Experiencing the Journey: Utilizing Simulation to Foster DEI Skills in Academia

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Introduction

- Simulation-based learning focuses on a variety of realistic DEI scenarios to allow leadership, faculty, and staff to go through the experience of underrepresented groups in the healthcare system, classroom, or in everyday life.

- Academic leadership and faculty should work to mitigate unconscious bias, conscious bias, and racism which are barriers to DEI efforts to create an environment of inclusive excellence and belonging.

- Simulation-based learning in nursing education is an effective pedagogy for reinforcing knowledge and competencies in nursing education and professional practice.

- Creating meaningful DEI simulations with trigger recordings or real-life scenarios can stimulate strong responses from learners allowing them to recognize thoughts and feelings about the experience.

Plan

- Gain buy-in with stakeholders at the College of Nursing to develop DEI simulations to be offered to all levels of professionals by Fall 2022.

- Develop a DEI simulation workgroup, to include a DEI consultant, to create a DEI simulation proposal and design DEI interactive scenarios that aligns with Bon Secours College of Nursing's compassion and

- Present simulation proposal to the Dean's Administration team for approval.
- Pilot first cohort of staff to DEI simulation training in Spring 2023.
- Evaluate DEI simulation experiences using pre/post survey data.

Implications for Practice

Nursing school leaders, faculty, and staff trained through DEI simulations are provided the tools for a positive approach to respond to bias, intervene when micro or macroaggressions occur. A process must be developed to hold individuals accountable for these behaviors.

Continuous training in simulations using explicit DEI content and experiential learning activities can promote a welcoming and inclusive academic environment, that embraces diverse life experiences, perspectives, and backgrounds.

DEI simulations may trigger intense thoughts and feelings. The debriefing process must be in a safe learning environment where learners can freely discuss their experiences with trained personnel to support anyone who is triggered.

Proposed Next Steps

- The simulation team will review pre/post survey data for potential revisions for future sessions.

- Incorporate DEI simulation activities into current nursing program simulations.

- Develop a policy on DEI simulation training procedures for all leaders, faculty, and staff at the college of nursing.

"Waking a mile in someone's else's shoes isn't as much about the walk or the shoes; it's to be able to think like they think, feel what they feel, and understand why they are who, and where they are." -Toni Sorenson"

