

DEI in Academic Nursing

Wasim Alsamah, DNP, FNP-BC Sheila Hundley, DNP,AGNP-C
UNM collage of Nursing

Purpose

- 1- Outline a comprehensive evidence-based plan for integrating experiential learning opportunities into academic nursing curricula
- 2- Promote diversity, equity, and inclusion by:
 - a- Engage students in immersive experiences and activities
 - b- motivate students to interact with diverse populations and communities
- 3- Develop a more culturally competent nursing workforce

Background

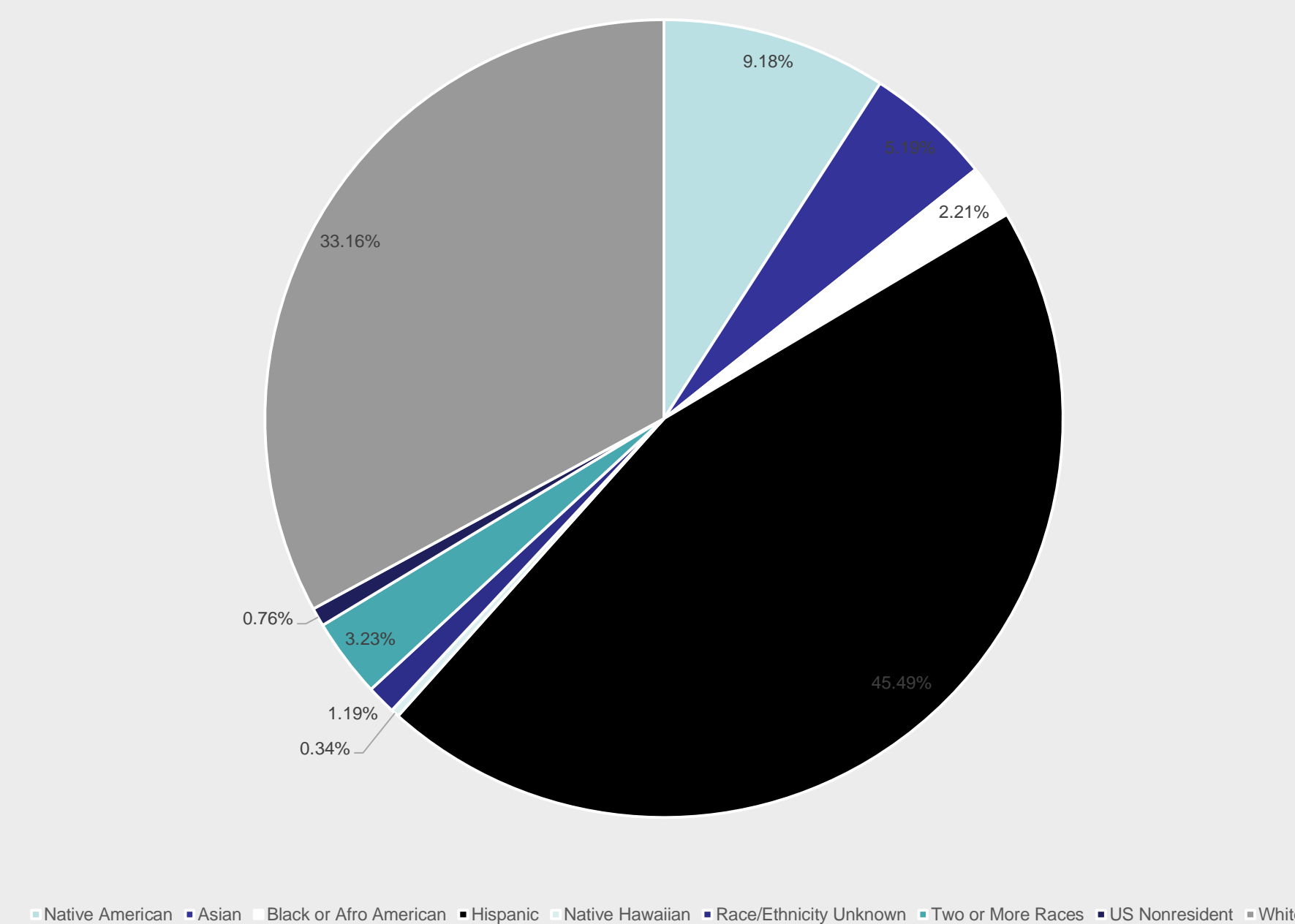
- 1- DEI in the healthcare workforce allows patients to feel more comfortable with their providers and communicate more effectively.
- 2- DEI leads to better decision-making and problem-solving, as well as increased innovation and creativity.
- 3- Studies have shown that DEI efforts in schools related to health professions enhance all students' preparation to serve diverse populations
- 4- American Nurses Association States: Leaders in academia must commit to diversity and inclusiveness in the academic mission, leadership, faculty, students, and curricula.
- 5- AACN is committed to enhancing DEI, equity, and inclusion initiatives to prepare current and future nursing professionals to reflect the society it serves.

