

Teamwork Makes the Dream Work: Development of a Multilevel DEIBJ Committee

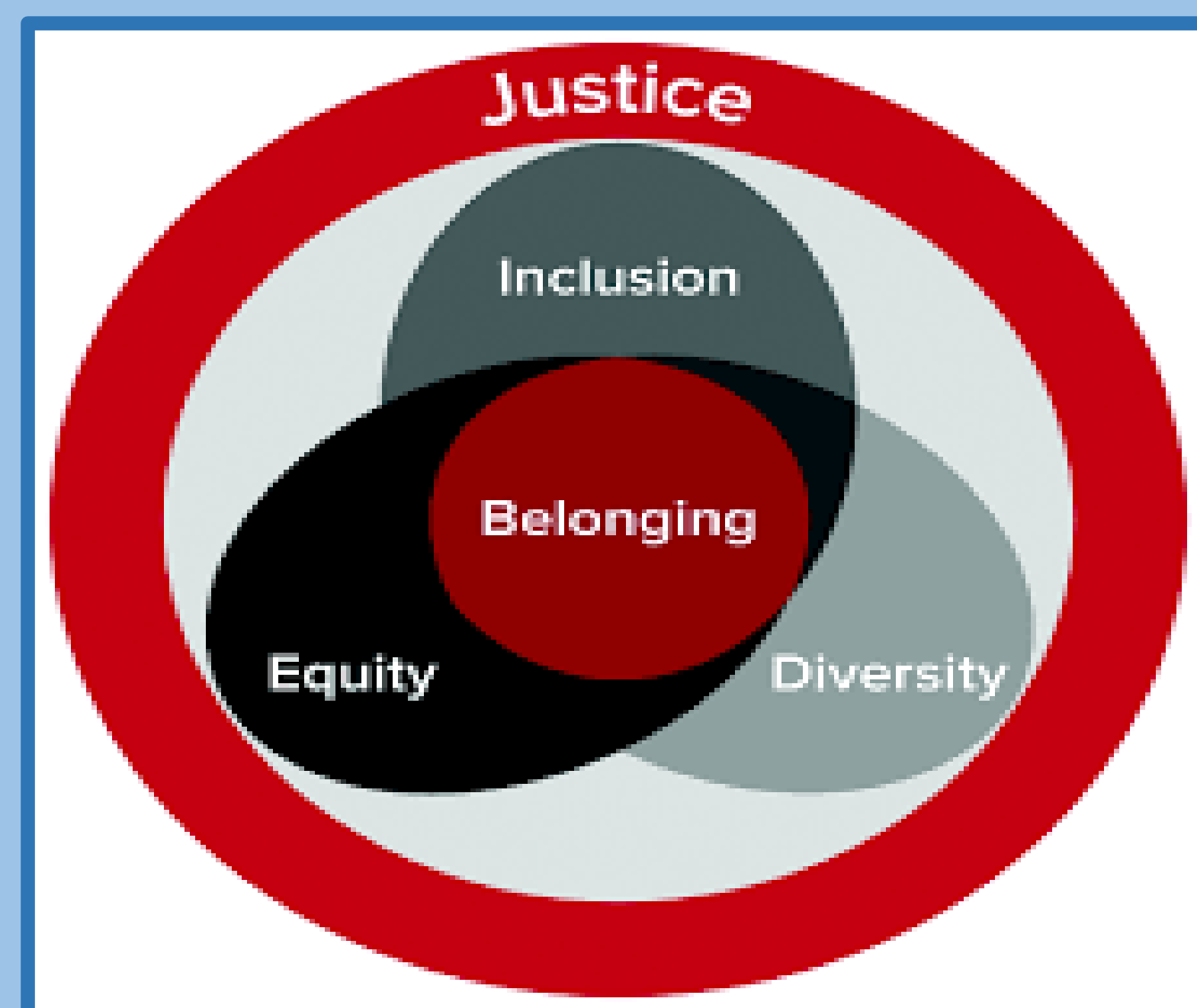


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PURPOSE

The purpose of this project is to establish college and department wide standing committees that advance, promote, and support diversity, equity, inclusion, belonging, and justice (DEIBJ) standards and initiatives for faculty, staff, students, and other key stakeholders



RATIONALE/SIGNIFICANCE

- Considering the current days and times that we are in, tensions surrounding the tenants of diversity, equity, and inclusion are at an all time high.
- We see these instances in society as a whole and feel the impact on a more intimate level of our very being – ‘work’.
- Belonging and justice are essential components to be included in the DEI paradigm to truly comprise ‘Inclusive Excellence’ within workplace environment.
- It is important for colleges and schools of nursing to envelop DEI as a part of the fabric of the organization sustainability and growth.
- As a result, we will be able to recruit, retain, diverse faculty while socializing our students to embrace and embody DEIBJ in the care that they give and how they will contribute to our great profession of nursing.

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BACKGROUND

- University of Detroit Mercy is uniquely positioned as a Jesuit/Mercy institution.
- Social justice is a part of our University mission and a premise that all faculty, staff, and students abide by.
- In our effort to live our mission, it is necessary to add diversity, equity, inclusion and belonging within our paradigm of inclusive excellence.
- Even more, it is important that a standing to spearhead our efforts of intentionality in our curriculum.

