



ISSN Print: 2664-9187
ISSN Online: 2664-9195
Impact Factor: RJIF 5.42
IJNHS 2024; 6(1): 09-15
www.nursingjournals.net
Received: 08-11-2023
Accepted: 15-12-2023

Emmanuel Agbonomhen Agege
Department of Public and
Community Health, Novena
University Ogame, Nigeria

International Journal of Nursing and Health Sciences

Nursing profession in Nigeria: The diversities and disparity in the practices

Emmanuel Agbonomhen Agege

DOI: <https://doi.org/10.33545/26649187.2024.v6.i1a.54>

Abstract

Background: Globally, health systems have adopted comprehensive strategies and guideline at both state and federal level to respond to the needs of racial and ethnic minorities at both state and federal level with the aims to eliminating racial and ethnic health disparities while harnessing the gains of diversities.

Objectives: This narrative review was geared towards the diversities and disparities in the health systems and the strategies on how to increase quality healthcare among racial and ethnic minority populations.

Methods: Several literatures by individuals, associations and corporate were reviewed where references were duly made and cited using the Mendeley reference library.

Results: The outcome of the study revealed that nursing as a profession with defined clear educational pathway into the practice that needs constant growing body of knowledge. Nurses and midwives account for nearly 50% of the 43.5 million health workers in the world where 50% of WHO member states have less than 3 nursing and midwifery personnel per 1000 population (about 25% report to have less than 1 per 1000).

Conclusion: Thus nurses should use the knowledge and skills of diversity to appreciate the uniqueness of the person they are caring for, underpinning the nurse-patient relationship or the therapeutic relationship while believing that caring is always specific and relational such as that is found in the nurse-patient relationship.

Keywords: Nursing, profession, practice, disparity, diversity

Introduction

The World Health Organization (WHO) defined nursing as a science that embraces a self-determining and jointly delivered care to an individual irrespective of all ages, families, groups and communities, whether sick or well and in all situation; that involves the promotion of health, the prevention of sickness, and the assisting the ill, disabled and dying people ^[1]. According to the Q-life, nursing is the preservation, boosting, and enhancement of health with abilities that aims at preventing illness and injury, relief of distress, and advocating for individuals, families, communities and populations ^[2]. The International Council of Nurses added that nursing, is an essential component of the health care apparatus, which incorporate health sustenance, illness aversion, and attend to the physically, mentally ill, challenged people across all ages even at the state of dying both in health care and other community settings ^[3]. According to the World Health Organization (WHO), nurses play a serious role in health care and are often the unsung heroes, detecting health emergencies and are front-liners in the mitigation against illness via promotion, prevention, treatment and rehabilitation ^[4].

It is expedient to state that, the nursing profession owe its origin from Florence Nightingale, who was instrumental in projecting nursing as “the act of resorting to use the environment of the patient to aid in his recovery”, and also contributed in structuring and fashioning out the modern nursing procedure ^[5]. Angelo recognized her as the originator of the present day nursing and who cared for the injured soldiers during the Crimean War ^[6]. While the Association of Registered Nurses in Newfoundland stated that the nursing practice is a testament to the characters and undertakings of the nurse who is authorised to address the whole lot of human involvements and reactions to health and illness; and these may be health

Corresponding Author:
Emmanuel Agbonomhen Agege
Department of Public and
Community Health, Novena
University Ogame, Nigeria

promotion, health protection, health maintenance, health restoration, rehabilitation, and palliation [7].

What makes nursing a profession?

According to Corporate Finance Institute (2022), a profession consistently upholds a standard of competency, knowledge, or education that must be exhibited, either in the form of examination or credential, as well as adhering to codes of conducts and ethical standards [8]. Steadman (2020) stated that a profession must have a defined educational process into the operation and a consistently progressing within a body of knowledge that aims at higher learning [9], while Smith (2019) added that in order to be recognized and professionally practice as a nurse, an individual needs to possess acceptable qualifications in education, training, experience, approved by a credible organization in a sovereign state of the world [10]. This profession also, must operates autonomously within set rules, policy and regulations that guides its own professional norms and activities [11]. This is why Agoryeingwu (2017) stated that nursing practices are guided peculiarly by knowledge, attitude, and skill obtained in a highly prescribed area of training after being legally licensed and certified by authenticated body in the resident nation saddled with competency and decree to administer care to the individuals that required such care [12].

