



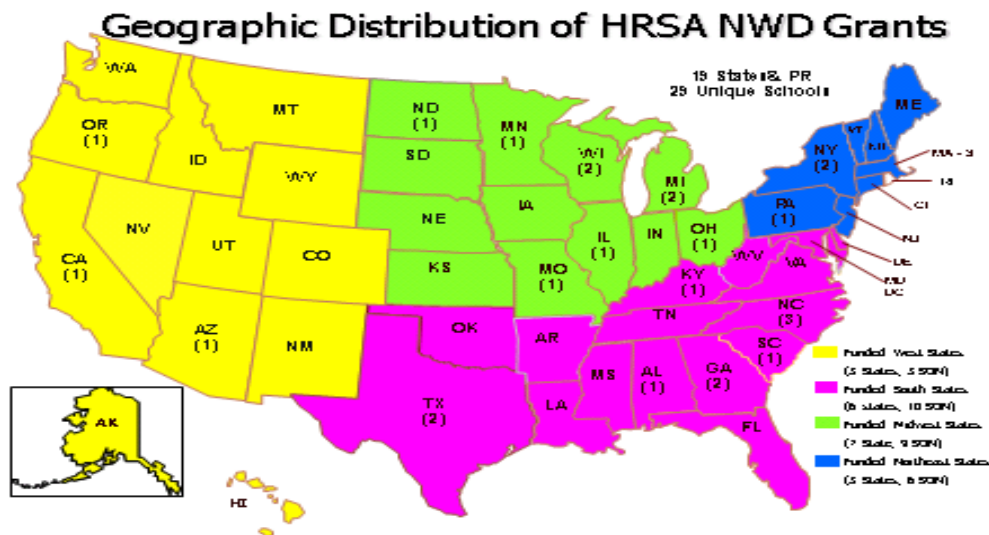
Diversity and Inclusion Committee Report

March 2018

Holistic Admissions Review Workshop

Over the last six months, the Holistic Admissions Review Workshops have continued with the 29 nursing schools (located in 19 states and Puerto Rico, see graphic below) that received a Health Resources and Services Administration (HRSA) Workforce Diversity grant. Beginning in September 2017, workshops have been presented at 20 schools that have included 460 workshop participants.

In addition to the confirmed HRSA grantees, AACN has received 29 requests for holistic admissions workshops from nursing schools who wish to implement holistic review practices. To assist in service delivery, a total of seven volunteer consultants were engaged to co-facilitate workshops to the extent possible. Recruitment plans are being developed to expand the number of consultants to address the increasing demand for services.



Diversity Member Needs Survey

The AACN Diversity and Inclusion (D&I) Committee recommended the first Diversity Member Needs Survey. The aim is to compile a baseline understanding of the diversity and inclusion awareness, programming and initiatives for students, staff, and faculty. The survey will take between 20 to 30 minutes to complete and will offer multiple opportunities to collect anecdotal insights from member schools. The survey will be conducted online and is currently being pilot tested with a projected release date of mid-April.

Diversity, Equity and Inclusion Group

One strategy to assist with meeting member needs for resources and services will be the formation of the Diversity, Equity and Inclusion Group (DEIG). The group will be composed of representatives from member schools, recommended by the Dean, and will serve as a convening body to elevate the work of the D&I Committee by providing expertise and guidance for matters related to diversity, equity, and inclusion as well as create a forum for learning and service opportunities. This group will bring knowledge and experience from the field to advance innovative approaches to enhancing diversity and inclusion in academic nursing and the nursing workforce. As a collective entity, DEIG will identify and help disseminate evidence-based strategies and promising practices in diversity, equity, and inclusion.

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