leadership development of minority nurses as a strategy to improve population health for residents of urban and minority communities. The primary focus of the Institute is to develop and empower minority nurses, those of underrepresented racial and ethnic backgrounds, with the knowledge and skills needed to overcome political, social, and cultural barriers that impede their access to leadership positions and contribute to minority health disparities through structural and institutional racism and bias.

As a result of the COVID-19 pandemic the MNLI program is transitioning from an in-person to online format. The program's historical paper records (1999-2019) were digitized, and a new database was created of the 200+ nurses across New Jersey who are program alumni or participated as mentors or faculty. A new social media presence was established to

connect with program alumni, stakeholders, and future fellows. A virtual launch to kick-off the application cycle for the 2021-2022 cohort is being planned. Minority nursing leadership development is necessary to build a culture of racial equity to identify and address all levels of racism, from personal to structural.



## POSITIONING THE RUTGERS SCHOOL OF NURSING MINORITY NURSE LEADERSHIP INSTITUTE FOR SUCCESS

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<p><b>Abstract</b></p> <p>Established in 1999, the Rutgers School of Nursing Minority Nurse Leadership Institute was designed to improve health care services for residents of urban and minority communities through leadership development of minority nurses.</p> <p><small>Robinson, B.R., Jarrín Montaner, O.F. (2020). Achieving Health Equity Through Eradicating Structural Racism in the United States: A Call to Action for Nursing Leadership. Journal of Nursing Scholarship, 2020, 52, 6, 698-704.</small></p>	<p><b>Results</b></p>
<p><b>Approach</b></p> <ul style="list-style-type: none"> <li>Digitize and organize historical records</li> <li>Build digital database of alumni/mentors (230+)</li> <li>Set up social media sites</li> </ul>	<p><b>Conclusions</b></p> <p>Empowering minority nurses with the knowledge and skills to address structural and institutional racism impacting patient outcomes and population health is a priority for the profession of nursing. A virtual community of support using social media platforms and online learning community are opportunities to keep the program active.</p> <p><b>Acknowledgments</b></p> <p>NIH Supported by the New Jersey Alliance for Clinical and Translational Science Grant UL1TR003017</p> <p>RUTGERS UNIVERSITY PRINCETON UNIVERSITY NJIT</p> <p><a href="https://njacts.rbhs.rutgers.edu/">https://njacts.rbhs.rutgers.edu/</a></p>