The Population of Nurses of Nurses and Midwives

The WHO (2020), reported that the universal nursing/midwifery population is approximately 27 million (men and women) workforce, representing nearly 50% (20.7 million) amongst the 43.5 million health workers globally, where the largest needs-based shortages of nurses and midwives exist in South East Asia and Africa [13]. A recent study by the WHO, reported that among the regions of the world, the Americas have the highest density of nurses at 83.4 per 10,000 people, followed by Europe with 79.3 nurses per 10,000 people and in contrast, there are 8.7 nurses per 10,000 people in Africa, 15.6 nurses per 10,000 people in the Eastern Mediterranean region, 16.5 nurses per 10,000 people in Southeast Asia, and 36 nurses per 10,000 people in the Western WHO estimates global shortfall of 5.9M nurses as world battles COVID-19 [14]. It also reported that about 6 million more nurses is required to achieve global health target and that low, lower and middle-income countries are in dire shortages estimated at 5.9 million nurses in 2018, though with a slight improvement from the 6.6 million in 2016, there are 27.9 million nurses around the world, an increase of 4.7 million between 2013 and 2018; over 80% of those nurses are found in countries that account for half of the world's population therefore, 5.3 million nurses further needed to meet the health needs of low, lower and middle-income countries, [15].

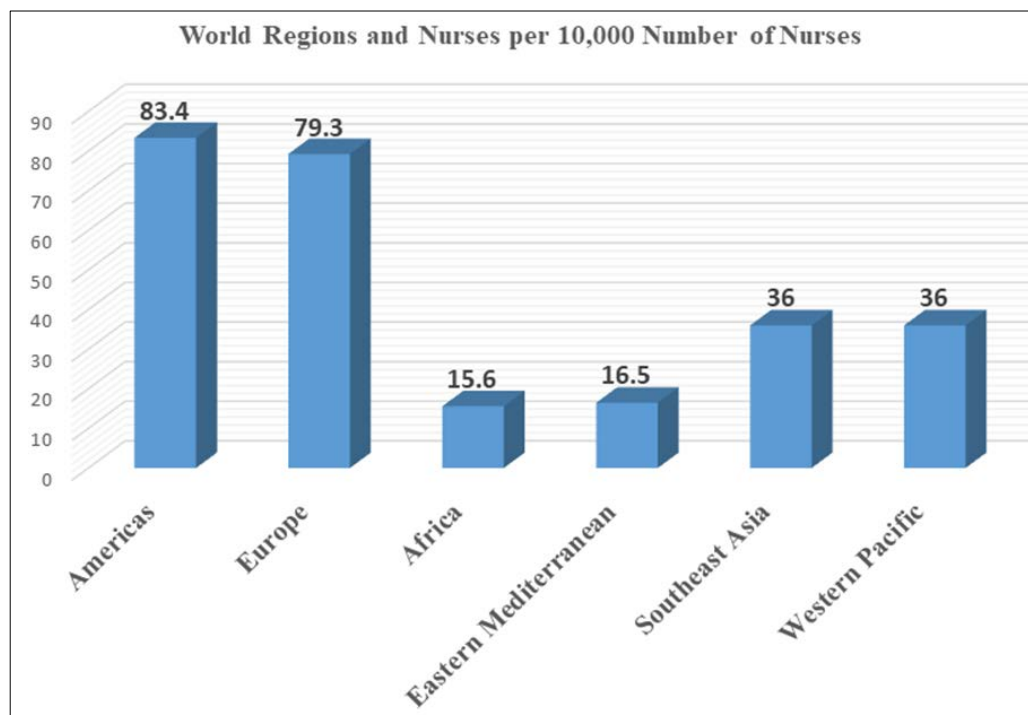


Fig 1: World Regions and Number of Nurses per 10,000 [14]

