

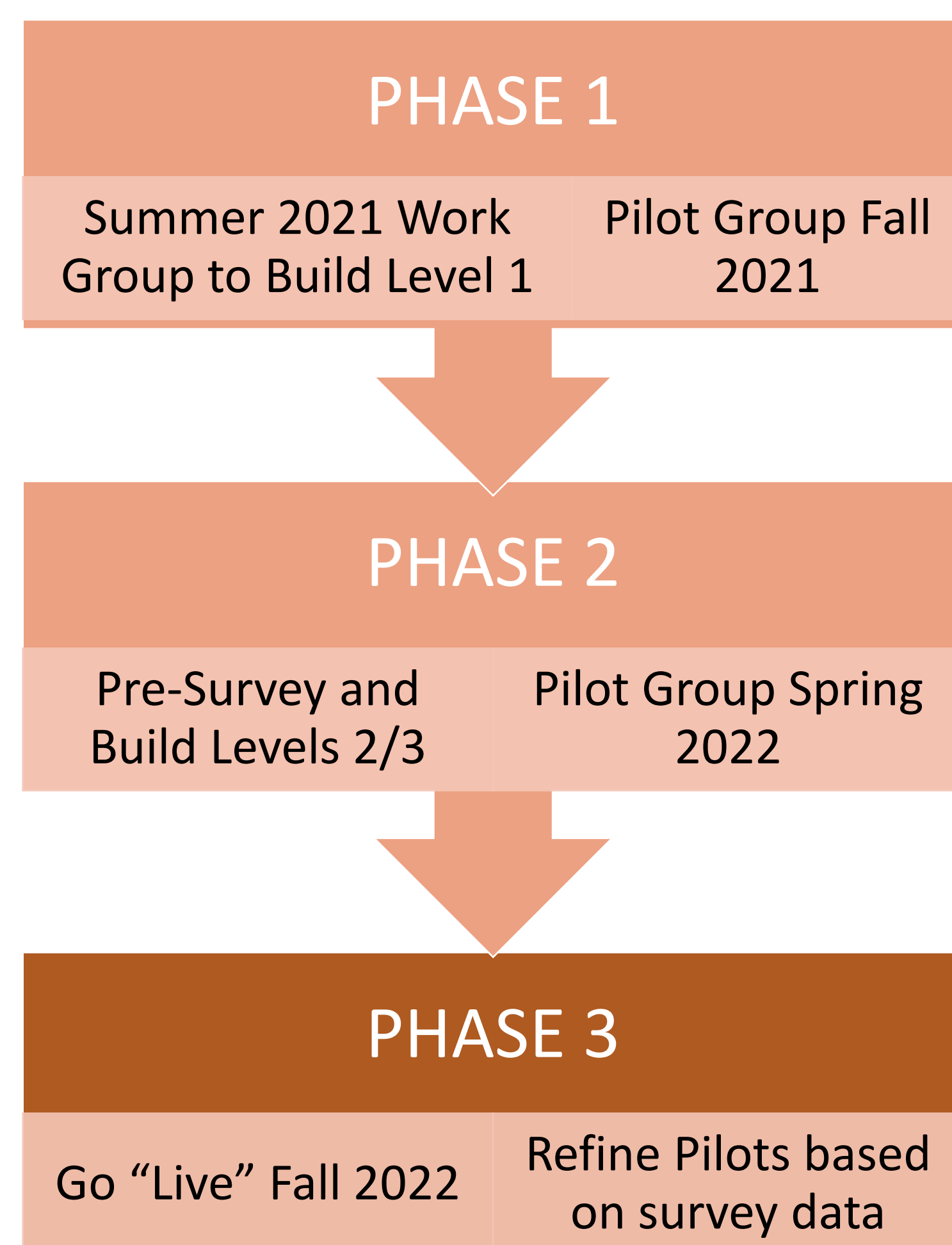
Diversity, Equity and Inclusion Certificate Program for Faculty/Staff

*Mel Freitag, PhD, Diversity Officer, School of Nursing
AACN Diversity Institute Capstone Project*

