

## Background in Support of DEI Initiative

GVSU Reach Higher 2025 Core Values:  
*An Inclusive and Equitable Community  
A Culture of Educational Equity.*

Kirkhof College of Nursing (KCON) Mission:  
*“Provide quality nursing education to a diverse population of students”.*

KCON siloed due to geographical location and rigor/rigidity of required courses.

KCON highly supportive of DEI initiatives

- Holistic Admissions for prelicensure programs (2019)
- Task force participation in local public school pipeline development (2021)
- HRSA Nursing Workforce Diversity Grant for RN to BSN and MSN students (2021)

## Framework

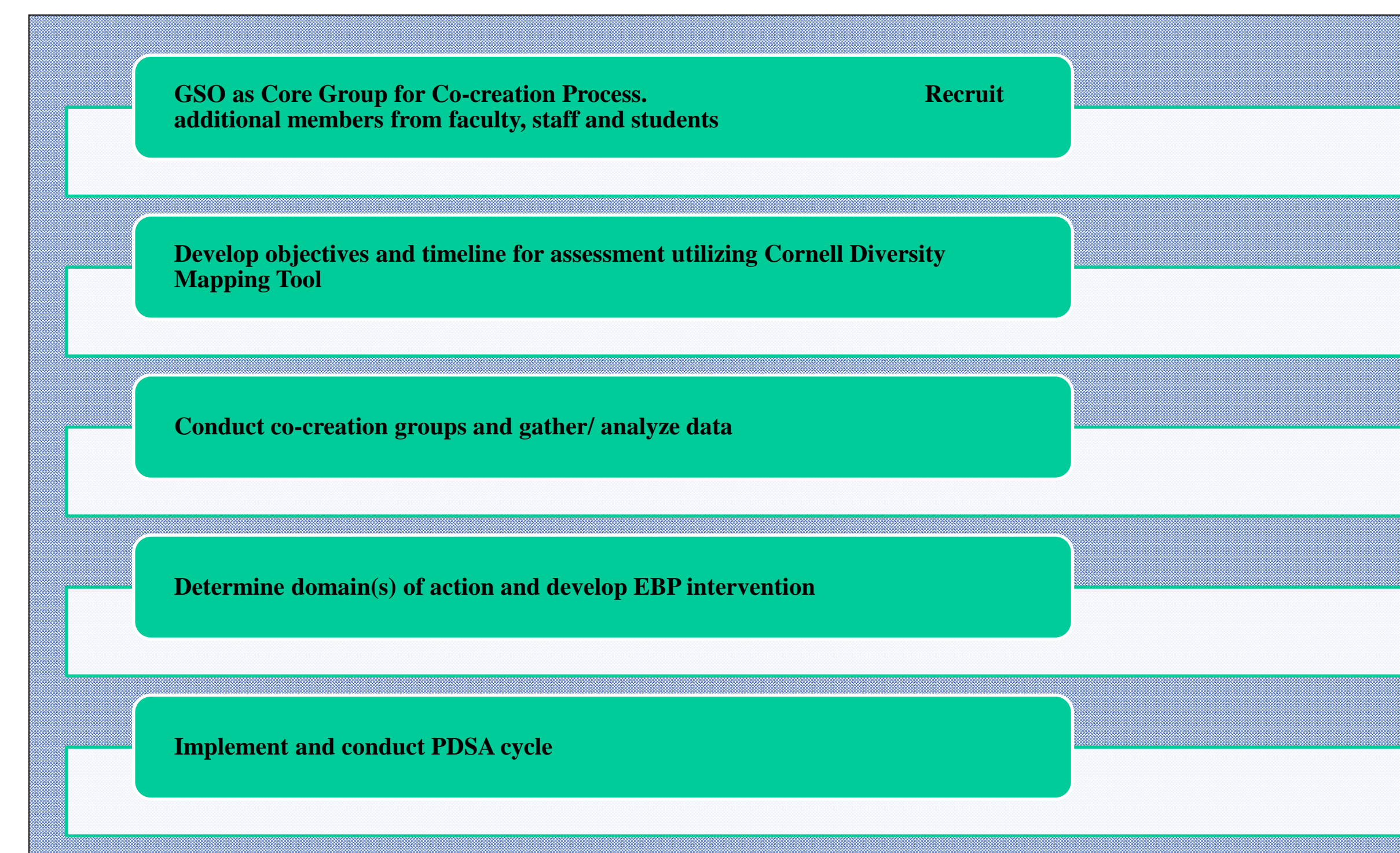
Co-Creation in Health Professions Education

- Intentional collaborative practice between educators and learners
- Optimizes educational experiences
- Empowers learners
- Promotes interprofessional practice
- Creates vision / Enhances leadership

## Methods & Design

Core group acts as project task force-  
Faculty & Graduate Student Organization

Theory of Transformation modeled after St. Olaf College DEI Initiative serves as structure for interventions/assessment



Pilot Project Plan.

