

The School of Nursing and Allied Health Professions

In collaboration with

The Nurses' Association of the Commonwealth of The Bahamas

presents a

PANEL DISCUSSION

on



Experiences, Challenges, & Changes:
Improving Health Systems' Resilience

Friday May 13, 2016

MEN IN NURSING

This year the International Council of Nurses (ICN) has selected as its theme: *Nurses: A force for change: Improving Health Systems' Resilience*. But how do we improve resilience when we continue to isolate and discriminate against the very place where nursing began?

Calls for increasing diversity in the nursing workforce have come forward for several decades. Typically, appeals and resulting initiatives launched to improve diversity have focused on racial and ethnic diversity in nursing. Although these factors are important, lack of attention to gender diversity is incongruent with literature that addresses the benefits of gender diversity in health professions in general, and in nursing in particular (AAMN, 2016).

Nursing lags behind other health professions in realizing gender parity. The literature states that only about 12% of employed nurses are males. Statistics from the US Bureau of Labor suggests that 53.7% of pharmacists, 34.3% of physicians, and 24.6% of dentists are women (US Department of Labour, 2012). Nursing's slow progress has prompted organizations to make specific recommendations to increase the number of men in nursing.

To move towards improving health systems' resilience, the profession needs to consider these four standards:

1. **Recruitment and retention:** increase gender diversity in the student and faculty bodies; improve strategies to recruit men; recruit male faculty; on-time graduation rates.
2. **Inclusivity and affirmation:** inclusion of men's historical contribution to nursing in the curriculum; men's health and gender appropriate approaches in the curriculum; gender neutral language in school media, print, uniforms; denounce sexist language; same educational opportunities regardless of gender; positive educational environment for men.
3. **Role model provision:** include notable men in nursing; male faculty as advisors for male students; male mentors for male students; male nurses as guest speakers.
4. **Formation:** content on gendered and diverse communication; school does not dissuade career choices based on gender; leadership roles equal to gender.

BRIEF HISTORY OF MEN IN NURSING

- The world's first nursing school founded in India about 250 B.C. Only men were considered "pure" enough to become nurses.
- In 300 A.D. a group of men, started a hospital providing nursing care during the Black Plague epidemic.
- Men initially worked as nurses in militaristic religious orders, but gradually moved to caring for violent or mentally ill patients with the increased physical strength they brought to the bedside.
- Military, religious and lay orders of men included: the Knights Hospitalers, the Teutonic Knights, the Knights of St. Lazarus, and the Hospital Brothers of St. Anthony. These orders provided nursing care during the middle ages.
- The Alexian Brothers provided nursing care to the poor around 1330 A.D.
- Men have indeed worked as nurses for much of history, despite the focus on female nurses.
- The nightingale model established nursing as a predominantly female profession... "every woman is a nurse."
- Men providing nursing care were not given the title nurse but were called "wardsmen, orderlies, porters and attendants."
- Male entry into a nursing school was dependent on the approval of the Matron.
- Men's movement out of nursing must be considered within the context of male and female stereotypes, which are still influential today and acted to gender nursing.

PANELISTS



Julian Harrison Mullings, MBA, ONC, RN

A registered nurse with over 30 years of experience, he graduated from the Bahamas School of Nursing in 1981. He later went on to Edinburgh, Scotland to study Orthopaedic Nursing at the Princess Margaret Rose Orthopedic Hospital in 1986.

Mr. Mullings spent most of his nursing career within the Orthopaedic nursing specialty at the Princess Margaret Hospital, Nassau, Bahamas as Supervisor. Having served on several committees, Mr. Mullings prides himself on improving the standard and services of out-patient orthopaedic care, in addition to formulating and conducting three successive on the job training programs for Orthopaedic Attendants.

In November 2010, Mr. Mullings completed advance studies (MBA) in Health Service Administration with McHari Institute of Nassau, Bahamas. As part of his studies, he completed a research aimed at addressing several concerns regarding men in nursing – “Men in Nursing: The Bahamian perspective.”

Mr. Mullings, a strong believer in the Almighty God, incorporates his managerial philosophy and practice with the Golden rule. He believes that if we treat persons the way we would like to be treated, we would not go wrong or fall short of delivering quality service. Seeing the need to have a voice for nurses at the bargaining table, seeking and defending the rights of the nurses throughout the Commonwealth of the Bahamas, Mr. Mullings became actively involved in the Bahamas Nurses Union and currently holds the post of General Secretary.

Hobbies include tasting various entrees, cycling, walking, dancing, gardening, sewing, and singing.

