

# Trailblazing Our Diversity, Equity & Inclusion Journey

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Chief Officer of Diversity, Equity & Inclusion

## Current Status:

- The United States is diverse and multicultural, and it is predicted that minority populations will continue to grow which will mark the end of a majority group. <sup>1</sup>
- The Nursing profession in academic, leadership, research, and workforce sectors does not reflect the nation's changing demographic profile. <sup>2,3</sup>
- We have a critical need to prepare our nursing students to provide culturally sensitive and equitable healthcare. <sup>2</sup>

**Table 1. Alignment of the DEI Action Plan across USF & College of Nursing Strategic Plans**

University of South Florida Strategic Plan <sup>4</sup> 2022-2027	College of Nursing Strategic Plan <sup>5</sup> 2021-2024	College of Nursing DEI Action Plan 2021-2024
Recruit and retain diverse faculty, staff & students. Goal 4	Increase student diversity & enrollment to meet community needs Goal 1	Promote representation and inclusion of diverse and underrepresented student & faculty groups at the College of Nursing Goal 2
Enhance academic programs and curricular to be inclusive of diverse perspectives. Goal 4	Increase full time diverse NTE & TE faculty to align with program needs. Goal 1 & 2.	Guide the implementation of DEI concepts in Professional Nursing Education & curriculum. Goal 2
Increase and sustain availability of flexible/adaptive instructional environments and research workspaces aligned equitably with unique campus needs to promote access and success Goal 4		Assess team members & students' perspectives related to the academic, work, and teaching-learning environment. Goal 1
Foster a positive employee experience that embraces a dynamic workplace environment. Goal 4		Implement DEI principles into marketing & communications and in orientation programs for team members & students. Goal 1

**Table 2. USF Health College of Nursing DEI Action Plan & Initiatives**

Goal 1: Create an Inclusive & Supportive Environment	Goal 2: Prepare a Diverse Nursing Workforce
<p>DEI Signature Initiatives &amp; Social media of DEI Trailblazers</p> <ul style="list-style-type: none"> <li>• Hispanic Heritage</li> <li>• Asian Pacific Islander Desi American (APIDA) Heritage</li> <li>• Black Heritage</li> <li>• Gender Identity &amp; Sexual Orientation</li> <li>• Civility Initiative</li> <li>• USF Health Culture Coin</li> <li>• Diverse Nursing Workforce</li> </ul>	<p>Create Infrastructure to support Holistic Admissions Review <sup>6</sup> &amp; evaluate existing admissions process to identify utilization of best practices.</p> <p>Collaborate to support underrepresented minorities student campaign</p> <ul style="list-style-type: none"> <li>• Outreach to 94 students with 11 faculty- year one</li> </ul> <p>Sustain partnership with B.E.S.T. Academy a pipeline program to increase diversity in healthcare professionals.</p> <ul style="list-style-type: none"> <li>• Lectures for Summer Academy sessions</li> <li>• Active Shooter simulation</li> </ul>
DEI education orientation- Team members & students	DEI Academic Highlights
Muma College of Business DEI Workplace Certificate- Team members	Special Advisor for DEI in the Nursing Curriculum
Representation on Presidential Advisory Committees & Councils	Designation as a Hispanic Serving Health Professions School (HSHPS) to support equitable health and well-being for our Hispanic community.
<ul style="list-style-type: none"> <li>• Status of Latinos</li> <li>• Committee on Black Affairs</li> <li>• Accessibility</li> <li>• DEI Council</li> <li>• Council of Racial Justice</li> <li>• Black Faculty &amp; Staff Council</li> <li>• ALIANZA</li> </ul>	Representation in the AACN DEI Leadership Network

**Table 3. FY 20-21 USF College of Nursing Student Enrollment <sup>7</sup> & AACN Diversity Data <sup>8</sup>**

	Underrepresented Minorities (URM) <sup>9</sup>		Males	
	USF	AACN	USF	AACN
Undergraduate	46.2%	37.9%	13.9%	12.8%
Graduate Masters	38.1%	37.1%	13.1%	11.7%
PhD	41.2%	33.8%	5.6%	10.5%
DNP	41.8%	37.2%	18.7%	14.2%