Nigeria 2023 population is estimated at 223,804,632 people, equivalent to 2.78% of the total world population based on Worldometer elaboration of the latest United Nations data, is ranked 7th among 57 countries classified as facing critical shortage of health workers [16]. It has been reported that the country can only boast of 240,000 nurses and midwives and by 2030, the country will be needing 471,353 nurses and midwives while the former Minister of Health in Nigeria, Prof Isaac Adewole reported that the country is presently having a shortage of 144,000 health workers [17]. Optimum nurse-to-patient ratio is the concern of most of the nurse leaders globally because it has benefits both for nurses and

patients; which is essential for patient's safety and quality of care [18]. Report from Business Day has it that as at March 2020, Shakuri Kadiri, Deputy Director, Head of Human Resources, Federal Ministry of Health put the number of registered nurses at 180,709, which translates 88.1 nurses per 100,000 member of population nurses to Nigeria's population, a ratio of 1: 1,135, according to Business Day [19].

The recommended nurse to patient in a critical care unit must be 1:2 or fewer at all times, and the *nurse-to-patient ratio* in an emergency department must be 1:4 or fewer at all times that patients are receiving treatment, the law states [20].

This is unrealistic in Nigeria because of the poor economy, poor working condition and the poor attention to the health of the populace because the nurses and midwives who are among the frontline health care givers are grossly inadequate and many have left for greener pasture abroad [21]. Fatige (2018) stated that in Nigeria, nurses form a crucial part of the health workforce, and are possibly the most affected group in terms of the numbers required to correct the deficit and that nurses constitute between forty-five to sixty percent of the entire health workforce [22].

Diversity in the nursing profession

To appreciate the criticality of diversity in the nursing profession and healthcare outcomes, it is important to note that diversity is the practice or quality of including or involving people from a range of social and ethnic backgrounds, different genders, sexual orientations, religions, etc [23]. Green (2023) reported that Nigeria is Africa's most populous country and with the largest democracy, that has over 300 ethnic groups, over 500 languages, with many distinct cultural, religious and regional differences [24]. Ononokpono (2016) added that living in highly ethnically diverse communities was associated with higher odds of giving birth in a health facility compared to living in ethnically homogeneous communities [25]. Saxena (2014) opined that the workforce concept of diversity means acceptance of the similarities and differences among employees in terms of age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation [26]. It is extremely important to support and protect diversity because by valuing individuals and groups free from prejudice and by fostering a climate where equity and mutual respect are intrinsic, we will create a success-oriented, cooperative, and caring community that draws intellectual strength and produces innovative solutions from the synergy of its people [27]. Whitman (2020) stated that diversity in nursing means knowing how to respond if a patient becomes violent towards you due to culture, gender, or religion inclinations and physical characteristics [28].

Ibidunni (2019) suggested that to achieve workers' commitment and job satisfaction, it is important to assess the diversity among the employees then strategically and effectively manage it [29]. Kramer was of the opinion that generational diversity has proven challenges for nurses leaders, that as nursing workforce and demographic patterns change, it is important for nurse leaders to understand and influence staff with various values, beliefs, and expectations in their culturally diverse work environment [30]. Erica also quipped that diversity in the nursing field is essential because it provides opportunities to administer high-quality care to the society's underserved and diverse patients, and that if you have nurses who understand their patient's culture, environment, food, customs, religious views, they would be better positioned to provide their patients with ultimate care, making the patient feel more comfortable [31].

To emphasize the importance of diversity, Jordan (2002) noted that outside issues of equity and fairness, there are practical ways that can lead to attaining greater diversity in the health care workforce, these include advancing cultural competency that encompasses knowledge, skills, attitudes, and behaviour required by a nurse to provide optimal health care services to persons irrespective of cultural and ethnic backgrounds aimed at increasing the racial and ethnic

diversity of the healthcare workforce for adequate and culturally minded care to the minority communities [32]. Another way is strengthening the medical research agenda aimed at reasonably finding solutions to most of the recalcitrant health problems, and conceptualize what the real problems are amongst the neglected areas of society through fundamental reforms in the precollege educational system [32], finally, ensuring optimal management of the healthcare system with a long-term solution to achieving adequate diversity in the health professions while providing tools in health professions' schools that are critical to achieving a diverse healthcare workforce [32].