## Pilot Implementation - First Steps

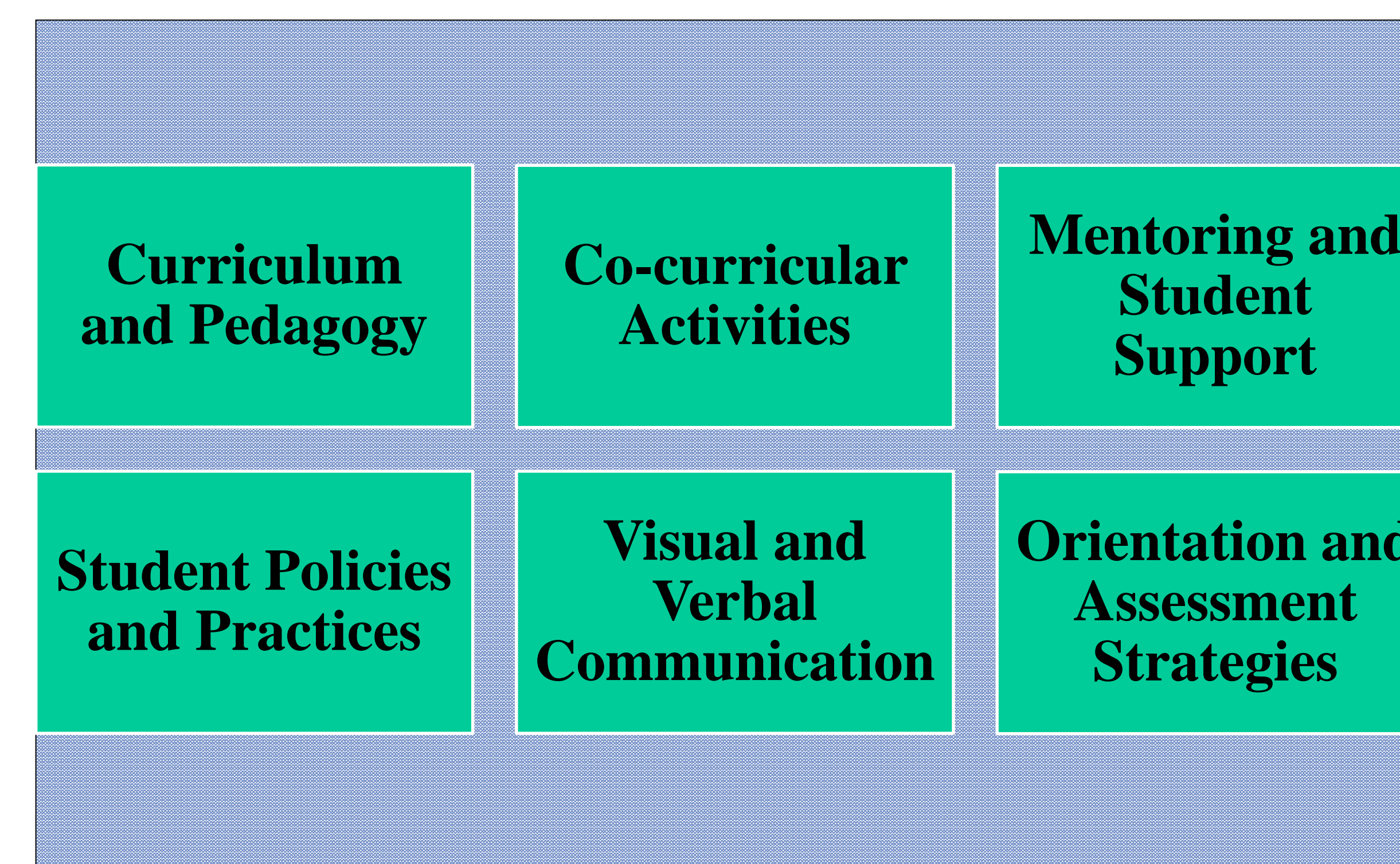
GSO Board approved adding DEI initiative and added liaison position. Faculty led. (5/2022)

Project development based on NACNS process

Co-Creating sessions with students, faculty & staff (Fall 2022)

Utilize Cornell University’s Diversity Mapping Tool to assess D and I in KCON Graduate programs.

Utilize St. Olaf Theory of Transformation Model to develop evidence-based interventions to increase inclusivity within one or more domains.



Action Domains.

## Current State Identified Issues of Inclusivity

Predominantly White Institution (PWI)

KCON- Students: 82.5% Faculty: 88.5%

GVSU 2021 Climate Survey

49% Believe all community members have a sense of belonging. Compare to 58% in other institutions.

Report: Experienced discrimination or negative comments aimed at racial identity

Black-30% Latinx-22% Asian- 17% White-2%

## Advantages to Students

Competency based: Work is congruent with several 2021 AACN Essential Domains, Competencies and Sub-competencies.

Provides Immersion experience with meaningful participation

Models DEI awareness and action to student population

Provides DNP project opportunities

Innovative- increasing opportunities for student dissemination.

## Impact/Sustainability

DEI becomes part of the mission of the GSO. Subsequent boards can continue work, incorporate DEI components into ongoing GSO mentorship programs.

Supports KCON’s HRSA NWF Grant.

Supports Reach Higher 2025 commitment to “empowered educational experiences”.

**Funding;** GVSU Center for Scholarly and Creative Excellence Sandbox Grant



# CAPSTONE PRESENTATION & GRADUATION

## Students Championing Diversity, Equity, and Inclusion: Faculty-Student Collaboration Towards an Inclusive Climate

Anne McKay, MSN, DNP, ANP-BC, CHSE

### Biography

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Dr. Anne McKay received her BSN from an HBCU, Delaware State University. She received her MSN in Public Health Nursing from the University of Virginia, and both her post-MSN Adult Nurse Practitioner certification and Doctorate of Nursing Practice from the University of Michigan. Her 28-year APRN career has encompassed a wide variety of populations and healthcare settings. Among other roles, Dr. McKay taught physicians in the People's Republic of China in a WHO program, served as a public health nurse in rural Virginia, directed a student health service, and developed an NP staffed and managed osteoporosis clinic for a community hospital system. She is currently completing her 4th year in academia as an Assistant Professor in the Kirkhof College of Nursing, Grand Valley State University. Dr. McKay's scholarship has shifted from osteoporosis management to DEI and collaborative scholarship with her DNP students.

### Contact Information

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Anne McKay, MSN, DNP, ANP-BC, CHSE  
Assistant Professor  
Grand Valley State University  
mckayan@gvsu.edu  
616-566-7064