

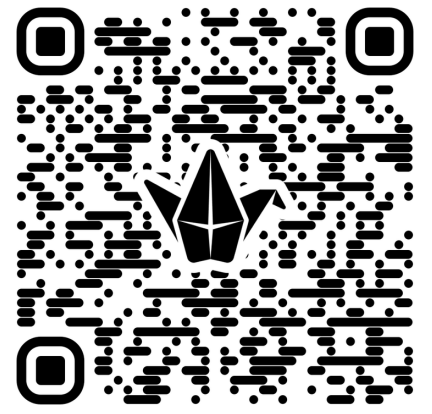
CREATING OPPORTUNITY & IMPACT

WORKPLACE DISCRIMINATION,
RETENTION, AND JOB SATISFACTION
AMONG DNPS OF COLOR



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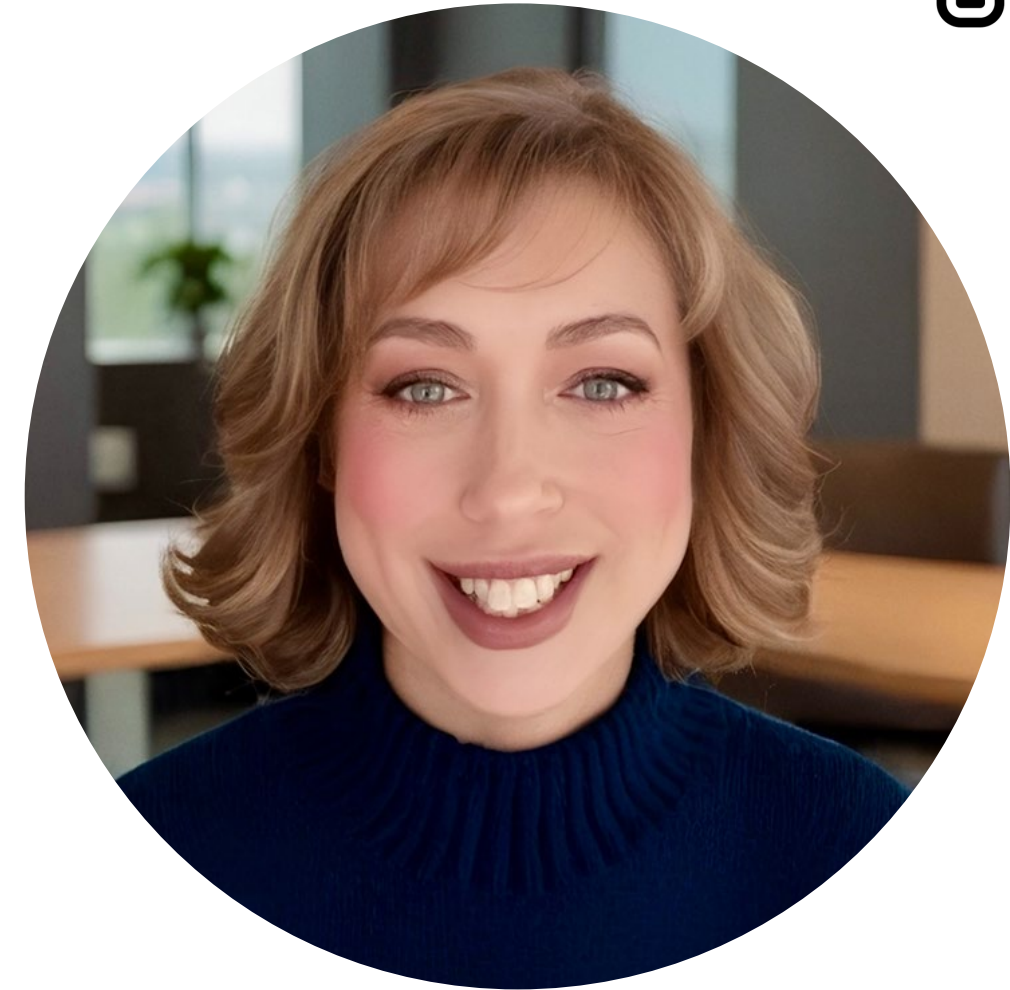
PRESENTERS



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REIMAGINE

WHAT IF NURSING ACTUALLY WORKED FOR EVERYONE?