The diversities in nursing care for the patients

Cultural sensitivity, the ability to be appropriately responsive to the attitudes, feelings, or circumstances of groups of people that share a common and distinctive racial, national, religious, linguistic, or cultural heritage and how it impacts care delivery is one of the diversity to understand in nursing care for the patient [33]. Diversities in language and communication can affect the amount and quality of healthcare received by patients as it can impede the ability to provide health care by the nurses because understanding the signs and symptoms of physical or mental illness declines due to the inability of the sufferers to explain what they feel, and health service use may also be affected by the availability of interpreters among non-English speakers who needed an interpreter during a health care visit [34].

Another other area of diversity in nursing is cultural assimilation which is the process of intentionally aware of the characteristics of a culture by giving up one's own willingly; this can lead to depression, extreme anxiety, frustration, and depression in individuals even stigmatization, separation and marginalization in healthcare if the nurse cannot control it during decisions making [35]. It is important to know too that patients could feel uncomfortable in face of language barriers or differences in social norms, this is very important in patients' care [36]. Privacy is a significant issue for many cultures, when providing care for a culturally diverse patient population ranging from shapes, sizes, age, ethnicity, religious beliefs, sexual orientation, health, ability, education, expressive traits, and linguistic styles, this makes it imperative that nurses must be careful to look beyond the physical when caring for our patients [37]. Importantly, the profession must look into cultural diversity in healthcare delivery to the patient; as it is very expedient that the nurse understands that interacting with the individual with whom they are caring for without having adequate knowledge of the cultural context of the people mean they are not going to be effective as health care professionals [38].

Languages and over 20 million households, Nigeria is well diversified in culture and rich in human resources. Nigeria attained independence in 1960 and a Republic status in 1963.

Benefits of diversity in the nursing profession

It is advantageous to take note of the under-listed benefits derived from having sufficient knowledge about diversity. Martinelli (2018) opined that mutual respect is a vital outcome of diversity, as it fosters mutual respect among employees, increases workplace respect, improves communication between colleagues, increase teamwork and reduce stress as peace in the workplace soars [39]. Following,

Stahl (2022) added that diverse workforce offers broader ideas, harmonious perspectives and bring more information to the table leading to time saving during decision making and that improves as diversity increases; hence understanding the difference between which decisions are the big ones that may need a more creative approach and the ones that we can decide on auto-pilot, can set a team apart from its competitors^[40].

The importance of diversity in nursing is that they become more relatable, socially responsible and this improves the confidence their patients have in them as this would bring in innovation, creativity and strategic in their thinking because they are teams of people who come from different backgrounds^[41]. Lastly, research shows that institutions with gender and diverse parity have increased sales and profits compared to others, so a workplace with nurses from various exposure, new technological ideas, processes and different cultural backgrounds would deliver quality healthcare to the patients^[42].

Disparities in the nursing profession

Ndugga (2023) noted that health disparities are the preventable differences in the burden, disease, injury, violence, or in opportunities to achieve optimal health experienced by socially disadvantaged racial, ethnic, and other population groups and communities^[43]. These disparities according to Smith (2007) results from lack of caring within the society for the oppressed group within the society^[44]. It is important to appreciate that nurses are the largest and most trusted health care workforce and have both professional and moral responsibility to acknowledge, lead, and act to eliminate health disparities and achieve health equity^[45].

Disparities occur across many dimensions, including race/ethnicity, socioeconomic status, age, location, gender, disability status, and sexual orientation background that can prohibit patients from accessing the treatment and care they need to successfully navigate their health challenges^[46]. Health and health care disparities often refer to differences that are not explained by variations in health needs, patient preferences, or treatment recommendations and are closely linked with social, economic, and/or environmental disadvantage.

