

About Con Alma

Con Alma Health Foundation's mission is to be aware of and respond to the health rights and needs of the culturally and demographically diverse peoples and communities of New Mexico. Con Alma seeks to improve health status and access to health care services and advocates for a health policy that addresses the health needs of all New Mexicans.

Con Alma Health Foundation's 2006 report, "[Closing the Health Disparity Gap in New Mexico: A Roadmap for Grantmaking.](#)" revealed that New Mexico has the most significant shortage of health professionals in the nation in its rural, geographically remote Hispanic/Latino and Native American communities.

In collaboration with Partners Investing in Nursing's Future (PIN), Con Alma has invested in nursing pipelines and other health career initiatives throughout New Mexico.

For more information on Con Alma Health Foundation's efforts in workforce development, visit www.conalma.org and click on "Health Resources" to read Con Alma's reports, on [Project DIVERSITY](#), and, "[Building a 21st Health Care Workforce in a Diverse Rural State.](#)"



*The Heart & Soul of
Health in New Mexico*

144 Park Avenue · Santa Fe, NM 87501
TEL: 505.438.0776 · FAX: 505.438.6223
www.conalma.org

NMNDPP Advisory Committee

HELEN ALARID MSN, RN

*Assistant Professor, Associate Degree Nursing
Program at Northern New Mexico College*

MARY BLEA BSN, RN

NM Hispanic Nurses Association immediate Past President

PATRICIA BOYLE MSN, RN

Executive Director NM Center for Nursing Excellence

KRISTIN EDWARDS BSN, RN

New Mexico State University graduate student

BERNADETTE GARCIA MSN, RN

*Robert Wood Johnson Nursing and Health Policy Fellow,
University of New Mexico Health Sciences Center*

NINA A KLEBANOFF PHD, PMHCNS-BC APRN

*Director, RN to BSN Nursing Program Northern
New Mexico College*

PATRICIA MONTOYA MPA, BSN

*Project Director for AF4Q
Government Relations for Healthinsight New Mexico*

JUANICE REYES BSN, RN

University of New Mexico Hospital Pediatric Hospice

CAROLYN ROBERTS MSN, RN

Executive Director New Mexico Nurses Association

LISAMARIE TURK MSN, RN

*Robert Wood Johnson Doctoral Fellow,
Nursing and Health Policy
University of New Mexico Health Sciences Center*

Contacts:

DEBORAH WALKER MSN, RN

*Project Director
dwalker@conalma.org or 505-660-3890*

DOLORES E. ROYBAL

*Executive Director, Con Alma Health Foundation
droybal@conalma.org or 505-438-0776, ext. 3*

New Mexico Nursing Diversity Partnership Project

2012 - 2013

Focusing on New Mexico's need for culturally competent health care and for established, sustainable, and effective nursing leadership.

.....

“The New Mexico Nursing Diversity Partnership is in the forefront of communities nationwide helping to create a well-prepared nursing workforce.”

—JUDITH WOODRUFF, J.D., *director of workforce development, Northwest Health Foundation and program director, Partners Investing in Nursing's Future*



“Because nurses make up the largest proportion of health care workforce and work across virtually every health care and community-based setting, changing the demographic composition of nurses has the potential to effect changes in the face of health care in America.”

—INSTITUTE OF MEDICINE,
*The Future of Nursing: Leading
Change, Advancing Health*

Current State of Nursing in New Mexico

New Mexico is ranked, by percentage of population, 1st in the country for Hispanics (45%) and 2nd for Native Americans (9.5%).

Nurses are front-line providers of health care, yet, while more than half of New Mexicans are Hispanic or Native American, fewer than 10 percent of nurses are Hispanic and less than one percent are Native American.

Looking Toward the Future

The United States and New Mexico is in the midst of a nursing shortage that will worsen by the year 2020. The U.S. Department of Health and Human Services' Health Resources and Services Administration (HRSA) predict that this national nursing shortage will grow by 20 percent. In 2009, over 36 percent of New Mexico's RNs and about 38 percent of LPNs were over the age of 55, which is older than the national average of 46.8 years. This indicates that 38 percent of the workforce may need to be replaced over the next 15 years.

Our state also faces a critical shortage of health care professionals, particularly in rural areas, and many of them and other health care professionals are not fully culturally competent. Here is a health care provider summary for New Mexico:

- 32 of the state's 33 counties are defined as Health Professional Shortage areas.
- NM is 50th of 51 states (including the District of Columbia) in the number of nurses per 100,000 people. The nursing shortage will triple by 2015 to 2,800 nurses.

Preparing for the Future

Con Alma Health Foundation is sponsoring the New Mexico Nursing Diversity Partnership Project (NMNDPP).

Partners Investing in Nursing's Future (PIN), led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, awarded \$75,000 to Con Alma Health Foundation. Con Alma must match this award, dollar for dollar, to create and implement this partnership.

The Project

Focusing on New Mexico's need for culturally competent health care and the state's need for established, sustainable, and effective nursing leadership, the project seeks:

- To accurately understand the needs of Hispanic and Native American nurses through a statewide survey effort;
- To re-establish the Hispanic Nurses association of New Mexico;
- To work with the Native American Indian Nurses Association in New Mexico to increase its capacity; and,
- To establish a statewide database to build New Mexico's diverse nursing pool.

Looking at Diversity

While diversity is primarily thought of in terms of ethnicity in New Mexico, diversity issues also center on age and gender disparities as well as rural/urban access to professional and social support, education and specialization.

The project aims to address all of these factors.

Leaders of Tomorrow

This structure will create the platform for effective nursing leadership, advocacy, mentorship, and ultimately better health care for all New Mexicans.

Strong leadership in nursing is critical for New Mexico so that nurses, at all educational levels, will have the tools and resources to:

- effectively advocate for health care policy,
- provide mentoring to nurses that fall through nursing educational gaps, and ultimately,
- successfully recruit and retain more nurses from racial and ethnic minorities and rural communities.

Increasing the diversity of New Mexico's nursing workforce, and its leadership, is the most effective approach to meet the challenges New Mexico's healthcare systems face, especially in terms of cultural and linguistic competencies.

