

# Building the Foundation for an Inaugural Nursing Director for Diversity, Equity, & Inclusion Role in an Academic Medical Center

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AACN Diversity Leadership Institute Cohort 2, June 2022

### Introduction & Background

- Inaugural role of Nursing Director for Diversity, Equity and Inclusion (DEI) developed and filled in June of 2021.
- Due to the inaugural role, there is a lack of structure and foundation to build infrastructure and support

### Objectives

- Establish a working foundation for DEI in Nursing Practice at URCM
- Establish mission, vision & goals for Office of Nursing DEI
- Explore gaps in nursing practice workforce diversity
- Establish a culture of inclusivity & a sense of belonging
- Increase awareness on DEI concepts

### Methodology

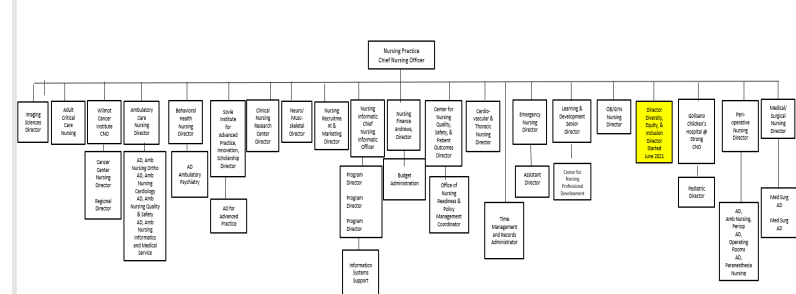
- Conducted a needs assessment via observation
- Identified gaps in current nursing policies and practices
- Explored the current structure of nursing practice councils
- Identified early adopters to of DEI initiatives
- Identified current resources gaps
- Redefined Professional Nursing Council Cultural & Inclusion Sub-Council
- Developed Nursing Practice DEI Advisory Council
  - Identified potential roles and responsibility
  - Piloted service line DEI representative for 6 months
  - Established timeline for DEI initiatives to be implemented

### Nursing Center for Diversity, Equity, & Inclusion Goals

- Design and justify a DEI budget
- Develop organizational chart for FTE's
- Provide DEI education through monthly PNC education series
- Increase visibility through DEI efforts
- Organize a Nursing DEI Advisory Council
  - Align mission, vision, & goals with UR's Equity & Anti-Racism Action Plan
- Create timeline for implementation
- Explore and assess the Diversity of our nursing workforce
  - Obtain nursing workforce demographic data
  - Obtain community population demographic data
  - Identify gaps or trends in the data
  - Develop strategies for increasing nursing practice workforce diversity

### Data Assessment

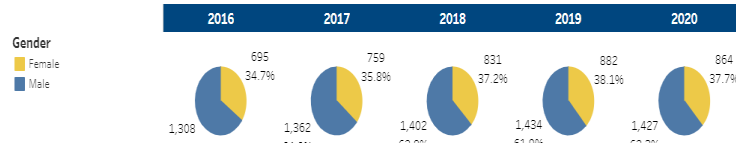
Nursing Practice Organizational Chart



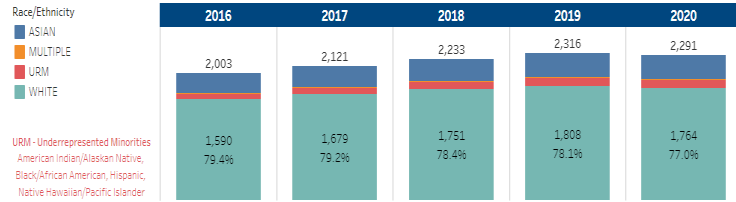
- Yellow: Represents Inaugural Nursing Director for Diversity, Equity, & Inclusion with a direct report to Chief Nursing Officer.
- Start date: June 14<sup>th</sup>, 2021

### Initial Results of Needs Assessment

#### Gender



#### Race/Ethnicity



URM - Underrepresented Minorities  
 American Indian/Alaskan Native,  
 Black/African American, Hispanic,  
 Native Hawaiian/Pacific Islander

### Diversity, Equity, & Inclusion Organizational Goals

- **Short Term Goals**
  - Implement Mentoring Program for Black Nurses
- **Long Term Goals**
  - Increase DEI prepared representation at the unit level and leadership representation at the service level
  - Train self-identified DEI champions and representatives
    - Define what DEI prepared representation means
    - Identify tools and resources needed to prepare DEI champions and representatives
  - Establish roles and responsibilities for a successful DEI program within Nursing
    - Promotion of Nursing Practice's Equity & Anti-Racism Action Plan



# CAPSTONE PRESENTATION & GRADUATION

## Building the Foundation for an Inaugural Nursing Director for Diversity, Equity, & Inclusion Role

Sheniece Griffin, DNP, RN, CNL

### Biography

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Sheniece L. Griffin, DNP, RN, CNL, is the inaugural Nursing Director for Diversity, Equity, and Inclusion, at the University of Rochester Medical Center, and an Assistant Professor of Clinical Nursing, at the University of Rochester School of Nursing.

Dr. Griffin is a leader within the nursing profession who is passionate about growing a diverse and inclusive workforce. Dr. Griffin started her nursing career as a student nurse patient care technician in 2007 and in 2010 became a registered nurse. As of recent, she has been appointed to the inaugural position as Nursing Director for Diversity, Equity, and Inclusion at the University of Rochester Medical Center. As Nursing Director, Dr. Griffin leads diversity, equity, and inclusion initiatives within the Medical Center and partners with the Office of Equity and Inclusion and the University of Rochester School of Nursing. Prior to this position, she served in the role of Clinical Care Manager with the University of Rochester Primary Care Network. In that role, she successfully led a number of initiatives aimed at population health, chronic disease management, and transitions of care. Further, Dr. Griffin also has experience as a home care liaison nurse, acute care coordinator, and house supervisor in long term care. Dr. Griffin was awarded the 2017 Michele Unger Leadership Award from University School of Nursing.

Dr. Griffin received her BSN (2010) from St. John Fisher College, a Master's of Science (2019) from the University of Rochester School of Nursing in Clinical Nurse Leadership, and a Doctorate of Nursing Practice (2021) in Clinical Nurse Leadership at University of Rochester School of Nursing, which she holds a CNL certification from the Commission of Nurse Certification. She also holds a Bachelor's of Arts degree in Psychology from University of Buffalo (2008). She is an executive board member of the Rochester Chapter of the National Black Nurses Association, holding the role of Corresponding Secretary and Membership Chair. She is also an active member and holds an executive role as financial secretary for the Moorish Science Temple of America Inc, Branch Temple 11 in Syracuse, New York.

### Contact Information

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