The terms “health inequality” and “inequity” also are used to refer to disparities and that a complex and interrelated set of individual, provider, health system, societal, and environmental factors contribute to disparities in health and health care^[47]. Purtzner opined that nursing approaches to relationships and caring offer a means to understand health disparities through an unconventional lens^[48]. As stated by the U.S Department of Health and Human Services, health disparity is much more obvious if a health outcome is seen to a greater or lesser extent between populations as race or ethnicity, sex, sexual identity, age, disability, socioeconomic status, and geographic location all contribute to an individual’s ability to achieve good health, so it is important to recognize the impact that social determinants have on health outcomes of specific populations^[49].

Overcoming disparities in the healthcare institution by the nurses

It’s important to remember that nurses have a long history of caring for underserved and vulnerable populations, and this should continue, but with a focus on practices that may help

to end disparities^[50]. Cultural competency can go a long way in helping minority patients overcome barriers that stand in their way of receiving excellent care, particularly for nurse case managers, if you’re mentoring a younger nurse, don’t hesitate to bring up the subjects of health equity and culturally competent care. Increasing workforce diversity among nurses will also likely play a role in eliminating disparities. Most nurses have traditionally been white and female. This is not changing very rapidly. There is clarion called for a more diverse nursing workforce with increase cultural competency as this will better equip them for to serve a diverse community.

Conclusion

A good knowledge about diversity is an essential ingredient needed for good patient-provider interconnectedness paramount for localities or races, which have been persistently discriminated against in the healthcare. Thus nurses should use the knowledge and skills of diversity to appreciate the uniqueness of the person they are caring for, and should believe that caring is specific and relational such as found in the nurse-patient relationship. It very vital to know that health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.

Therefore, a vast and diverse profession as nursing globally and specifically in Nigeria must be attuned to what it takes to be relevant in the practice. The curriculum of training and the advancement in technological orientation for the nurses should be reviewed by the relevant regulatory agency for the acquisition of higher qualifications in field of nursing, and be made flexible and accessible irrespective of locations or country, the nurses too must be ready to update their knowledge to be abreast with the current trends and realities in their field. This would help the nurses to accommodate the diversities in the human race in their respective countries of practice and the world at large if they must be proud and important in the health care industries as it were. The nurses at all times and levels must be ready to learn new technology and processes be able to belong to the tech-savvy millennial generation and have a grip of their enviable profession. The nurse must be ready to accept job offer or posting to any location and to work with any group of people without any discriminations. Cultural inclination should be an issue in carrying out health services to those who needs it, so there should be no issues with preference for locations of assignment.

Acknowledgement

The authors acknowledge Prof. C.C. Ofili, Head of Department and colleagues in the Public and Community Health Department, Novena University, Ogume for their support in the completion of this work.

