



2026 Opportunity & Impact in Nursing Summit



American
Nurses
Enterprise



From Opportunity to Impact: PNAA's Evidence-Based Strategies for Expanding Leadership Representation Among Filipino American Nurses

Marlon Garzo Saria, PhD, MMOAS, RN, FADLN, FAAN

Magnet Program Director and Nurse Scientist

Providence Saint John's Health Center, Santa Monica, California

President

Philippine Nurses Association of America, Inc. (PNAA)



Objectives

- Describe the structural and cultural barriers that limit leadership advancement for Filipino American nurses
- Examine PNAA's integrated leadership development pathway
- Analyze outcomes from the three programs that demonstrate increased leadership confidence, expanded governance participation, strengthened professional identity, and improved mentorship alignment among Filipino American nurses



Philippine Nurses Association of America, Inc.



- Founded in 1979 as the Federation of Philippine Nurses Association (FPNA)
- Fifty-nine (59) chapters
- Over 5,200 members



Barriers to Leadership Advancement

- The Bamboo ceiling and racialized Stereotypes
- Cultural values that conflict with Western Leadership Norms
- Lack of Mentorship, Sponsorship, and Role Models
- Occupational segregation and Frontline Placement
- Immigration, Credentialing, and Systemic Barriers
- Intersection of Race, Gender, and Leadership Bias
- Limited Disaggregated Data and Institutional Visibility



The Issue Must Remain Front and Center

“If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.”

~Attribution to Albert Einstein is widely cited but unverified



Summary Table

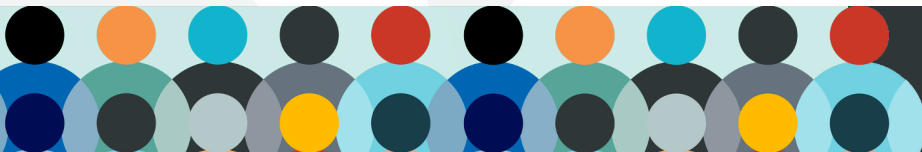
Barrier	Impact on Leadership Advancement
Bamboo ceiling	Limited promotion to executive roles
Cultural mismatch	Leadership potential misunderstood
Lack of mentorship/sponsorship	Fewer advancement opportunities
Frontline concentration	Reduced visibility and mobility
Immigration/system barriers	Delayed career progression
Gender and racial bias	Exclusion from leadership pipelines
Lack of data	Invisibility in DEI strategies



(i)nnovative Leadership Development Program



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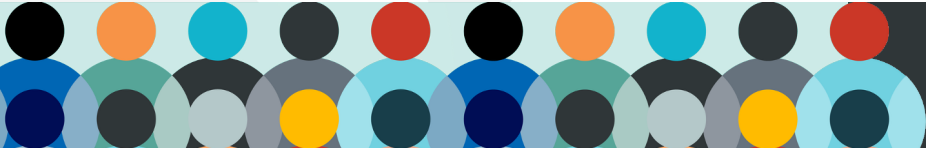


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Patnubay sa Pagtatagumpay (P3)



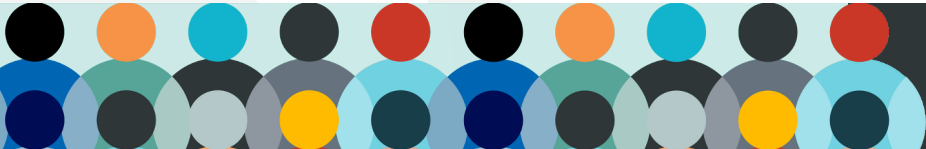
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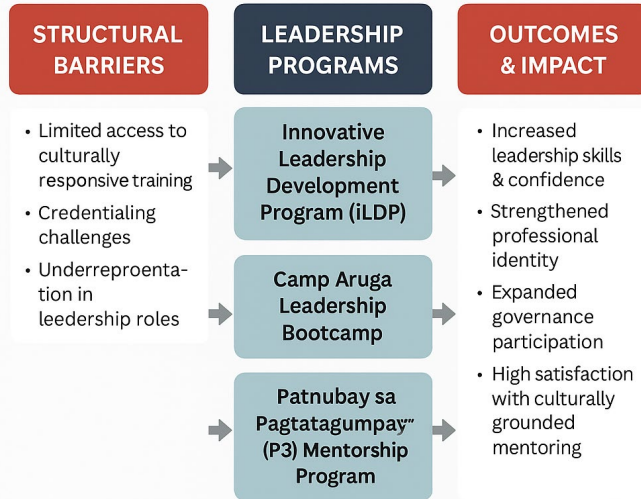


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Outcomes and Impact

Opportunity Realized, Impact Multiplied

PNAAs Community-Led Approach to Leadership Development and Workforce Equity



Sagar P, Ramos MD, Beriones G, Remegio W, Saria M, Evangelista L. Guided by culture, fueled by goals: evaluating the **Patnubay sa Pagtatagumpay** mentorship journey. *Nurse Leader*. 2025. doi:10.1016/j.mnl.2025.102565

Ramos MD, Moreno J, Antequino FR, Beriones GL, Ramos M, Saria MG, Evangelista LS. **Camp Aruga**: building professional identity and resilience in Filipino American nurses. *Nurse Leader*. 2025. doi:10.1016/j.mnl.2025.102624

Ramos MD, Drake LP, Zabala MM, Ramos M, Saria MG, Evangelista LS. Philippine Nurses Association of America's innovative **leadership development program**: community-led model for nurse leader development and chapter governance. *Nurse Leader*. 2025. doi:10.1016/j.mnl.2025.102626

Thank You

Marlon Garzo Saria, PhD, MMOAS, RN, FADLN, FAAN

Marlon.Saria@providence.org



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