



Report from Like Schools 2016 Spring Annual Meeting

Group: *Public Colleges/Universities without an AHC*

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Agenda: Discussion guided by three questions related to diversity and inclusion:

1. Priorities related to diversity and inclusion within academic nursing:
 - a. Promote scholarly opportunities for students that help them expand scholarship and earn higher degrees as early career nurses.
 - b. Develop pipeline programs that support faculty development and mentoring for new minority deans.
 - c. Create and disseminate a clearing house of best practices for building academic success for all students.
2. Barriers to creating more inclusive learning environments:
 - a. Compile a listing of persons who can assist in serving on advisory boards when schools are developing programs to increase diversity.
 - b. Disseminate information on how to create a more welcoming environment for minority faculty and students.
 - c. Consider engaging retiring faculty to assist with offering student support services, such as study skills and communication skills.
3. Information and resources needed to support diversity and inclusion efforts at your school:
 - a. Identify what are the essential attributes and metrics for success. For example, does the GRE predict the ability to succeed in graduate school?
 - b. Support services should be offered to all students; minority students do not want to be singled out.
 - c. Curriculums should include content related to diversity and inclusion values that indicate students are being prepared to provide culturally competent care for a diverse population.
 - d. The AACN essentials documents and CCNE visits should focus on program outcomes that reflect that students are being prepared to deliver culturally competent care.