

Building Sustainability in a DEI Committee Requires Continuity, Prominence, and Collective Commitment

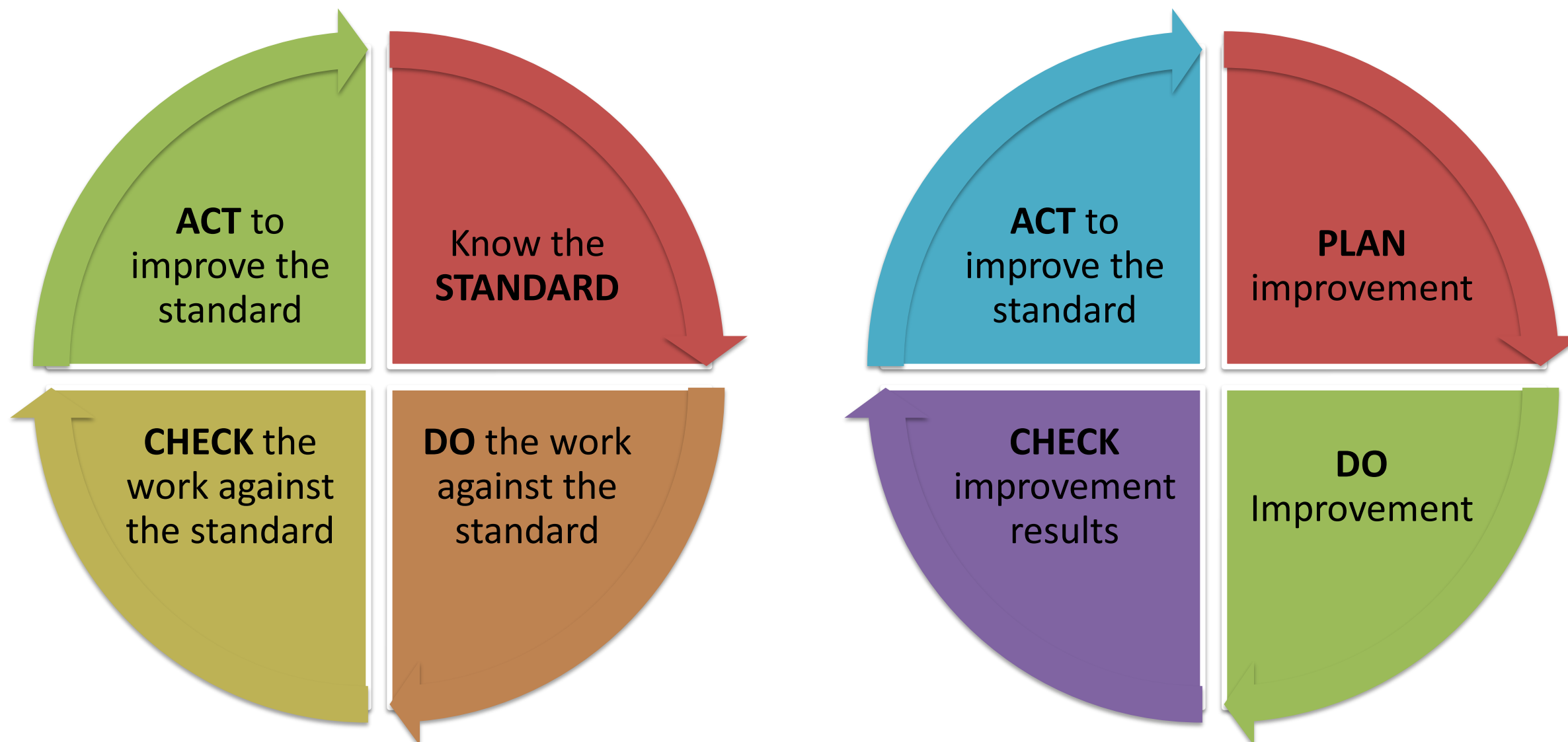
American Association of Colleges of Nursing Diversity Leadership Institute Capstone
 Kiana M. Million, MHI
 Program Director
 Co-Chair, Committee for Equity and Inclusive Excellence

Introduction

Strategic Priority: Build a culture of health focused in social determinants.