Funding

No funding sources

Conflict of interest

None declared

References

1. World Health Organization. Health Topics. 2023 [cited 2023 Dec 5]. Nursing and Midwifery. Available from: https://www.who.int/health-topics/nursing#tab=tab_1.
2. Q-Life Family Clinic. Q-life family. 2022 [cited 2022 May 8]. What is nursing? Available from: [https://www.qlifefamilyclinic.com/blog-detail/27/what-is-nursing?#:~:text=American Nurses Association \(ANA\) defined%2C communities%2C and populations.](https://www.qlifefamilyclinic.com/blog-detail/27/what-is-nursing?#:~:text=American Nurses Association (ANA) defined%2C communities%2C and populations.)
3. International Council of Nurses. Nursing Definitions [Internet]. Geneva; 2020 [cited 2020 Jul 28]. Available from: <https://www.icn.ch/nursing-policy/nursing-definitions>
4. World Health Organization. Health Topics. 2020 [cited 2020 Jul 23]. Nursing. Available from: https://www.who.int/health-topics/nursing#tab=tab_1
5. Winkelstein W. Florence Nightingale Founder of Modern Nursing and Hospital Epidemiology. *Epidemiology* [Internet]. 2009;20(2):311. Available from: https://journals.lww.com/epidem/fulltext/2009/03000/florence_nightingale_founder_of_modern_nursing.25.aspx.
6. Angelo Gonzalo. Nurseslab. 2019 [cited 2020 Jul 23]. Florence Nightingale: Environmental Theory. Available from: <https://nurseslabs.com/florence-nightingales-environmental-theory>.
7. Association of Registered Nurses of Newfoundland and Labrador. Scope of nursing practice: definition, decision-making & delegation [Internet]; c2006. Available from: https://www.arnnl.ca/sites/default/files/RD_Scope_of_Nursing_Practice.pdf.
8. Corporate Finance Institute. CFI Education. 2022 [cited 2022 May 7]. What is a Professional? Available from: <https://corporatefinanceinstitute.com/resources/knowledge/other/professional/>.
9. Steadman L and Milligan G. Is Nursing a Profession. *J Nurs* [Internet]; c2020. Available from: <https://rn-journal.com/journal-of-nursing/is-nursing-a-real-profession>.
10. Yolanda S. Roles of a Nurse. *News Med Life Sci* [Internet]; c2019. Available from: <https://www.news-medical.net/health/Roles-of-a-Nurse.aspx>
11. Blais KK, Hayes JS. Professional nursing practice: Concepts and perspectives. 6th ed. Upper Saddle River: Pearson Education, Inc.; c2011.
12. Agoryelngwu J. Quality Nursing Care in Nigeria: The Ideals, Challenges and Implications. *Nurs Niger World* [Internet]; c2017. Available from: <http://nursingworldnigeria.com/2017/11/quality-nursing-care-in-nigeria-the-ideals-challenges-and-implications-by-justine-agoryelngwu-rn-msc-phd-nursing-in-view-fwacn#:~:text=The changing roles of the,policy making on health issues.>
13. World Health Organization: News Room. 2022 [cited 2023 Nov 22]. Nursing and midwifery. Available from: <https://www.who.int/news-room/factsheets/detail/nursing-and-midwifery>.
14. Ravelo Jenny L. WHO estimates global shortfall of 5.9M nurses as world battles COVID-19. *Insid Dev COVID-19* [Internet]; c2020. Available from: <https://www.devex.com/news/who-estimates-global-shortfall-of-5-9m-nurses-as-world-battles-covid-19-96952>.
15. Josephine M. World Economic Forum; c2020 [cited 2020 Aug 6]. On World Health Day, new report says the world needs 6 million more nurses. Available from: <https://www.weforum.org/agenda/2020/04/nursing-report-who-nurses-coronavirus-pandemic-health-goals/>
16. Worldometer. Worldometer. 2023 [cited 2023 Nov 22]. Nigeria Population. Available from: <https://www.worldometers.info/world-population/nigeria-population/#>
17. Isaac A. Nigeria Ranked 7th Among Countries Facing Shortage of Health Workers. *The Nation News* [Internet]; c2017 May 11. Available from: <http://www.nursingworldnigeria.com/2017/05/nigeria-ranked-7th-among-countries-facing-shortage-of-health-workers#:~:text=Nigeria is ranked second in,and 471%2C353 nurses and midwives.&text=The minister said only 99%2C120,will be available by 2030.>
18. Sharma SK, Ranj R. Nurse-to-patient ratio and nurse staffing norms for hospitals in India: A critical analysis of national benchmarks. *J Fam Med Prim Care* [Internet]. 2020;9(6):2631-2637. Available from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7491754/#>.
19. Business Day. Ratio of Nigerian doctors to population is 1: 2753 – FG. *Business Day* [Internet]. 2020 Mar; Available from: <https://businessday.ng/uncategorized/article/ratio-of-nigerian-doctors-to-population-is-1-2753-fg/>
20. Kluwer W. Health. 2016 [cited 2022 May 8]. The importance of the optimal nurse-to-patient ratio. Available from: <https://www.wolterskluwer.com/en/expert-insights/the-importance-of-the-optimal-nursetopatients-ratio>
21. Busari B Japa. Why more Nigerian nurses will relocate abroad. *Vanguard news* [Internet]; c2023 May. Available from: <https://www.vanguardngr.com/2023/05/japa-why-more-nigerian-nurses-will-relocate-abroad>.
22. Fagite Damilola D. Nigerian Nurses on the Run: Increasing the Diaspora and Decreasing Concentration. *Africology J Pan African Stud* [Internet]. 2018;12(2):108-20. Available from: <https://jpanafrican.org/docs/vol12no2/Ola-12.2-9-Fagite.pdf>.
23. Wilkes University. Wilkes Online. 2022 [cited 2023 Nov 22]. Creating a Better Future through Diversity in Nursing. Available from: <https://onlinenursingdegrees.wilkes.edu/blog/diversity-in-nursing>.
24. Green MA. Wilsonblog. 2023 [cited 2023 Nov 19]. Nigeria Has More Than 500 Languages, 300 Ethnic Groups. And Critically Important Elections. Available from: <https://www.wilsoncenter.org/blog/nigeria-has-more-500-languages-300-ethnic-groups-and-critically-important-elections#:~:text.>
25. Ononokpono D, Odimegwu C, Adedini SA, Imasiku EN. Ethnic Diversity and Maternal Health Care in Nigeria. *Women's Reprod Heal*. 2016;3(1):45-59.
26. Saxena A. Workforce Diversity: A Key to Improve Productivity. *ScienceDirect* [Internet]. 2014;11:76-85. Available from:

- <https://www.sciencedirect.com/science/article/pii/S2212567114001786>.
27. Queensborough Community College. Diversity & Inclusion Blog; c2020 [cited 2020 Aug 7]. Definition for Diversity. Available from: <https://www.qcc.cuny.edu/diversity/definition.html#:~:text=The concept of diversity encompasses, and recognizing our individual differences, &text=Understanding and appreciating interdependence of, cultures%2C and the natural environment>.
 28. Whitman S. Nursing Diversity; c2018 [cited 2020 Aug 7]. The Importance of Diversity in Nursing: Breaking Down Stereotypes and Inclusivity Barriers. Available from: <https://minoritynurse.com/the-importance-of-diversity-in-nursing-breaking-down-stereotypes-and-inclusivity-barriers/#:~:text=Diversity in nursing means knowing, because you identify as LGBTQ>.
 29. Ibidunni AS, Olawande T, Olokundun M, Iruonagbe C, Adalakin I. Diversity issues in Nigeria's healthcare sector: implications on organizational commitment. A cross-sectional study [version 1; peer review: 2 approved with reservations]. F1000Research [Internet]. 8:852. Available from: <https://f1000research.com/articles/8-852>
 30. Kramer LW. Generational diversity. Dimensions of Critical Care Nursing. Dimens Crit Nurs [Internet]. 2010;29(3):125-128. Available from: https://journals.lww.com/dccjournal/Abstract/2010/05000/Generational_Diversity.5.aspx.
 31. Bettencourt E. Diversity Nursing Blog. 2016 [cited 2021 Mar 21]. Why Is Diversity In Nursing So Important? Available from: <http://blog.diversitynursing.com/blog/why-is-diversity-in-nursing-so-important>.
 32. Jordan JC, Gabriel BA, Charles T. The Case for Diversity in The Health Care Workforce. Health Aff [Internet]; c2002. Available from: <https://www.healthaffairs.org/doi/full/10.1377/hlthaff.21.5.90>.
 33. Tucker CM, Marsiske M, Rice KG, Nielson JJ, Herman K. Patient-Centered Culturally Sensitive Health Care: Model Testing and Refinement. Heal Psychol [Internet]. 2011;30(3):342-50. Available from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3092156/>
 34. Georgetown University. Health Policy Institute. [cited 2020 Aug 8]. Cultural Competence in Health Care: Is it important for people with chronic conditions? Available from: <https://hpi.georgetown.edu/cultural/>
 35. Cummins E. Study.com. 2022 [cited 2022 May 8]. Psychological Impact of Immigration & Assimilation. Available from: <https://study.com/academy/lesson/psychological-impact-of-immigration-assimilation.html#:~:text=Psychological Impacts,- Researchers have also&text=For some immigrants%2C assimilation can, groups in a new society>.
 36. Nowaczyk J. Study.com. 2016 [cited 2020 Aug 8]. Cultural Assimilation & Extinction: Definition & Examples. Available from: <https://study.com/academy/lesson/cultural-assimilation-extinction-definition-examples.html>.
 37. Davis C. Vol. 12, Nursing Incredibly Easy. 2014 [cited 2022 May 1]. p. 4 Celebrating diversity, one patient at a time. Available from: https://journals.lww.com/nursingmadeincrediblyeasy/fulltext/2014/11000/celebrating_diversity,_one_patient_at_a_time.1.aspx.
 38. Meredith K. UVM Outreach; c2014 [cited 2020 Aug 8]. The Importance of Cultural Diversity in Health Care. Available from: <https://learn.uvm.edu/blog/blog-health/cultural-diversity-in-healthcare>.
