

# AACN Diversity Leadership Institute Capstone: Faculty and Staff Education Program to Advance Racial Justice

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## Vision of Quinnipiac University

- Quinnipiac University believes excellence is inclusive and built upon equity, so all groups feel welcome to fully participate in and contribute to our mission.
- Actions to Advance Racial Justice: a 10-point plan to advancing racial justice for all communities

## Program Purpose

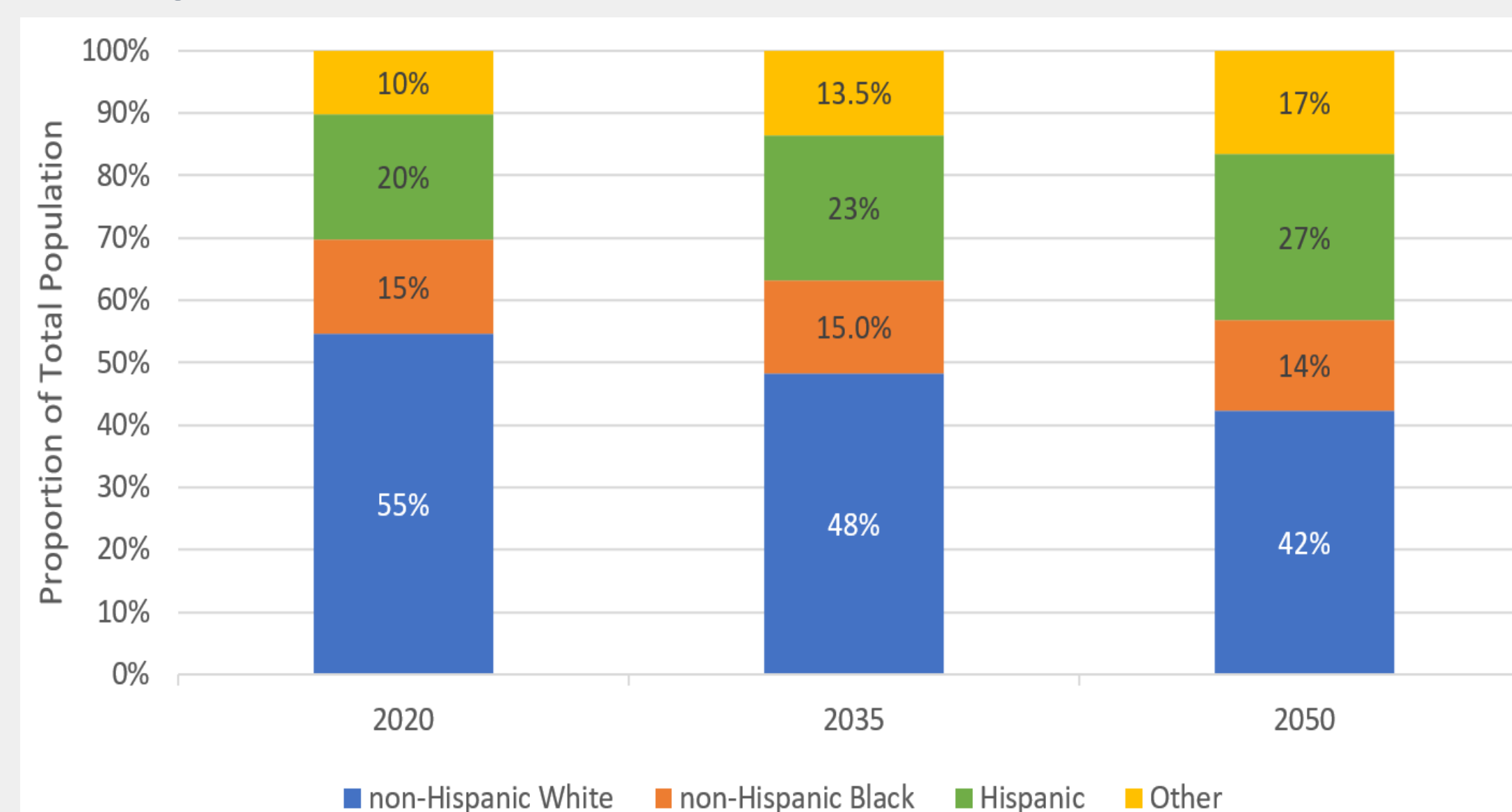
In order to stay in alignment with Quinnipiac University's Actions to Advance Racial Justice 10-point plan, the purpose of the School of Nursing (SON) Faculty and Staff Educational Program is to explore the roots of racism and actions to counter discrimination in society and in faculty and staffs' own behaviors. No training exists in the SON today.