Vision statement: Through the creative leveraging of technology, innovation and inclusive excellence, the University of Cincinnati College of Nursing will lead and impact the transformation of health care through strategic partnerships.

Getting proximate to diversity, equity, and inclusion issues is important for addressing structural inequities that systemically oppress or advance power and privilege for different groups.



SDCA Cycle of Routine Work

PDCA Cycle of Improvement Work

Committee for Equity and Inclusive Excellence

- Established in 2013
- Advisory group to the Dean
- Led by a faculty co-chair and a staff co-chair
- Comprised of appointed members from faculty, student, staff, alumni, and college advisory board.
- Purpose: Develop, in consultation with the College of Nursing's Leadership Council, specific goals and data-driven strategies:
 - Addressing perceptions of an inclusive environment;
 - Improving compositional diversity,
 - Ensuring cultural competency as a construct throughout the curriculum.



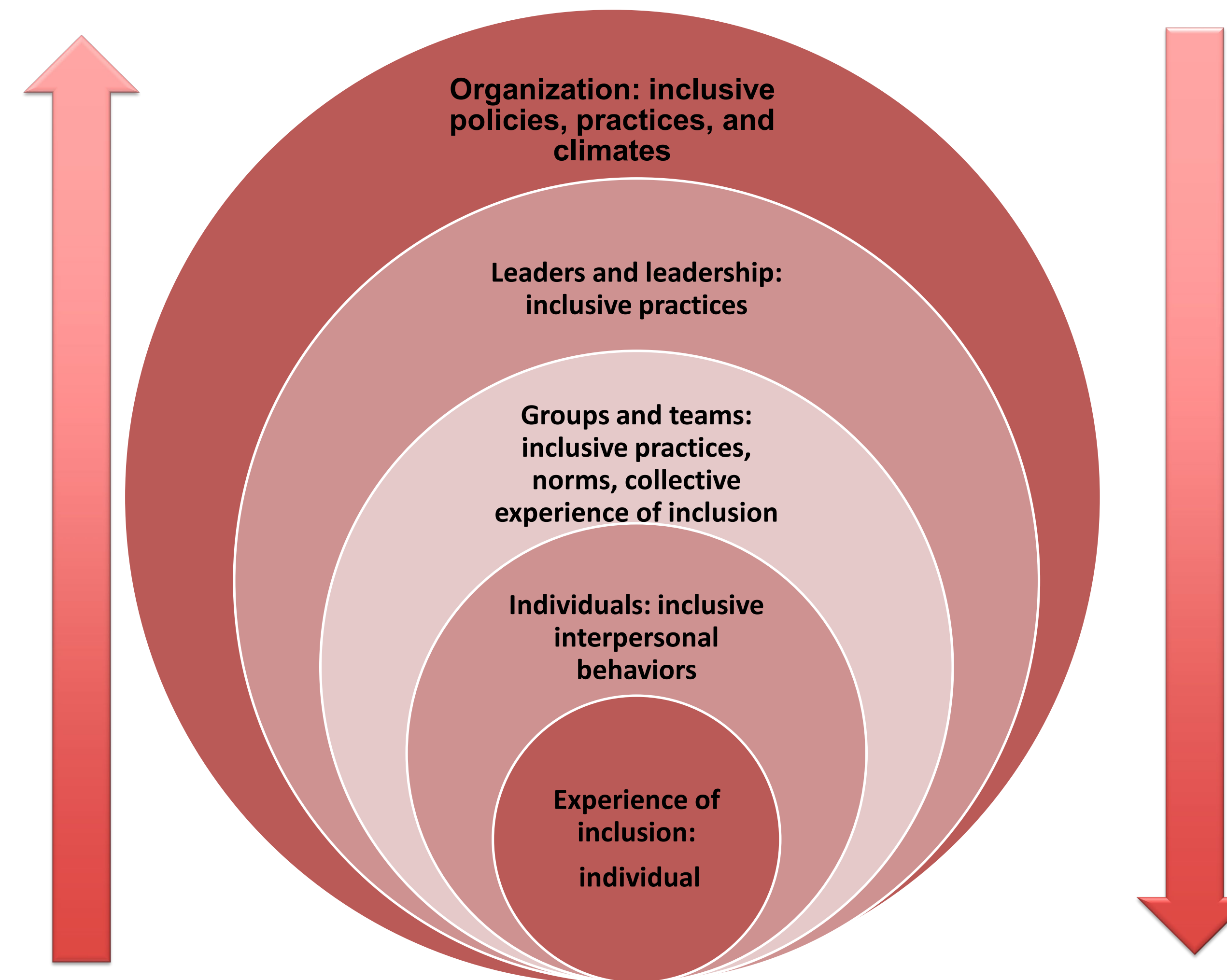
Photos from the 2019 College of Nursing Culture Festival as part of UC WorldFest

