

STRATEGIES FOR ENHANCING EQUITY, DIVERSITY AND INCLUSION IN ACADEMIC NURSING

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Background



Academic Nursing institutions are challenged with creating and supporting environments that foster equity, diversity, and inclusion (EDI).



A lack of inclusivity may lead to feelings of isolation and a diminished sense of belonging.

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Background

- ▶ 16.0% of full-time nursing school faculty were from underrepresented backgrounds (*American Association of Colleges of Nursing, 2019*).
- ▶ The proportion of White registered nurses decreased from 79.1 percent in 2000 to 69 percent in 2018.

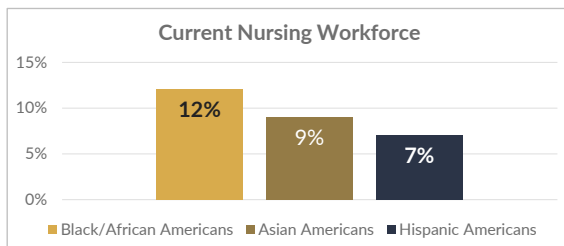


Chart Source: *The Future of Nursing 2020-2030 Charting a Path to Achieve Health Equity Report, 2021*

- ▶ The current nursing workforce consists of approximately
 - 12% of Black/African Americans;
 - 9% for Asian Americans; and
 - 7% for Hispanic Americans
- ▶ Nursing institutions are challenged with creating and supporting environments that foster equity, diversity, and inclusion.

PURPOSE

The purpose of this session is to highlight strategies for enhancing equity, diversity and inclusion in Academic Nursing, based on the implementation of successful initiatives and sustained commitment to equity, diversity and inclusion.

METHODS



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Strategic Plan Overarching Goals

- ▶ Monitor and enhance the cultural climate of VUSN for all faculty, staff, and students (Cultural Climate).
- ▶ Increase the diversity and inclusivity of faculty, staff and students (Recruitment, Retention, and Promotion).
- ▶ Continuous progression of faculty's competencies in cultural awareness which will lead to the development of more appropriate teaching and evaluation methods (Education Instruction).

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VUSN Diversity, Inclusion and Anti-racism Statement

(Revised 2020)

At Vanderbilt University School of Nursing (VUSN), we are intentional about and assume accountability for fostering advancement and respect for equity, diversity, and inclusion for all students, faculty, and staff. We support our efforts with respect for the inherent dignity, worth, and unique attributes of every person. To bring to life our vision of inclusive excellence, we seek to recruit, admit, hire, retain, promote, and support diverse and underrepresented groups of students, staff, and faculty. We value social justice and human rights.

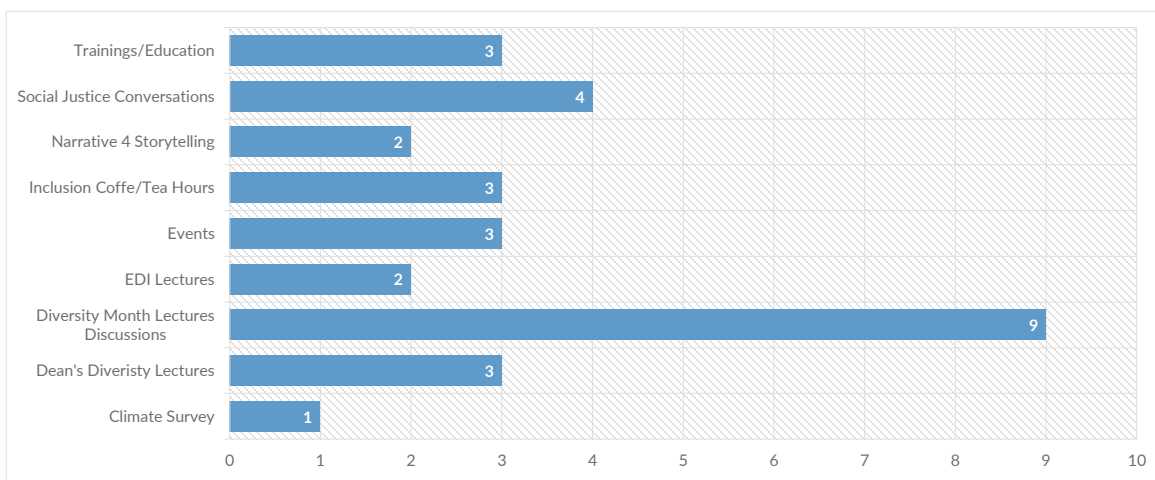
We embrace the plurality of humanity that composes our community including, but not limited to, age, race, ethnic origin, gender identity, sexual orientation, and religion.

We reject racism of any kind, be it systemic, institutional, or individual. We acknowledge the painful histories related to racism even within the nursing discipline, including education, practice, and research. We pledge to not let an unjust past continue to determine the future. We will enact practices which promote anti-racism and social justice across all entities within VUSN.