Introduction

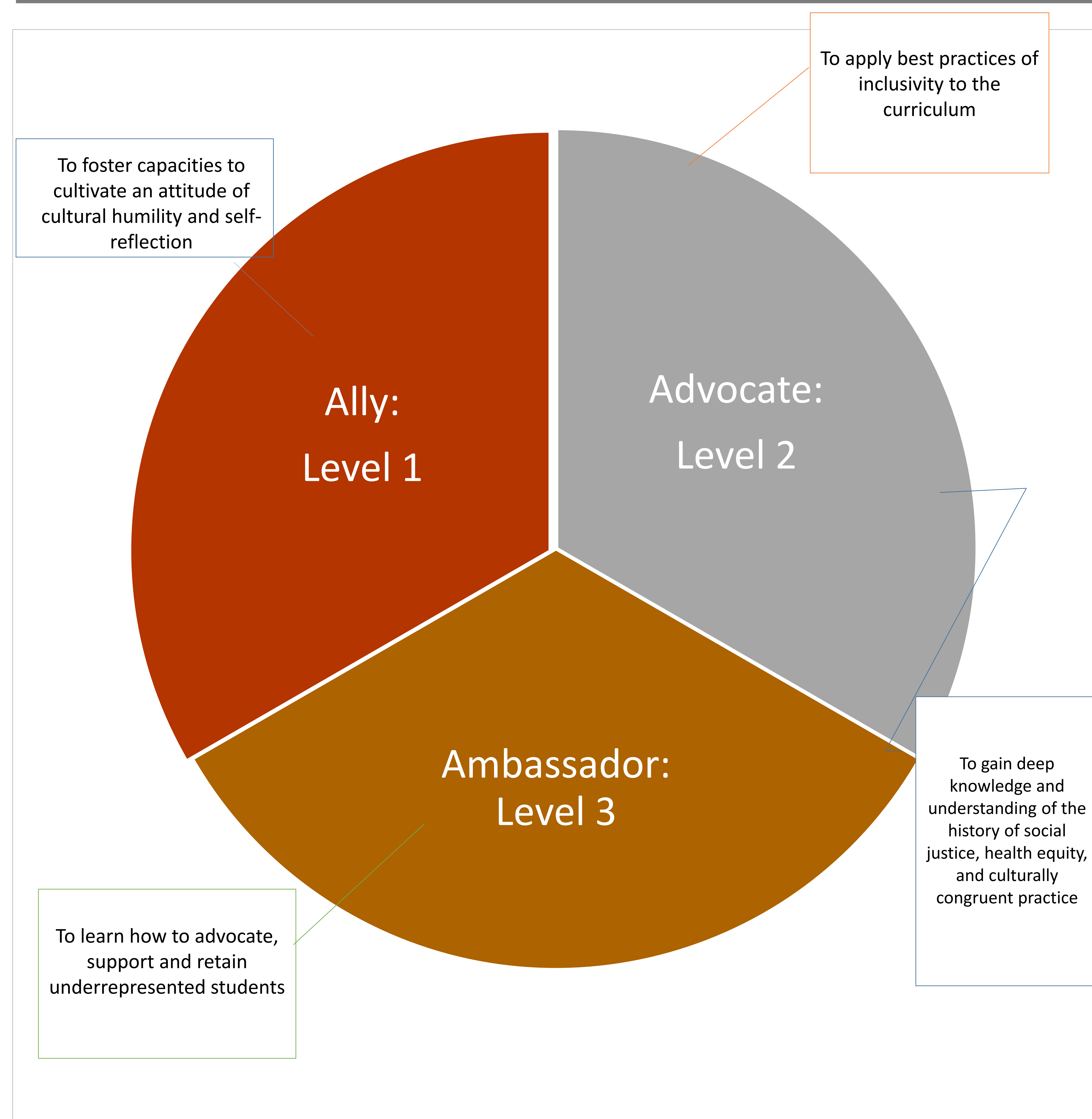
In May 2016, the UW-Madison Faculty Senate passed a resolution that all faculty should receive diversity, equity and inclusion training. Over the last few years, there have been numerous campus initiatives supporting this resolution, and events/programming have evolved to be tailored more to faculty (eg teaching/learning institutes, lunch/learns focused on teaching/research, and integration into curricula and research programs). Many of these programs are one-day or one-week, but do not give opportunities for deeper, more sustained learning that impact attitudes, behavior, and knowledge within each faculty/staff members' sphere of influence to transform the organization. More sustainable programs targeted for faculty and staff are needed in order to build an understanding of best practices, deeper knowledge, and capacities to advance inclusive excellence in teaching, research, and service.