Purpose

- Demonstrate the efficacy of utilizing DEI simulations as an interactive mechanism of skill development for faculty and staff in nursing academia.
- Examine the effectiveness of DEI simulations as an evidenced-based educational tool to enhance the knowledge and skills needed to confront racism and bias.
- Develop a plan to create an immersive simulation experience to promote awareness® linking justice, diversity, equity, and inclusivity to nursing academia and professional practice
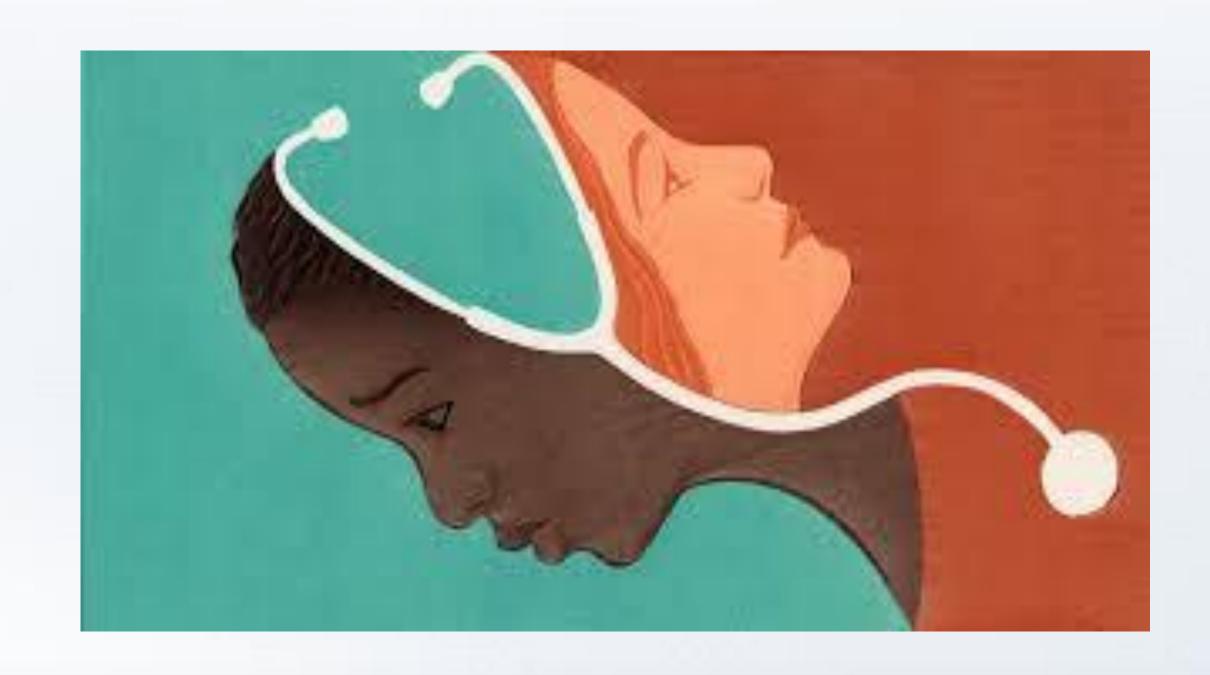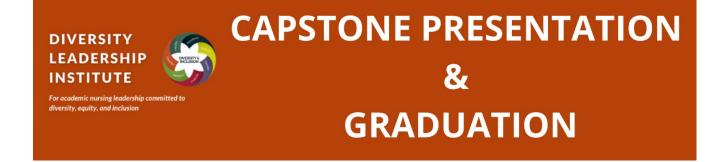
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Biography

Angel Daniels is currently working as an Associate Professor and Post Licensure and Curriculum Coordinator-General Education at Bon Secours College of Nursing. Before entering this position, Angel worked as the Clinical Transformation Manager with the Bon Secours Medical Group (BSMG), Medical Home Department, and clinical operations team. Responsible for coordination of the nurse navigators' program, medical home social workers, and advanced practice clinicians programs (APC) professional development to include the development and implementation of Bon Secours' first APC transition to practice (residency) program. Angel worked collaboratively to integrate care coordination with Bon Secours Senior Care Services, Bon Secours At Home Program, and Bon Secours Palliative Medicine programs.

Angel has over 25 years of experience working in the healthcare field. Before joining the Bon Secours Medical Group as a nurse navigator, Angel was an RN in the Emergency Department at Richmond Community hospital, nurse case manager, and site coordinator in the planning and implementation of the Healthy Beginnings program at Richmond Community Hospital.

Before joining Bon Secours Health System, Angel worked as a Quality Improvement, and Utilization management Specialist for Southern Health/Coventry Healthcare Inc. Angel also worked as a medical assistant and certified nursing assistant. Before acquiring the role of Assistant Professor, Angel worked in the position as adjunct faculty at Bon Secours College of Nursing, teaching the RN to BSN transition program in vulnerable populations dedicated to population and minority health

Angel earned her registered nurse diploma from Bon Secours School of Nursing in 2008. Angel obtained her Bachelor of Science in Nursing (BSN) in 2011 from Liberty University and went on to earn her Master of Science (MSN) degree in 2014 from Liberty University with a concentration in Nursing Education. Angel also earned her case management certification (CCM) in 2013. Lastly, Angel earned her Doctor of Nursing Practice (DNP) in December 2016 at Chamberlain College of Nursing with a concentration in Health System Leadership. Angel is a lifelong learner working concurrently on two post-master's certificates in Family Nurse Practitioner at Chamberlain University and Population Health Management at John's Hopkins Bloomberg School of Public Health.

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