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Teaching Examples

- Uses inclusive teaching strategies to promote a welcoming environment.
- Promotes a psychologically safe environment for students
- Integrates DEI concepts into simulations, case studies, clinical experiences
- Integrates health equity, social justice, and SDOH concepts into course content
- Uses course designs that promote learning for diverse learners
- Creates effective group dynamics across differences in classroom or clinical settings
- Receives recognition for advancing teaching excellence in DEI

Service Examples

- Recruits/mentors underrepresented students or faculty that are experiencing disparities, racism, and/or discrimination.
- Advises underrepresented student groups or groups with a health equity focus.
- Contributes to DEI work groups, councils, committees, or task forces at the school/university.
- Contributes to local, regional, or national organizations focusing on DEI.
- Demonstrates community service to underrepresented groups that are experiencing disparities, racism, and/or discrimination.
- Demonstrates policy work contributing to DEI, improving SDOH, advancing health equity, or decreasing disparities.
- Receives recognition for service excellence related to DEI.

Purpose: This presentation will appraise the current state of academic review of DEI contributions for appointment, promotion, and tenure. Examples of teaching, research, practice, and service are provided. Sociopolitical barriers to implementation will be discussed.

Value diversity

- Visible organizational commitment to DEI
- Support provided for DEI activities
- DEI contributions assessed on reviews

Reconsider Metrics

- Use framework/rubric for evaluation of DEI contributions
- Discourage emphasis on journal impact factor

Examine Norms

- Examine power structures in academia
- Support social justice and antiracism advances within academia using 'norm-criticism' approach

Advocacy

- Political activism against anti-DEI legislation
- Collaborate with academic nursing organizations

Expand Definitions

- Valuing of research that contributes to health equity
- Evaluate impact of scholarship and research



Research Examples

- Develops a program of research focused on improving health equity for underrepresented groups and/or groups that are experiencing disparities, racism, and/or discrimination.
- Obtains external funding (research or educational) focused on improving outcomes for above groups.
- Enhances collaborative scholarship in creative, innovative activities that foster DEI and social justice.
- Forms diverse research and scholarly teams.
- Disseminates evidence-based publications on DEI topics.
- Presents locally, regionally, or nationally on DEI topics.
- Receives recognition for research or scholarship excellence related to DEI.

Practice Examples

- Identifies gaps in care in clinical practice settings for underrepresented groups that are experiencing disparities, racism, and/or discrimination.
- Demonstrates improved health outcomes for above groups.
- Participates in clinical practice improvements that advance health equity.
- Develops strategies to improve DEI initiatives at clinical sites.
- Leads diverse interprofessional care teams.
- Receives recognition for practice excellence related to DEI.