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WHAT IF EXCELLENCE

THE REALITY

- Advanced credentials
- Leadership roles
- Still navigating discrimination
- Still carrying extra stress

If opportunity doesn't translate into safety, belonging, and leadership equity... We are not building pathways. We are building pressure chambers.

THE QUESTION

Does professional advancement actually protect DNP's of Color from workplace harm?
Or does it just change the form it takes?

52.9%

CONSIDERING LEAVING
OR UNSURE ABOUT
STAYING

This is a systems failure to retain and support elite clinical and leadership talent.





ENLIGHTEN

ENLIGHTEN: WHO ARE

National sample of highly trained, highly productive professionals
contributing at the highest levels of practice

n=195 National Sample

89% Work Full -time

55% APRN

35% Entrepreneurs

65.8% Earn \$111 -200K

17% Earn over 200K

THIS IS NOT AN ENTRY-LEVEL WORKFORCE PROBLEM. THIS IS A SYSTEMS FAILURE.



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ENLIGHTEN

THE WARNING SIGNS ARE HERE

DISCRIMINATION IS NOT JUST PRESENT, IT'S PREDICTIVE.

26.7%

Intend to Leave

26.2%

Unsure about Staying

THE EVIDENCE

26.76 Everyday Discrimination
Moderate Level (SD=9.60)

39.10 Ethnic -Related Stress
Substantial Level (SD=14.43)

THE LEVER

Discrimination significantly predicts lower job satisfaction

$r=0.63$ ($p < .001$)

THEY LOVE THE WORK. THEY'RE FRUSTRATED WITH ORGANIZATIONAL SYSTEMS.

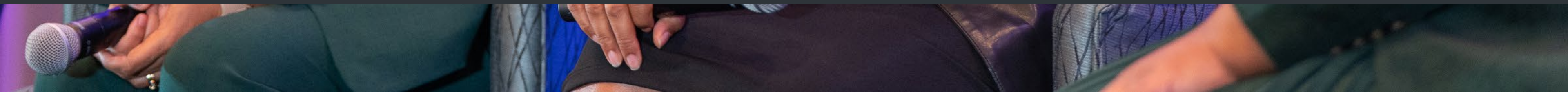


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DISRUPT

FROM EVIDENCE TO ACTION: WHAT EACH OF US MUST DO



WHAT'S YOUR COMM

For Healthcare Leaders

- Audit everyday discrimination, not just formal complaints
- Tie leadership evaluations to equity outcomes
- Make equity part of how leaders are evaluated

For Academic Leaders

- Build funded partnerships with DNPs of Color
- Research entrepreneurship trend
- Partner for pathways, not optics
- Create transparent pathways into faculty and leadership

For All Attendees

- Amplify this research
- Advocate for structural change
- Build coalitions
- Share your commitment with someone in this room



BECAUSE INDIVIDU WILL NEVER OUT STRUCTURAL FA

But collective action can.

BEFORE YOU LEAVE THIS SESSION,
TURN TO SOMEONE NEAR YOU AND TELL THEM:
WHAT ARE YOU GOING TO DO NEXT?

THE FUTURE OF NURSING DEPENDS ON WHETHER WE ARE BRAVE ENOUGH TO CHANGE IT. TOGETHER.



American
Nurses
Association

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THANK YOU

Special thanks to the 195
DNP-prepared Nurses of Color
who shared their experiences.

Slides and references are
available using this QR Code

Questions? Email us at
research@dnpsocolor.org

