

**Diversity in Healthcare: Literature Review**

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## **Diversity in Healthcare**

The purpose of this literature review is to assess the progress made to diversify the healthcare field ethnically. Having a diverse healthcare team enhances the patient experience and public health; however, ethnic diversity continues to be subpar in the healthcare setting (Poole & Brownlee, 2020). Implementing recruitment strategies is beneficial in diversifying the workforce (Poole & Brownlee, 2020). Exploring the current state of racial and ethnic minorities in healthcare leadership is an important start when researching diversifying healthcare.

### **Exploring the Current State of Racial and Ethnic Minorities in Healthcare Leadership**

The main idea is to reflect on diversity in the healthcare system and how to initiate an increase in ethnic minorities holding leadership positions. African Americans, Latinos, and Native Americans represent only eleven percent of executive leadership positions in healthcare (Poole & Brownlee, 2020). In addition, minorities are not represented in the healthcare field as much as their Caucasian counterparts. Therefore, this article focuses on critical points to increase diversity in healthcare leadership.

### **Key Points**

The critical points of this article are to provide information and statistics on the lack of diversity in healthcare and provide solutions to the development of a more diverse healthcare field. Increased racial and ethnic diversity, current healthcare leadership environment, trends in academic medicine, benefits of diversity in healthcare leadership, and recommendations for healthcare firms were the main topics in this article. This article uses facts and statistics to exemplify the positive aspects of diversity and provide a reason for healthcare corporations to

implement resources to promote an ethnically diverse workplace. The critical points of this article lead to the assumption that diversity in healthcare has positive outcomes.

### **Assumptions**

The primary assumption of this article is that healthcare organizations implementing ethnic diversity will benefit financially and clinically. Companies that are more ethnically diverse yield above-average positive financial returns and positively correlate to financial performance (Poole & Brownlee, 2020). Diverse leadership in healthcare also benefits patient outreach and the targeting of care (Poole & Brownlee, 2020). Thus, financial and clinical benefits represent positive outcomes from implementing racial diversity important for healthcare companies.

### **Deficit/Conclusion**

This article concludes by recommending steps for healthcare firms to improve ethnic diversity, including mentorship, leadership pipelines, diverse leadership goals, and building relationships with diverse professional organizations. The authors' line of reasoning is understandable as a more ethnically diverse workplace would be beneficial financially and clinically, as shown in the article. In addition, racial diversity could positively change nursing as it would promote cultural competence and acceptance. Failure to accept the authors' line of reasoning would mean no progress made for cultural diversity and minority groups.

### **Second article title here**

Here add in a summary of the article. Follow the MEAL paragraph formatting (M= main idea written in sentence, evidence, analysis, linking it to the next section) and use Grammarly.com. Be sure to cover all aspects within the rubric. Be sure to use double space and to tab over for your first line of a new paragraph. Paraphrasing, not direct quotes, without personal pronouns

**Key Points**

Paragraph goes here discussing the key points of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

**Assumptions**

Paragraph goes here discussing the assumptions of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

**Deficit/Conclusion**

Paragraph goes here discussing the conclusion of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Do you accept the authors' line of reasoning? What are the implications for this article? If nursing fails to accept this line of reasoning, what would the implications be?

**Third article title here**

Here add in a summary of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Be sure to cover all aspects within the rubric. Be sure to use double space and to tab over for your first line of a new paragraph.

**Key Points**

Paragraph goes here discussing the key points of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

**Assumptions**

Paragraph goes here discussing the assumptions of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

### **Deficit/Conclusion**

Paragraph goes here discussing the conclusion of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Do you accept the authors' line of reasoning? What are the implications for this article? If nursing fails to accept this line of reasoning, what would the implications be?

### **Conclusion**

Write a conclusion here in your overall paper. Follow the MEAL paragraph formatting and use Grammarly.com. Provide a summary/conclusion of the analysis of all three articles.

Discuss how the information can improve:

- Patient outcomes
- Nursing practice
- Evidence-based practice/Quality Improvement efforts
- Healthcare as a whole



## References

Poole, K. G., & Brownlee, D. (2020). Exploring the current state of racial and ethnic minorities in healthcare leadership. *Physician Leadership Journal*, 7(5), 40–43.