We affirm the inherent worth of each individual in order to protect, promote, and optimize the health and abilities of all people. As educators of advanced practice nurses, nurse scholars, nurse leaders, and nurse faculty, we accept the responsibility to foster and graduate highly-educated, culturally-sensitive health care professionals who mirror the diverse populations they serve.



Number of Activities



Dean's Diversity Lectures

- ▶ *A Novel Approach to Building Your Anti-Racism Toolkit and Self-Care in a Time of Reckoning* presented by Alice Randall, Bestselling Author, Professor, Writer in Residence, Vanderbilt University
- ▶ *To Mask or Not to Mask - Americans at Odds With Their Own Health Needs* presented by Jonathan Metzler, MD, PhD, Frederick B. Rentschler II Professor of Sociology and Psychiatry and director of the Department of Medicine, Health and Society at Vanderbilt University
- ▶ *Advancing Health Equity: A Mandate for Nursing* presented by Antonia M. Villarruel, PhD, RN, FAAN, Margaret Bond Simon Dean of Nursing at the University of Pennsylvania School of Nursing

VUSN for Black Lives



Nurses Care

Caring is
caring for **Justice**

VANDERBILT UNIVERSITY SCHOOL OF NURSING

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Examples of Diversity Student Affinity and Advocacy Groups

- ▶ Alliance Against Racism
- ▶ American Assembly for Men in Nursing Student Affinity Group
- ▶ Asian American and Pacific Islander Student Affinity Group
- ▶ Black Student Nurses Affinity Group
- ▶ Doctorate of Nursing Practice Diversity Affinity Group
- ▶ Health at Every Size Student Advocacy Group
- ▶ Hispanic/Latinx Student Affinity Group
- ▶ Medical Christian Fellowship
- ▶ Neurodiversity Student Nurses Advocacy Group
- ▶ Veterans/Military Student Affinity Group
- ▶ VUSNPride Student Affinity Group



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ANTI-RACIST TEACHING WORKSHOP

PART 1

with Joe Bandy, PhD

SEPTEMBER 24, 2020



VUSN CELEBRATES DIVERSITY

with a month of speakers and activities



Diversity Month 2020 - 2021 Presentation Titles

- ▶ *Beyond the Presidency: The Role of Nurses in the Continued Work of Anti-Racism* sponsored by Alliance Against Racism
- ▶ *Navigating Implicit Biases Against Asian Americans During COVID-19* sponsored by Asian American/Pacific Islander Student Nurses Affinity Group
- ▶ *VUSN Pride Shares: A Secret Only God Knows* sponsored by VUSNPride Student Affinity Group
- ▶ *The Skin You Are In: Decolonizing Dermatology* sponsored by Black Student Nurses Affinity Group
- ▶ *Mental Health and Black America Today: Where are we?*
a panel discussion co-sponsored by VUSN Alumni Association

Diversity Month 2020 - 2021 Presentation Titles

- ▶ *The Power of Diversity in Nursing and Initiatives to Increase Diversity and Inclusion*, a panel discussion, sponsored by DNP Diversity Affinity Group
- ▶ *High Stakes: The Military and its Impact on the Family Unit*, sponsored by Veterans/Military Student Affinity Group
- ▶ *Breaking Down Barriers in Communication*, sponsored by Hispanic/Latinx Student Nurses Affinity Group
- ▶ *The Evolving Role of Nursing in Transgender Care*, co-sponsored with the VUSN Alumni Office

VANDERBILT EQUITY, DIVERSITY, AND INCLUSION

VUSN CELEBRATES DIVERSITY
with a month of speakers and activities

VUSN Black Student Nurses Affinity Group presents

High Stakes: The Military and its Impact on the Family Unit

Speaker:
LTC Ossie Evans
ICM Deputy Installation Director of Psychological Health, Ft. Campbell

March 1, 2021 | Noon - 1:00 PM Central Time
There will be an opportunity to ask questions for students who attend

[Zoom Registration Link](#)

Sponsored by
VUSN American Assembly of Men in Nursing & Military/Veterans Nurses

ARMY MEDICINE
One Team...One Purpose!
Conserving the Fighting Strength Since 1775

HIGH STAKES: The Military and its Impact on the Family Unit

01 MARCH 2021

LTC Ossie M. Evans
osceola.m.evans.mil@mail.mil

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VANDERBILT SCHOOL OF NURSING

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VANDERBILT EQUITY, DIVERSITY, AND INCLUSION

VUSN CELEBRATES DIVERSITY
with a month of speakers and activities

VUSN PRIDE
presents

A Secret Only God Knows

A documentary chronicling the lives of gay, transgender, and bisexual residents, reflecting on life in Middle Tennessee before 1970 presented by the Brooks Fund of The Community Foundation of Middle Tennessee and Nashville Public Television. The documentary will be followed by a discussion.

