

BREAKTHROUGH TO NURSING



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The following is a chronology of evolution of the NSNA Breakthrough to Nursing Project.

Readers are encouraged to review the history of racial discrimination and the Civil Rights Movement in the United States.

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1961 The first official NSNA position addressing racial discrimination was passed by the 1961 NSNA House of Delegates, when they voted to support an anti-discrimination policy to ensure that national conventions be held only in locations where all members are accorded the same services and courtesies in hotels and convention facilities and have equal opportunities to participate.

1964 NSNA Nursing Recruitment Committee developed and initiated the implementation of a comprehensive plan to address recruitment of minorities into the nursing profession.



1963 NSNA Nursing Recruitment Committee fostered the development of state and local involvement in recruitment.

1970 The BTN Project was nominated for the American Nurses Association Mary Elizabeth Mahoney Award.

1974 The NSNA Board of Directors stepped up efforts to retain minority students already enrolled in nursing schools, and sensitized the public and the nursing profession to the specific health care needs of minority groups.

1971 NSNA received federal funding from 1971 to 1977 to support the BTN Project target areas to recruit minority students into nursing and to expand the program.

1976 The House of Delegates action called for NSNA to work to eliminate sex discrimination in nursing and encourage nursing school course content to include the diverse health needs of pluralist society.

1954 NSNA established a committee to focus on recruitment into nursing and also appointed a representative to serve on the National League for Nursing Committee on Careers.



1956 The NLN Committee on Careers began to address issues related to new supplies of nursing students and raised the question: what limitations based on such factors as marriage, age, sex, and ethnicity, should schools be encouraged to modify or remove?



1967 The first three target areas were selected for a new phase of NSNA's BTN Project: Pittsburgh, PA; Omaha, NE; and Minneapolis, MN.

1965 NSNA House of Delegates took action to create a national recruitment project to recruit minorities into nursing, called the "Breakthrough to Nursing Project." (BTN)

1969 The NSNA House of Delegates identified men as a minority group to be included in the BTN Project, and worked to change the traditional association of women in nursing to a gender-neutral image of nursing.

1977 The NSNA House of Delegates took action to continue an active leadership role in recruitment and retention of ethnic people of color and men into schools of nursing by establishing the following mechanisms to guarantee implementation of the BTN Project: nondiscrimination clause in NSNA bylaws; implementation of minority recruitment and retention projects by state and school constituents; publicity for BTN in *Imprint*; the allocation of financial resources to implement these actions.

1979 The NSNA Board of Directors supported affirmative action programs (in education) until all applicants could compete on an equal basis.

1978 The NSNA House of Delegates added a BTN Director to the NSNA Board of Directors and urged state associations to take similar action.

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1982 The NSNA House of Delegates took action to address the needs of disabled nursing students; to support nondiscriminatory practices regarding the education, employment, and utilization of nurses on the basis of sex in all areas of health care delivery; and to encourage nursing programs to include transcultural influences on nursing care.



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1995 The NSNA House of Delegates took action to advocate for the right of men in nursing to work in labor and delivery.

1994 The NSNA Board of Directors recognized the importance of addressing the needs of nontraditional nursing students, defined as second career and older nursing students.

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2000 The NSNA House of Delegates reaffirmed the BTN Project's efforts to recruit those underrepresented in the profession by helping associations form a BTN position and encouraging constituents to support enhanced recruitment efforts among younger populations, beginning in elementary schools. NSNA

launched the "Nursing the Ultimate Adventure" campaign to interest teens in nursing. The campaign includes pamphlets and video that features boys and girls in high school who have made the decision to enter nursing. Their testimonials reflect the core values of the profession as the reasons for going into nursing.

2003 The NSNA House of Delegates encouraged recruitment and retention of men into the nursing profession and supported the inclusion of cultural competence education in nursing curricula.

1985 The BTN Project expanded to include economically and educationally disadvantaged students.



1986 Faced with a critical nursing shortage in the US, the scope of BTN was further expanded to include general recruitment into nursing while continuing to focus on minorities and disadvantaged students.



1998 The NSNA House of Delegates passed a resolution addressing the education of racial minorities regarding the importance of organ and tissue donation.

1997 The NSNA House of Delegates recommended that the BTN Project participate in an Area Health Education Center activity entitled "Nursing Students Education with Style" program.

2004 The NSNA House of Delegates supported mentoring middle, junior, and high school students with an interest in the nursing profession.

2005 Celebrate the 40th Anniversary of the NSNA Breakthrough to Nursing Project!

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