Timeline

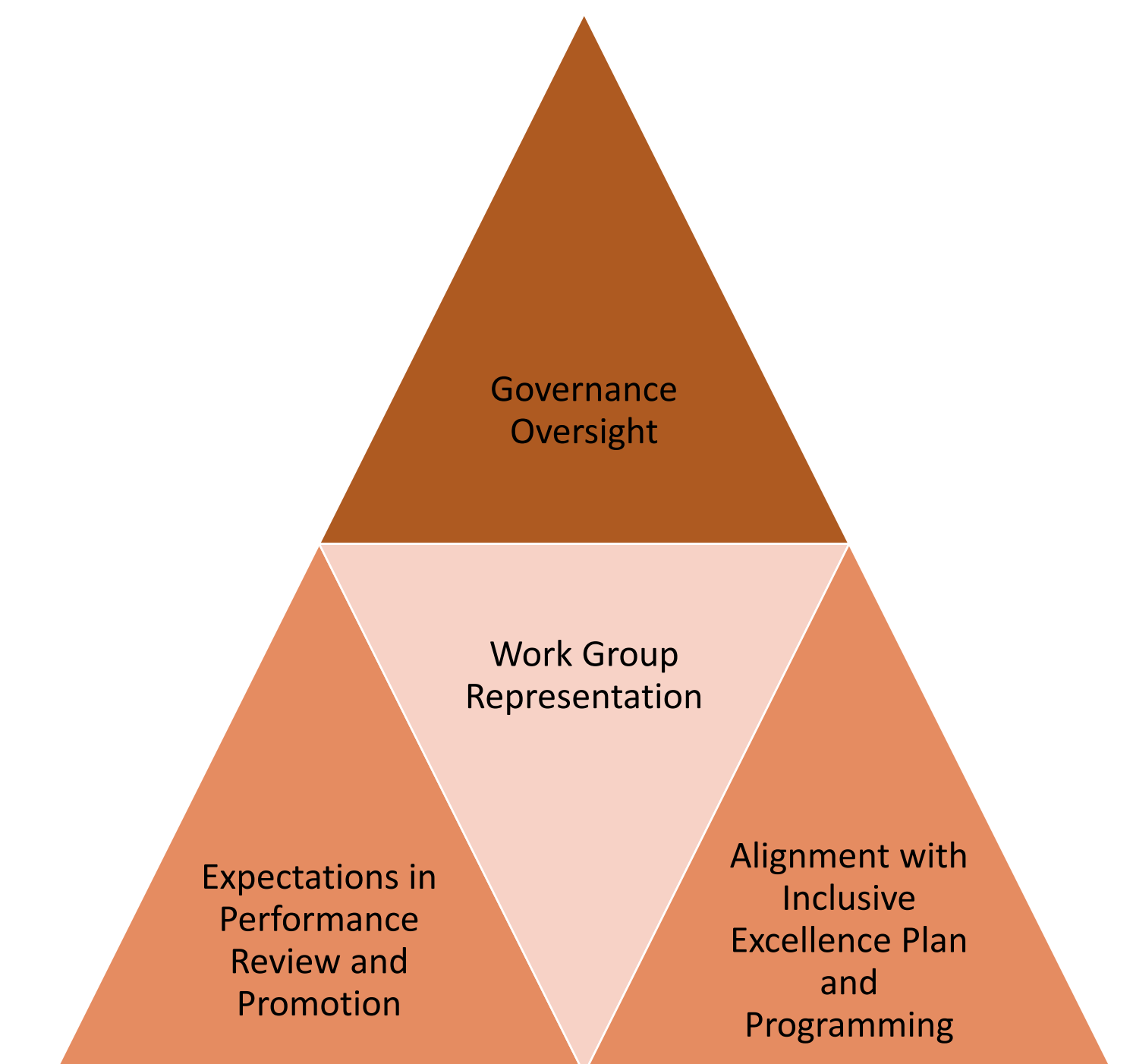


Project Goal: To build a diversity, equity, and inclusion in healthcare certificate program tailored for faculty and staff

Curriculum Structure



Considerations



Future Directions

- ❖ By 2024, all School faculty/staff will have completed the certificate program
- ❖ Tracks for research, teaching and staff will be formed to tailor the content
- ❖ The certificate will incorporate ongoing events and programming, as well as campus modules

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Mel Freitag, PhD
University of Wisconsin-Madison School of Nursing

DIVERSITY LEADERSHIP INSTITUTE



For academic nursing leadership committed to diversity, equity, and inclusion

Biography

Dr. Mel Freitag is the Diversity Officer in the School of Nursing at University of Wisconsin-Madison. Dr. Freitag serves underrepresented populations through mentorship, recruitment, programs, and professional development. Freitag strives to transform the curriculum through her work with health equity and social justice. Her scholarship explores how students' voices shape what it means to be a welcoming, supportive, and safe/brave school for all. Mel enjoys teaching, writing, running, riding her bike, hanging out with her 6.5-year-old daughter Bennett (Benny), playing with her dog Fred, and surfing the net while she's procrastinating.



Contact Information

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