Facilitators:
Tom Christensberg, PhD, RN, CNE,
Director of Program Evaluation, Professor of Nursing

Amelia DeBono
Women's Health NP

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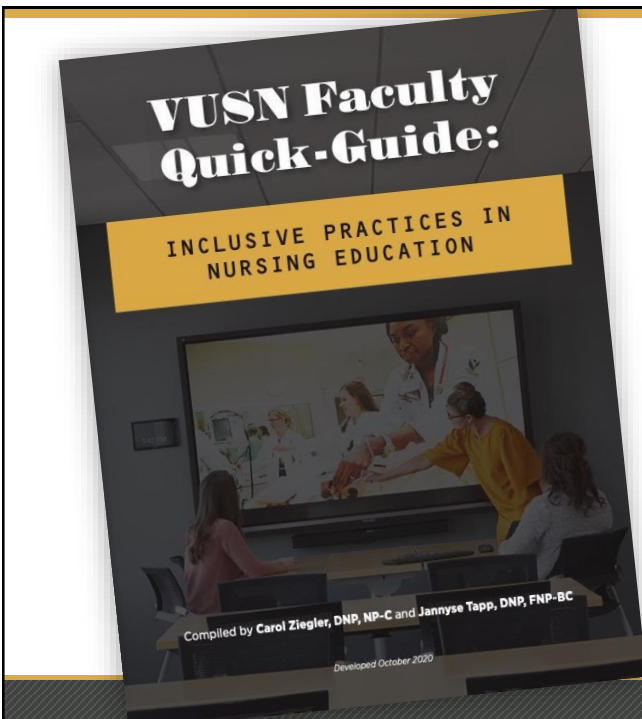
Inclusion Begins With Me Campaign

Level I

- ▶ Faculty and staff were challenged to “get to know” at least 2 faculty members and 2 staff members outside of your usual social circles by intentionally creating and/or planning a time of sharing
- ▶ Conducted an act promoting a sense of belonging
- ▶ Participated in a social development project

Level II

- ▶ Faculty and staff implemented an innovative project enhancing social justice



Development of Faculty Quick Guide

Developed by:



Jannyse Tapp
DNP, FNP-BC



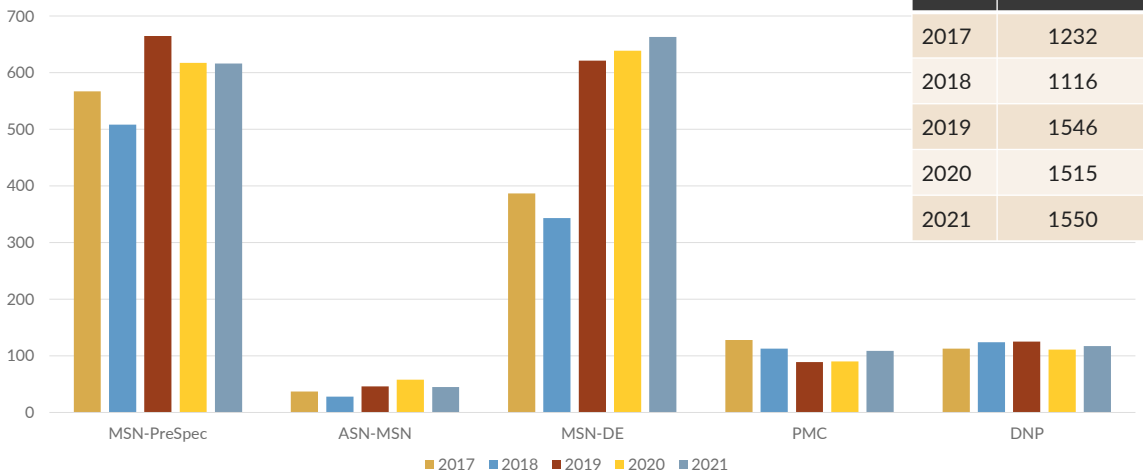
Carol Ziegler
DNP, NP-C, RD

RESULTS



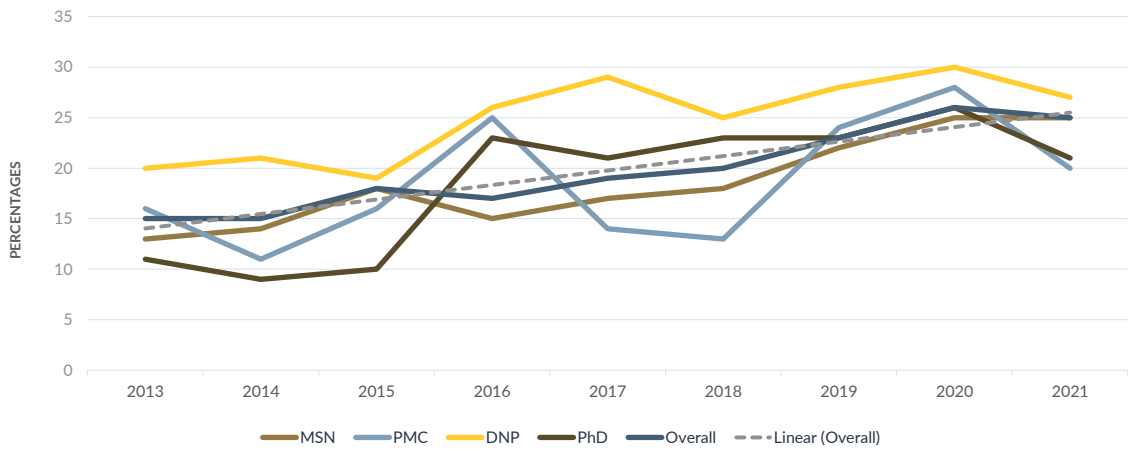
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MSN, PMC, DNP Applications

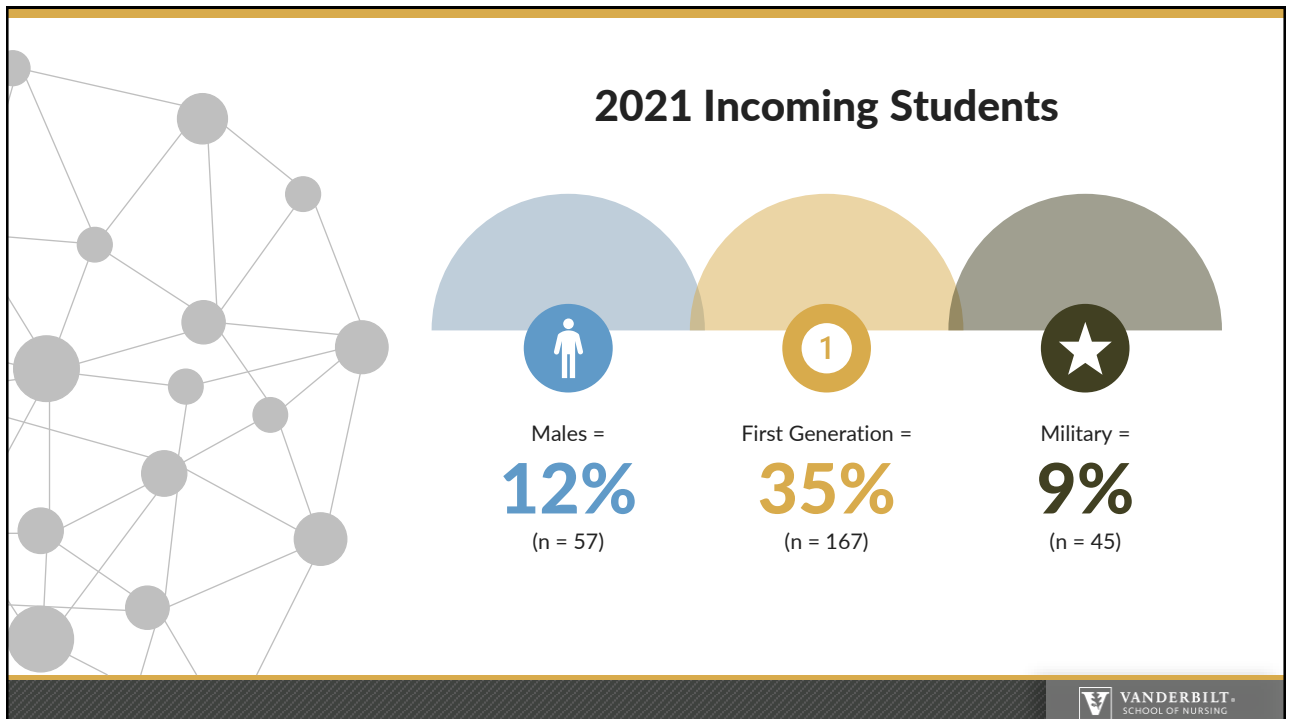


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Ethnic Racial Incoming Student Enrollment by Program



2021 Incoming Students



HIRING PRACTICES AND FACULTY ADVANCEMENT



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VUSN Diversity Awards and Recognition



Alumni Award for Diversity and Inclusion

Rumay Alexander, EDD, RN, FAAN
Professor
University of North Carolina at Chapel Hill



Dean's Award for Recognition of Faculty Achievement in Social Justice

Carol Ziegler, DNP, NP-C, RD
Professor
Vanderbilt University School of Nursing



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National Diversity Awards and Recognition



Contact Information



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