

Native Hawaiian Representation in the Hawai'i Nursing Workforce

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Learner Outcomes

By the end of this presentation, participants will be able to:

- describe the extent to which Native Hawaiians are underrepresented at each level of nursing practice.
- list at least one variable that contributes to the underrepresentation of Native Hawaiians in the nursing workforce.



Important Note

- I am not of Native Hawaiian ancestry.
- I cannot and do not intend to talk about the lived experience of being Native Hawaiian.
- It's my responsibility to give voice to the issues that workforce data bear out.



Presentation Overview

- Brief history of the colonization of Hawai'i
- Types of disparities between Native Hawaiians and other groups in Hawaii
- Degree and consequences of underrepresentation of Native Hawaiians in nursing



A Very Brief History of the Colonization of Hawai'i



The Colonization of Hawai'i

1778 **Captain Cook arrives in Hawai'i**

1795 Beginning of Kingdom of Hawai'i

1820 **First missionaries land in Hawai'i**

1887 **King Kalakaua signs Bayonet Constitution**

1891 Queen Liliuokalani takes the throne

1893 **Overthrow of the Kingdom begins**

1898 US annexes Hawai'i as a territory

1959 Hawai'i becomes the 50th state

1993 The Apology Resolution is signed

98 years elapsed
between the
arrival of the first
Europeans and
the overthrow of
the monarchy

100 years elapsed
between the
overthrow US
acknowledgement
of its involvement
in the overthrow



Results of Colonization

Loss of physical
safety/
health

Loss of cultural
and spiritual
practices

Loss of ability to
self-govern

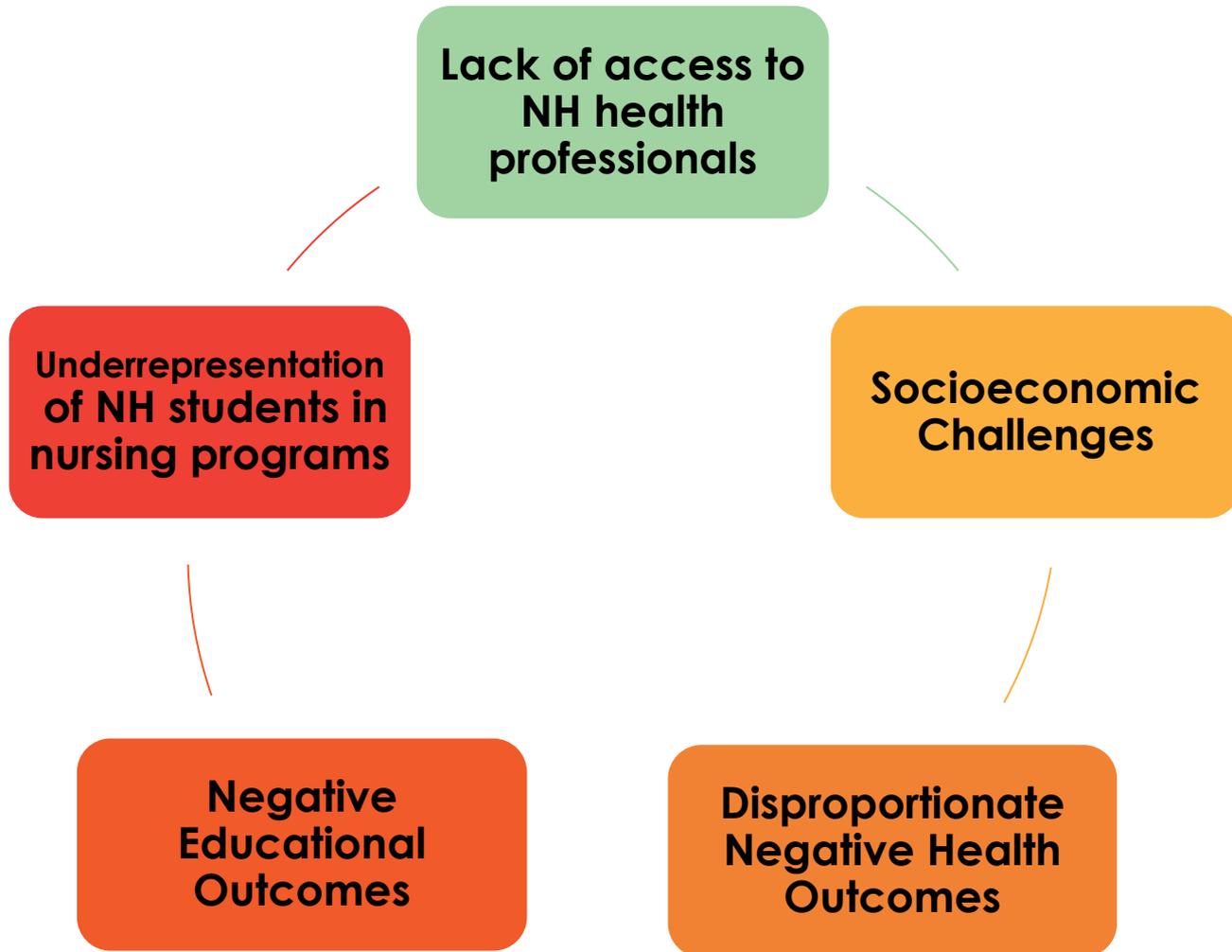
Creation of a system of government & social structures that perpetuate the impacts of colonization.