## Program Rationale

Racism is pervasive in the United States Healthcare System. When educating future nurses on how to provide culturally responsive care to increasingly diverse populations, it is imperative that nursing faculty and staff explore and learn about the roots of racism. This will assist nursing faculty in educating future nurses about appropriate, non-offensive language and behaviors when caring for diverse populations.

## Background

- Biases and stereotypes have a serious impact on how healthcare providers treat people of color ((Rees, 2020).
- Raced-based medicine translates into clinical practice, leading to inequitable care (Cerdena, Plaisime & Tsai, 2020).
- It is projected that by 2050, the United States will be a majority minority country with Hispanics/Latinos being the largest minority group living in the US. (Young & Gau, 2020).
- In 2017, 80.8% of nurses in the United States were Caucasian (AACN, 2017).
- Delivering care to diverse populations has increased challenges for health care providers as well as for those receiving the care, including both physical and mental health issues (Rees, 2020).



## Project Objectives

Objective 1 - Faculty and staff will discover the knowledge, skills and actions that are required to commit to anti-racism and counter discrimination in the School of Nursing (SON).

Objective 2 - Faculty and staff will participate in an anti-racism book club to engage with colleagues at an interpersonal level.

Objective 3 - Faculty and staff will integrate anti-racism strategies into the classroom, teaching, research, SON organizational culture, team and individual work plans.

## Anti-Racism Faculty and Staff Educational Program - 3 Levels of Training: Systemic, Interpersonal, Individual

Level 1 Systemic Training— All faculty and staff focused training

- Knowledge - Introduces participants to important key concepts and terminology (i.e. race, racism, anti-racism, white fragility, equity vs. equality, social justice, transformative justice, cultural proficiency)
- Skills - Introduces strategies and techniques that participants can use to unlearn and relearn new ways of being and modeling anti-racist behavior
- Actions - Challenges participants to be accountable to each other and to be part of the shift needed to create a climate that renounces racism, sexism, classism, and many other forms of oppression (adopted from UW School of Public Health Anti-Racism Universal Training Proposal, 2020)

Level 2 Interpersonal Training— All faculty and staff

- Antiracist book club - Reading novels and short stories can build empathy—and help people own up to their own lack of understanding (Todd, 2020)

Level 3 Individual Training— For faculty and staff that have completed Level 1 and 2

- Continued training on specific skills.
- Faculty development training - integrating Black awareness and anti-racism strategies into classroom, teaching and research pedagogy.
- Staff development training - integrating Black awareness and anti-racism strategies in the school organizational culture, team and individual work plans (adopted from UW School of Public Health Anti-Racism Universal Training Proposal, 2020)

## Implementation Plan

Phase 1 - Level 1  
To begin Fall 2021 through Spring 2022

Phase 2 - Level 2  
To begin Spring 2022

Phase 3 – Level 3  
To begin Fall 2022

## Evaluation Plan

- Prior to starting training: Individual Pre assessment survey if faculty and staff feel the SON is ready and has the capacity to move forward on an anti-racism agenda.
- Level 1: Pre and post assessment survey to determine any changes in knowledge, skills and attitudes (quantitative and qualitative assessment)
- Level 2: Pre and post assessment survey of cultural and emotional intelligence.
- Level 3: Self and peer evaluation of classroom, teaching, research pedagogies, individual as well as team work plans, and school organizational culture.



References available upon request



## Faculty and Staff Education Program to Advance Racial Justice

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Quinnipiac University

# DIVERSITY LEADERSHIP INSTITUTE



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

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### Biography

Dr. Teresa Twomey is an Associate Professor of Nursing in Quinnipiac University's School of Nursing. She is Chair, Undergraduate Programs, and the Director of Global Nursing Experiences. Dr. Twomey has been in nursing education for 17 years and her clinical expertise is in neonatal intensive care nursing, children with special healthcare needs and pediatrics. Dr. Twomey's passion lies in educating nursing students around the area of cultural relativism and leading them toward a path of holism and global citizenship. Dr. Twomey's scholarly interests focus on her areas of clinical expertise and cultural relativism of faculty, staff, nurses, and nursing students.



### Contact Information

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