

# Dialogue on Diversity: The Importance of a Standing Diversity, Equity, and Inclusion Committee in Schools of Nursing.

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## Introduction

Diverse representation and Inclusive learning environments provide inspiration & aspiration and help students believe. Integrating a standing Diversity, Equity, & Inclusion Committee in Schools of Nursing can help overcome many barriers that have been historically problematic.

## Background

- A focus on DEI in faculty recruitment can impact student outcomes at an institution.
- Diversity on campus improves cultural awareness and critical thinking.
- Need for diversity, equity, and inclusion (DEI) training at institutes of higher learning for faculty, administrators, and staff.

(Johnson-Mallard et al., 2019).

## Purpose

To show the critical need for a standing Diversity, Equity, & Inclusion committee. The purpose of the DEI committee is to collaborate with internal and external offices to facilitate student, staff, and faculty development in DEI and support of UNCW mission and strategies plan.

## Other

- To describe the barriers schools face which are key to creating an inclusive environment.
- Create an accountability mechanism for implementing diversity and inclusion strategic plans, goals, and objectives.
- Recommend a course of action for school administration and faculty.

## Conclusion

Ongoing efforts should focus on building and maintaining an inclusive environment where differences of opinion, beliefs, and values are sought, listened to, respected, and valued in the academic setting.

## References

Johnson-Mallard, V., Jones, R., Coffman, M., Gauda, J., Deming, K., Pacheco, M., & Campbell, J. (2019). The Robert Wood Johnson nurse faculty scholars diversity and inclusion research. *Health equity*, 3(1), 297-303.



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# CAPSTONE PRESENTATION & GRADUATION

## **Dialogue on Diversity: The Importance of A Standing Diversity, Equity, & Inclusion Committee in Schools of Nursing**

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### **Biography**

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I began my education as a nurse in 2000. Working in various specialties inclusive of Labor & Delivery, Emergency Room, Corrections, and now in academia; serving in Leadership roles within each entity as well. As a current faculty member at the University of North Carolina Wilmington since 2017. My current role is Clinical Practice Track Instructor. I also serve as the Co-Chair of the School of Nursing Diversity, Equity, and Inclusion Taskforce, as well as a member of the Race, Equity and Social Justice Advisory Council for the College of Health & Human Services, and the Co-Chair of the Faculty Senate's Diversity, Equity, and Inclusion Committee. Since 2019, I have been an Invest In Nursing Faculty Fellow from the University of North Carolina Chapel Hill.

### **Contact Information**

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