 39. Martinelli K. Importance of Respect in the Workplace. High Speed Train [Internet]; c2018. Available from: <https://www.highspeedtraining.co.uk/hub/importance-of-respect-in-the-workplace>.
 40. Stahl A. Careers. 2021 [cited 2022 May 8]. 3 Benefits of Diversity in The Workplace. Available from: <https://www.forbes.com/sites/ashleystahl/2021/12/17/3-benefits-of-diversity-in-the-workplace/?sh=21e95a6522ed>.
 41. Indeed. Indeed for workers. 2022 [cited 2022 May 8]. 5 Advantages of Diversity in the Workplace. Available from: <https://www.indeed.com/recruitment/c/info/benefits-of-diversity#:~:text=Improved reputation for your business, new customers%2C partnerships and markets>.
 42. Harvard Kennedy School. In good company: When gender diversity boosts company reputation. Gend Action Portal [Internet]; c2022; Available from: <https://gap.hks.harvard.edu/good-company-when-gender-diversity-boosts-companys-reputation>
 43. Ndugga N and Artiga S. Disparities in Health and Health Care: 5 Key Questions and Answers. KFF [Internet]; c2023. Available from: <https://www.kff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-5-key-question-and-answers/>
 44. Smith GR. Health Disparities: What Can Nursing Do? Policy, Politics, & Nursing Practice, PubMed [Internet]. 2007;8(4):285-291. Available from: <https://journals.sagepub.com/DOI/abs/10.1177/1527154408314600?journalCode=ppna#:~:text=Health disparities result from lack, needs of other oppressed groups>.
 45. Oruche UM, Zapolski TCB. The Role of Nurses in Eliminating Health Disparities and Achieving Health Equity. J Psychosoc Nurs Ment Heal Serv [Internet]. 2020;58(12):2-4. Available from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8827216/>
 46. Rawl SM. Nurses Must Understand Health Disparities to Provide Effective Patient Education. ONS Voice [Internet]; c2020 Jan 6. Available from: <http://voice.ons.org/news-and-views/nurses-must-understand-health-disparities-to-provide-effective-patient-education>.
 47. Artiga S, Orgera K, Pham O. Disparities in Health and Health Care: Five Key Questions and Answers. Disparity Policy [Internet]; c2020. Available from: <https://www.kff.org/disparities-policy/issue-brief/disparities-in-health-and-health-care-five-key-questions-and-answers>.
 48. Purtzer MA, Thomas JJ. Intentionality in reducing health disparities: Caring as connection. Public Heal Nurs. 2019;36(3):27683.
 49. U.S. Department of Health and Human Services. Disease Prevention and Health Promotion; c2014 [cited

- 2020 Aug 7]. Disparities. Available from: <https://www.healthypeople.gov/2020/about/foundation-health-measures/Disparities>.
50. Warelow P, Karen-Leigh E, Vinek J. Care: What Nurses Say and What Nurses Do. *Holist Nurs Pr* [Internet]. 2008;22(3):146-53. Available from: https://www.researchgate.net/publication/5398655_Care_What_Nurses_Say_and_What_Nurses_Do.

How to Cite This Article

Agege EA. Nursing profession in Nigeria: The diversities and disparity in the practices. *International Journal of Nursing and Health Sciences*. 2024;6(1):09-15.

Creative Commons (CC) License

This is an open access journal, and articles are distributed under the terms of the Creative Commons Attribution-Non Commercial-Share Alike 4.0 International (CC BY-NC-SA 4.0) License, which allows others to remix, tweak, and build upon the work non-commercially, as long as appropriate credit is given and the new creations are licensed under the identical terms.