Vision: **Inspire, influence, recommend, and challenge** the College of Nursing, University of Cincinnati, and the Nation to serve as a leader **for a sustainable model** that embraces and reflects the diversity of the population we serve.

Mission: To be the **CHANGE CATALYST** for a **CULTURE OF INCLUSIVE EXCELLENCE**.

Reimagining Inclusion at the University of Cincinnati

Systems of Inclusion: A Multi-level Framework

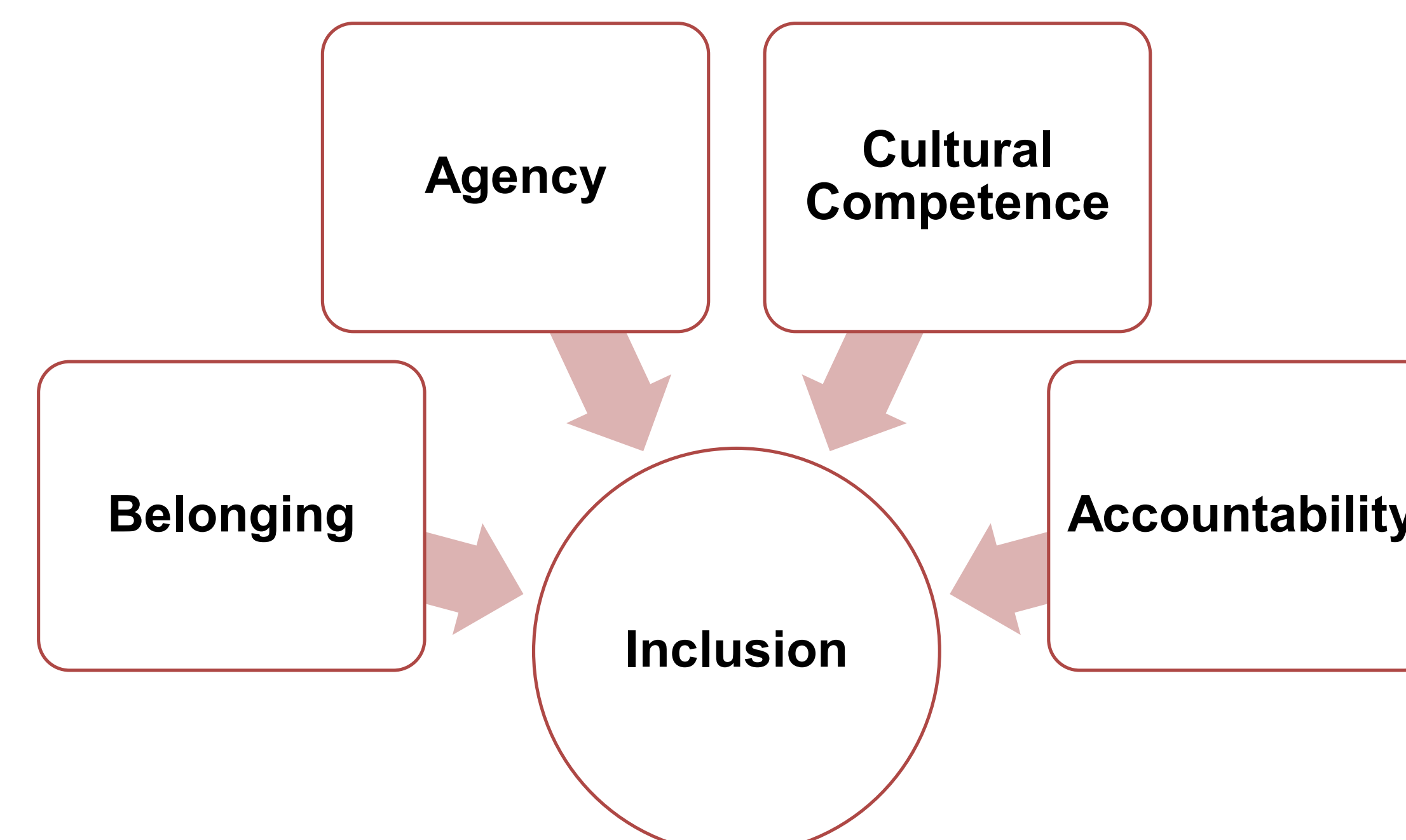


Source: Exploring Inclusion and Its Paradoxes: Toward Truly Engaging Diversity as a Valued Resource in Consulting and Coaching by Bernardo M. Ferdman In Diversity at Work, 2017

Aims

Utilizing the four tenets of the University's commitment of Inclusive Leadership, this project aims to:

1. Examine the functionality, authority and purpose of the committee to serve as the internal change team for Multicultural Organization Development (MCO).
2. Develop shared language and understanding to progress the work of the committee.



Implementation Strategies*

1. Formerly recognize the Committee for Equity & inclusive Excellence through the College of Nursing bylaws.
2. Examine the membership selection process to reduce high discretion decisions. (e.g. timing, qualifications rubric, etc.)
3. Examine the committee structure and appointment cycle to promote consistency, sustainability and equitable representation amongst college units.
4. Identify graduate student ambassadors in support of expanded student representation.
5. Explore positioning of ex-officio members who possess historical contextual knowledge relevant to institutional diversity, equity, and inclusion initiatives.
6. Establish roles and responsibilities to clarify expectations of membership. (e.g. attendance & participation requirements, taskforce descriptions & duties, etc.)