Richardson Desmangles, MSc., RN



A Registered Nurse employed at the Princess Margaret Hospital with ten years of experience working in the Medical Area, Surgical Area, Main Operating Theatre and Post Anaesthesia Care Unit. He is currently deployed to the Continuing Nursing Education Department where he serves as an instructor for the Pediatric Advance Life Support and Advanced Cardiac Life Support Courses. He has done presentations in

Patient Safety, Cultural Diversity, Fluid Balance Charting and Cultural Competence.

He is a graduate of The College of The Bahamas where he obtained his Associates Degree in Nursing in 2004 and served as a Senator in The College of The Bahamas Union of Students representing the student nurses, a graduate of The University of The West Indies, Mona where he obtained his Bachelor's Degree in Nursing with Honours in 2012 and his Master's Degree in Nursing Education with Distinction in 2015.

He is also a proud member of The Nurses' Association of The Commonwealth of The Bahamas and a recipient of the Zenith Award in 2014 for his contribution to the nursing profession. He also became a member of the Caribbean Nurses Honor Society in 2015. Mr. Desmangles is a husband to one wife Merlande Desmangles and a proud father of two boys, Mekhai and Aaron.

As a nurse his philosophy for nursing is influenced by Hildegard Peplau who emphasizes the importance of maintaining an interpersonal relationship with your clients, he believes that nurses should maintain the trust of their patients to ensure compliance and positive outcomes. He is also strong advocate for advanced learning and evidenced-base practice in the delivery of nursing care.

**Ricardo Alexander Dunbar B.Sc.,
R.N.**



A Registered Nurse currently employed at the Princess Margaret Hospital here in the Bahamas. He has served as a Nurse in many departments within the hospital setting including Medicine, Surgery and more so Accident and Emergency where he is stationed currently. He hails from the beautiful and cool Parish of Manchester Jamaica, where while there, he temporarily

served in the Managers chair as Acting Infection Control Nurse, ensuring the safety of the Patients and Staff within the Mandeville Regional Hospital.

Taking a break from hospital life, he then ventured into tourism where he worked in Managerial positions as a Nurse within the hotels. This has aide him in having a greater appreciation for the many roles a nurse can play. Mr. Dunbar is a humble and soft spoken individual who enjoys reading articles, listening to music and going to the beach.

In 2010, he formally completed his studies at the Northern Caribbean University, Manchester, Jamaica, where he obtained a Bachelor of Science Degree in Nursing.

A member of the world church of Seventh-day Adventists, Mr. Dunbar is married to – Nasandra who is also a Registered Nurse-Midwife, and proudly enjoys being the father of two wonderful children – Khaleelah and Christopher.

In moving forward, he is currently in pursuit of a Master's Degree in Education where part of his passion is to aid in the molding of young minds and with this, he philosophizes that Proper Preparation Prevents Poor Performance.

Reynell Gallimore, BSc; RN



Reynell Gallimore is a Jamaican born Registered nurse now employed at the Doctor's Hospital, Nassau, Bahamas with eight years of experience in the Operating Theatre.

He graduated from the University of the West Indies School of Nursing, Mona, in 2008 where he obtained a Bachelor of Science degree in Nursing. After graduation Mr. Gallimore accepted employment at the University Hospital of The West Indies, where he earned most of his nursing experience. His experiences lie mainly in medicine, surgery and operating theater.

Reynell believes that the nursing process is a practical tool that can be employed as a guide to approach every scenario life may present. By carefully applying each phase of the nursing process he believes that one is able to effectively assess, diagnose, plan, implement and evaluate life's circumstances.

Reynell is described by many and considers himself to be a hard worker who believes in playing just as hard in order to maintain balance and help cope with the various stressors of life.



Tarvis Ambrose, Student Nurse

Tarvis hails from the family island of Eleuthra. He attended the Central Eleuthra High School and graduated in 2010. While in high school he served as a prefect and one of the leaders in his high school band. He obtained his high school Diploma with eight BJC's and six BGCSE's and a Royal School of Music

Pitman.

Currently he is a third year nursing student here at the School of Nursing and Allied Health Professions at The College of The Bahamas. He enrolled in the school in 2010 and has been a part-time student for most of his studies. When absent from the classroom, Tarvis is busy working at a service station to support himself and assist in financing his tuition.

Growing up on the family island, there was a limited number of medical staff. There was one doctor for the entire district and no assigned nurse in the settlement. This drove him to consider the profession of nursing as he saw the increased need for nurses in his community. He also chose this career to disprove the stigma associated with men and the profession

“Just a FEW GOOD MEN and we are NURSES too!!”