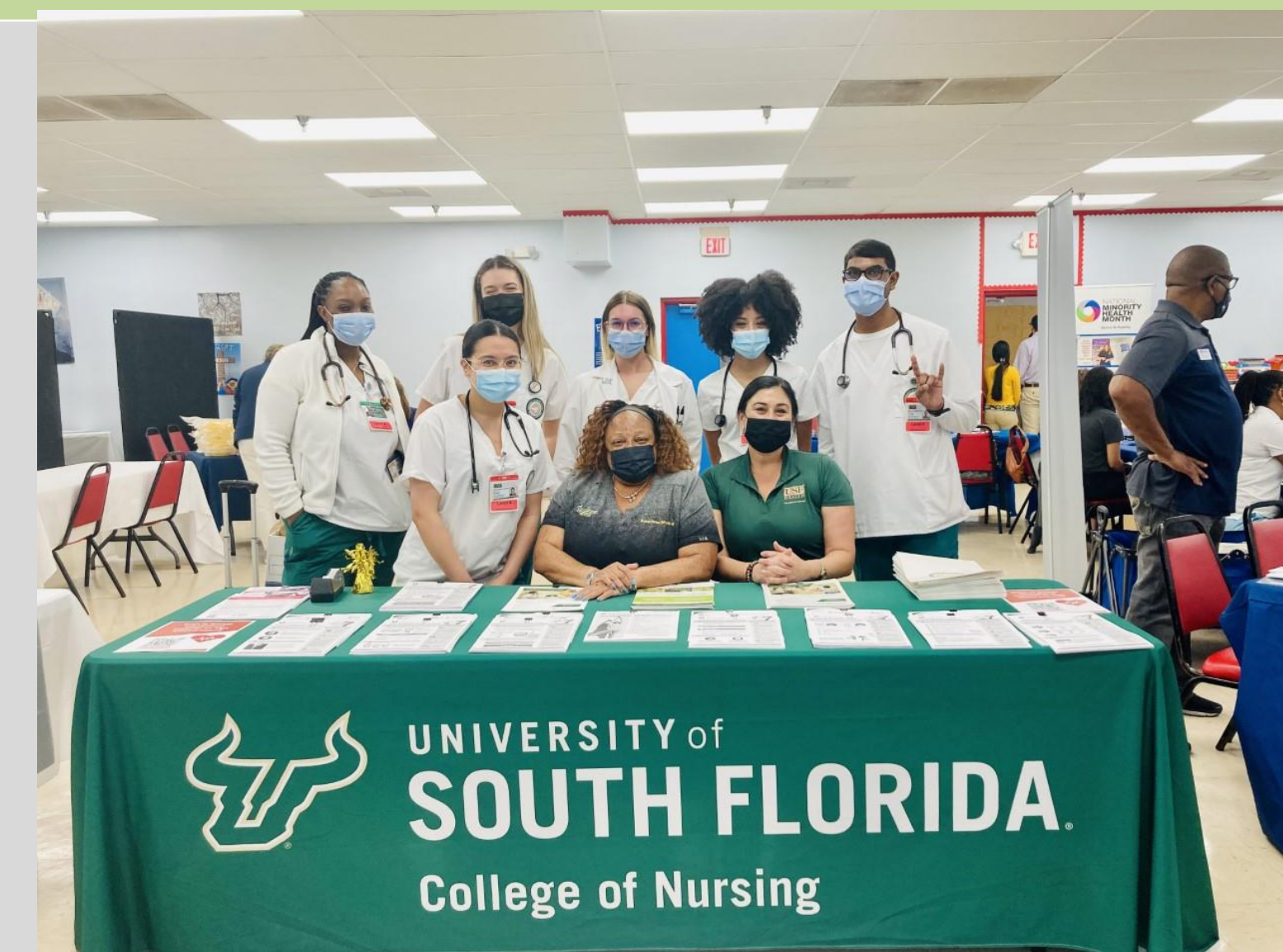


Join us in our DEI journey!

## Special Acknowledgment:

- Diversity Committee
- DEI Strategic Planning Taskforce
- Executive Leadership
- USF DEI

## References



Community outreach providing COVID Vaccinations & Health education.



Showing our Pride!



APIDA Heritage Celebration Lion Dance

Addressing DEI & taking action to build nursing capacity to achieve health equity.



# CAPSTONE PRESENTATION & GRADUATION

## Trailblazing our Diversity, Equity, and Inclusion Journey

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### Biography

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Bio- Dr. Ivonne Hernandez, PhD, RN, IBCLC

<https://health.usf.edu/nursing/faculty-staff/directory/ifhernandez>

Dr. Ivonne Hernandez is the inaugural Chief Officer of Diversity, Equity, and Inclusion and an Assistant Professor at the College of Nursing at the University of South Florida (USF). She received her bachelor's, master's, and doctoral degrees from USF and has over 20 years of experience in maternal-child health with a specialization in Lactation.

Dr. Hernandez serves in multiple roles to support representation across a variety of settings. Dr. Hernandez is actively engaged in community service as the President of the National Association of Hispanic Nurses (NAHN) WestFL local chapter. The chapter champions the provision of culturally sensitive health care for the Hispanic/Latinx community and provides mentorship and networking opportunities for nurses and nursing students. Dr. Hernandez is also a board member of the Brain Expansions Scholastic Training (BEST) Medical Academy, a premier pipeline program to support its mission of working with underserved groups to prepare future diverse healthcare professionals.

Dr. Hernandez has worked collaboratively with leadership, faculty, and staff to create a Diversity, Equity, and Inclusion (DEI) Strategic Action Plan that positions the college to serve a diverse and multicultural Tampa Bay region. Serving in the capacity of Chief Officer of DEI, she looks forward to leading across differences and working to create measurable change to impact diversity, equity, and inclusion in the nursing profession to positively impact health outcomes for our nation.

### Contact Information

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