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NURSING SERVICES AND EDUCATION

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I Population growth and change obviously implies an increased demand for more nurses and better understanding on the part of nurses of persons of differing race, religious, ethnic and regional backgrounds.

A. The demand for more nurses, particularly in hospitals.

1. Current shortages of nurses in hospitals will become even more critical as population grows if recruitment doesn't increase.

a. The number of nurses in the U.S. has steadily increased:
in 1910, 55 RN's for each 100,000 of population,
in 1950, 320 RN's for each 100,000 of population.

b. Nonetheless, shortages of professional nurses in hospitals fas increased,(for many reasons):
51 hospitals surveyed by the Chicago Hospital Council in February, 1957, reported 674 RN vacancies. Only 2 hospitals had a full quota while the other 49 reported vacancies of 1 to 59 RN's.

c. Efforts to "step up" recuitment have been organized on a national scale as well as the local level:
The Chicago Hospital Council, Chicago Medical Society, League for nursing, Council on Community Nursing and the First District, Illinois State Nurses Association has recently formed the Committee on Careers in nursing

for a concerted recruitment drive.

d. Recruitment drives have already had some positive effect:

"The National League for Nursing, on the basis of an intensive study of the national situation reports that the midwest's potential for keeping up its nurse population is good. It is predicted that in 1957, there will be a decided change in the enrollment picture because of the increased recruitment activities and the increasing number of high school graduates."

e. Nonetheless, shortages of nurses in hospitals continue:

a Chicago Hospital Council survey in the Fall of 1956 revealed that 31 Chicago schools of nursing could have enrolled 207 more students. This is particularly important when it is realized that the attrition rate is almost 30% before graduation.

2. Comprehensive recruitment and efficient manpower unilization requires that all community resources be tapped.

a. The Negro community was ignored as a source of nurse trainees for many years.

(1) However from 1946 to 1955, nationally, the number of Negro nurses increased from approximately 2500 to approximately 4500, an increase of 96%.

(2) Nonetheless,

B. The need for <u>better understanding</u> by nurses of people with varied backgrounds.

1. Nursing is a <u>service</u>, and the ideal in a changing Chicago is equality of service and equality in the right to serve. To affect this ideal, the educational institution, the hospital and the professional nursing organizations should initiate positive human relations programs - officialized policy.

   a. <u>Nursing educational institutions</u> should include human relations training within the curriculum to better prepare the future nurse for work in our hospitals.

   b. <u>Hospitals</u> should have positive human relations policies, demonstrated in action by supervisory nurses.

   c. <u>Professional nursing organizations</u> should continue their human relations programs and seminars, stressing the fact that the professional serves all people equally.

II In Chicago today, professional nursing provides the most positive example in the field of medicine of opportunity for <u>all who are professionally qualified</u> to serve the sick.

A As the nurse shortage increased, particularly in hospitals, Negroes and other "non-whites" were more widely accepted.

B. Certainly the professional nursing organizations are to be commended for "facing up" to discrimination and taking a firm stand for equality of opportunity. The effect of official recogniti n of the problem cannot be overemphasized.

1. The ANA established a Committee on Intergroup Relations. A policy statement was adopted and then a committee to effect the program.

   a. Locally, the inter-group Relations Committee of the 1st District of the Illinois Nurses Association was established to affect the policy.

2. However, there remains a dark side of the picture in spite of the splendid efforts of the professional organizations: nationally, 10% of the population is made up of Negro people while 3 1/2% of the RN'S are Negroes. In Illinois, with an increasing Negro population, only 3 1/3% of the nurses are Negroes. In Chicago's Hospital schools of nursing, the situation has improved, but doors are still closed. In 1950, 6 schools "considered" Negro enrollees. In 1953, 11 schools had Negro students. In 1957,18 schools reported they would admit Negro students. However, the doors of 15 schools remained closed on the basis of race.

c. When,in Chicago, hospital floors are closed because of shortages of nurses, when lights remain unanswered, racially restrictive nurse training institutions and hospitals are inexcusable. The two situations cannot exist for long in a dynamic City for our people and our community are twice injured - by discrimination and by inadequate health services.