Historical trauma that impacts Native Hawaiians nearly 250 years removed from initial contact with colonists.



How Historical Trauma Manifests as Modern Disparities: A Vicious Circle of Impacts





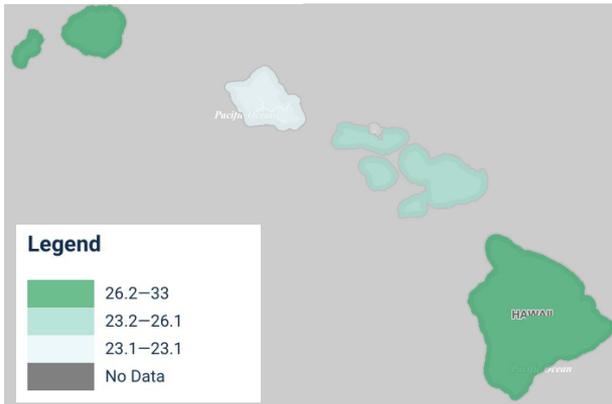
Native Hawaiian Representation in the Hawai'i Nursing Workforce

	Population	LPNs	RNs	APRNs
State	25%	15%	12%	11%
C&C of Honolulu	23%	14%	11%	10%
Hawai'i County	33%	29%	22%	**
Maui County	26%	**	15%	**
Kaua'i County	27%	**	5%	**

[American Community Survey, 2019 1-Year Estimates, Table DP05](#)
[Hawai'i State Center for Nursing \(2021\). Hawai'i's Nursing Workforce Supply](#)

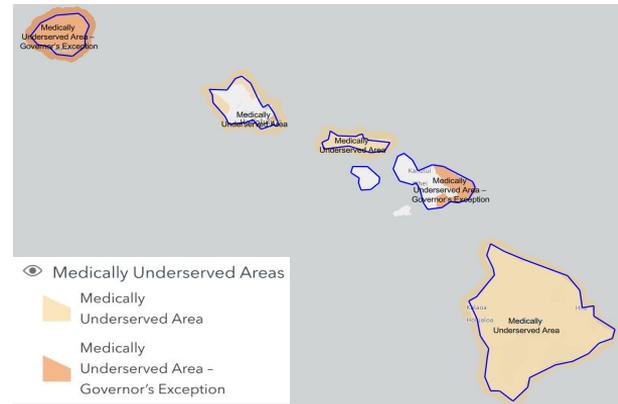
Native Hawaiian Population vs. Underserved & Shortage Areas

Native Hawaiian Population



[American Community Survey, 2019 1-Year Estimates, Table DP05](#)

Medically Underserved Areas



[HRSA Map Tool](#)

PC Provider Shortage Areas



[HRSA Map Tool](#)



Socioeconomic

- More likely to receive public assistance and homeless services¹
- Highest rate of unemployment¹
- Lower average annual earnings¹

Health

- Earlier onset and higher mortality from chronic conditions¹
- Shorter life-expectancy¹
- Proportionally least likely to be vaccinated for COVID-19²

Education

- Lower proficiency in math and reading¹
- Lowest rate of on-time high school graduation¹
- Lowest rate of post-secondary enrollment³

¹[JABSOM Department of Native Hawaiian Health \(2020\). Assessment and Priorities for the Health and Well-Being in Native Hawaiians and Pacific Islanders.](#)

²[State of Hawai'i DOH Disease Outbreak and Control Division \(2021\) Hawai'i COVID Vaccine Summary Dashboard.](#)

³[Hawai'i Data eXchange Partnership \(2021\). College and Career Readiness Indicators Hawai'i Department of Education Class of 2020.](#)

Moving toward Change

Recognize that historical trauma has tangible, measurable impacts on the Native Hawaiian population.

Intervene earlier than post-secondary nursing programs.

Apply the person-first philosophy of nursing to the problem of Native Hawaiian disparities.

Collaborate within and beyond healthcare.



1st Native Hawaiian nurse hired in nursing school tenure track

[UH News](#) » [People](#) » 1st Native Hawaiian nurse...

August 9, 2021 [UH News](#)



Donna-Marie Palakiko

Donna-Marie Palakiko has been making a mark for herself as the first Native Hawaiian nurse to be hired into a tenure track position at the University of Hawai'i at Mānoa's [School of Nursing and Dental Hygiene \(SONDH\)](#). In the last year, the assistant professor of nursing and UH Mānoa alumna was selected as a



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