GOALS AND OBJECTIVES

- Establish college and department wide standing committees that advance, promote, and support DEIBJ standards and initiatives for faculty, staff, students, and other key stakeholders.
- Enhance organizational capacity through the DEIBJ lens.
- Develop best DEIBJ practices that can be utilized across campus and shared with other health professions colleges and schools of nursing.

FRAMEWORK

Daryl G. Smith's Framework for Diversity



ASSESSMENT PLAN

- Qualitative and quantitative data
- Confidential 1:1 interviews with leadership and employees
- Small confidential focus groups
- Anonymous online surveys
- Findings and recommendations
- Goals and action plans
- *Obtain and review school and college specific demographic data, to include faculty, staff, and students

COMMITTEE CHARGES

- Assist in the implementation of the organizational assessment.
- Address all school and college policies through a DEI lens.
- Create DEIBJ definitions for the school and college along with position statements.
- In collaboration with standing curriculum committees, review syllabi and curriculum plans to determine how DEIBJ is infused into our courses across all programs.
- Provide recommendations to leadership.
- Develop and implement DEIBJ initiatives and programming focused on education and awareness.
- Serve as a resource for recruitment, hiring, retention, and issues related to the DEIBJ space.

PROPOSED TIMELINE

- | | |
|------------------|---------------------------|
| • Aug – Dec 2022 | Assessment |
| • Dec 2022 | Invitation to participate |
| • Jan 2023 | Appoint members |
| • Feb 2023 | Planning retreat |
| • Feb – May 2023 | Monthly meetings |

IMPLEMENTATION PLAN

- Use data from assessment plan to undergird the revisions of work to date and the work ahead for the committee.
- Obtain and review school and college specific demographic data, to include faculty, staff, and students
- Invitation to participate based on demographics
- Decide committee size, criteria for membership and tenure norms
- Involve all levels of leadership (Enlist allies)
- Develop committee charter and rules of engagement
- Create focus, scope, and infrastructure – advisory, strategy, implementation and evaluation
- Create agenda and minutes template
- Decide upon chair/co-chair/secretary
- Set goals and integration into the larger University ecosystem
- Decide what success looks like
- Develop budget and budgetary needs
- Define metrics and measures to monitor progress

EXPECTED OUTCOMES

- Establish college and department wide standing committees that advance, promote, and support DEIBJ standards and initiatives for faculty, staff, students, and other key stakeholders
- Enhance organizational capacity through the DEIBJ lens
- Develop best DEIBJ practices that can be utilized across campus and shared with other health professions colleges and schools of nursing

REFERENCES

- Smith, D.G. (2012). Building Institutional Capacity for Diversity and Inclusion in Academic Medicine. *Academic Medicine* 87 (11)
- Worthington, R.L., Stanley, C.A., & Smith, D.G. (2020). Advancing the Professionalization of Diversity Officers in Higher Education: Report of the Presidential Task Force on the Revision of the NADOHE Standards of Professional Practice. *Journal of Diversity in Higher Education*, 13 (1) 1 – 22



CAPSTONE PRESENTATION & GRADUATION

Teamwork Makes The Dream Work: Development of a Multilevel DEIBJ Committee in Academia

Nutrena Tate, PhD, MBA, APRN, CPNP-PC

Biography

Dr. Nutrena Tate is the Associate Dean and Associate Professor of the College of Health Professions and McAuley School of Nursing at University of Detroit Mercy. In addition to teaching undergraduate and graduate nursing and health services administration courses, she is a published and funded researcher. As a Pediatric Nurse Practitioner, her research focuses on eliminating health inequities in childhood obesity in populations of color as well as health disparities research in general. Dr. Tate is a leadership, business and program consultant to national, regional and local organizations and is currently the principal of Brand Nu Consulting, Inc. Her education includes a Bachelors of Science, Masters of Science in Parent Child Nursing, and Postdoctoral Degrees from the University of Michigan – Ann Arbor. She earned an Executive MBA from Michigan State University and a PhD in Nursing Research from Wayne State University. Dr. Tate has received several national, regional, and local awards for her exemplary service and leadership within non profit sectors and practice, teaching and community settings. She has served in a presiding office/chair capacity for over 40 organizations within academic, professional, non profit, and civic minded organizations including Chi Eta Phi Nursing Sorority, Delta Sigma Theta Sorority, Inc., The Links, Inc. Teen HYPE, to name a few. She currently serves as the inaugural chair of the Diversity, Equity, and Inclusion Committee for the National Association of Pediatric Nurse Practitioners and as a search advocate with certification from Oregon State University. Dr. Tate has provided implicit bias training for nurses and other licensed personnel on national, regional, and local levels and has provided over 70 presentations on international, national, regional, and local levels. Dr. Tate is a member of various professional organizations including American College of Healthcare Executives, National Association of Parliamentarians, Sigma Theta Tau Honor Society, and American Nurses Association. She is happily married to the Honorable James Tate, President Pro Tempore of Detroit City Council.

Contact Information



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