7. Develop mechanism for committee members to provide feedback regarding self & peer performance, personal needs and momentum.
8. Develop onboarding program to include self-guided and facilitator led training curriculum in partnership with University and community partners.
9. Formalize digital workspace to promote collaboration.
10. Host kick-off retreat to establish rapport and cultivate trust.
11. Acknowledge accomplishments, document lessons learned, and develop next year's goals through end of year retreat.
12. Other implementation strategies will be added based on stakeholder consensus.

*Will be presented to the steering committee and full committee for approval and consensus prior to execution.

Acknowledgements

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Many Thanks to Dr. Vernell DeWitty and Dr. Roland Johnson for cultivating this experience with esteemed mentors, facilitators, and collaborative colleagues.

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DIVERSITY LEADERSHIP INSTITUTE



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

Biography

As a University of Cincinnati Diversity & Inclusion Resource Liaison and College of Nursing Co-chair for the Committee of Equity and Inclusive Excellence, Kiana Million leads efforts to increase student, faculty, and staff engagement by generating educational experiences to galvanize action and accountability for inclusive excellence. Ms. Million earned a Bachelor of Business and Master of Health Informatics from the University of Cincinnati. A consistent learner, she explores the realms of intersectionality as a college-educated, woman of color, working in academia. Ms. Million has supported student, faculty, and UC College of Nursing program success for over 20 years.



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