Methods/Procedures

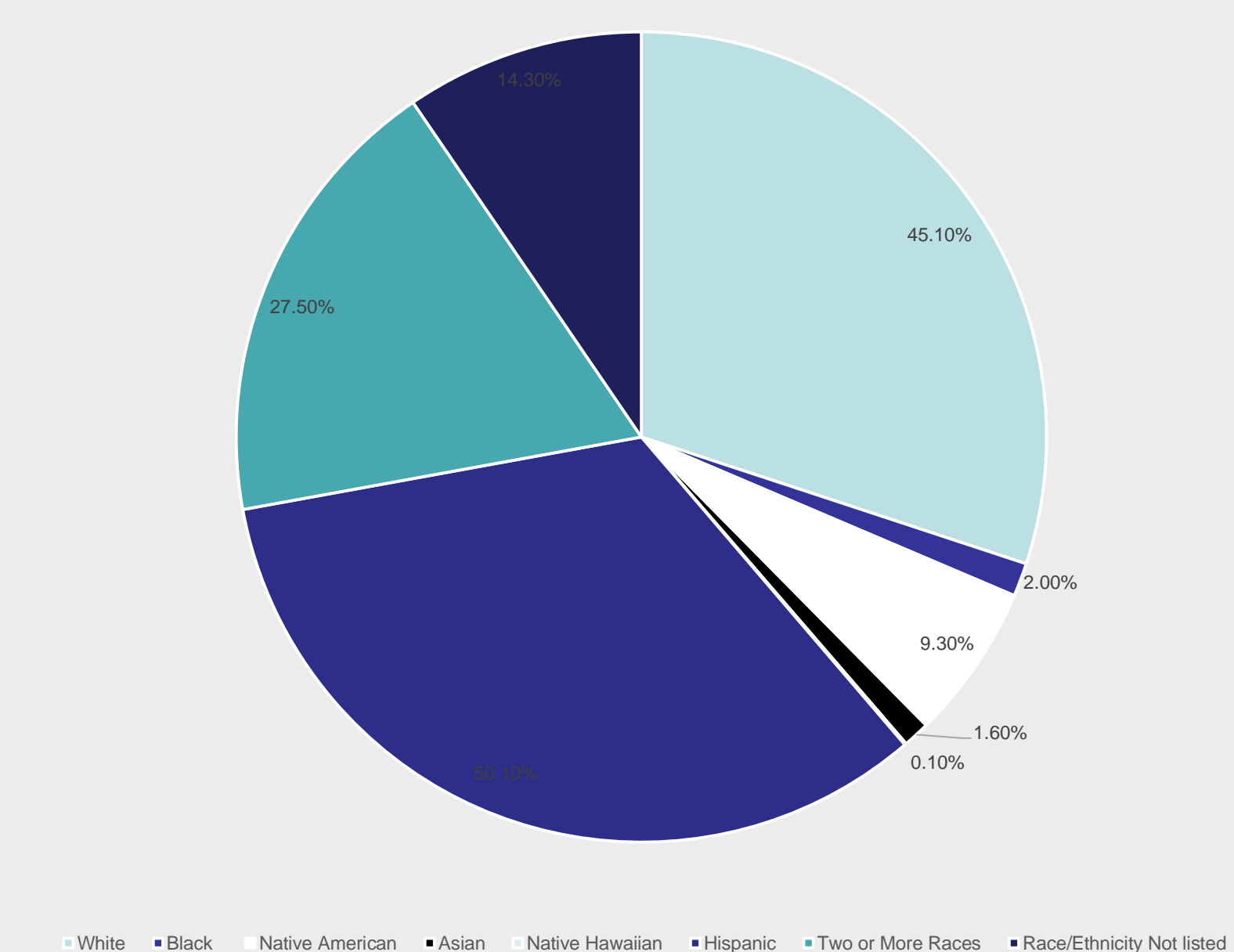
- ➔ Prioritize funding for early-career investigators. Implement implicit bias training for leadership and reviewers.
- ➔ Develop a transparent system for tracking race, gender and career development over years
- ➔ Require DEI efforts should be detailed in grant applications
- ➔ Form focus groups within the DEI program to allow underrepresented students to express concerns, provide feedback, and be involved in institutional change
- ➔ Examine and adopt revisions for meaningful content and activities related to diverse groups

Charts & Graphs

College of Nursing Percent of Enrollment by Age/Ethnicity 2022-2023



New Mexico Population by Race/Ethnicity 2021



Results

- Expand cultural competence and improve patient care
- Create a more representative and diverse nursing workforce
- Allow for continuing improvement in the culture of inclusivity of the organization
- Exemplify cultural commitment in building an inclusive and diverse workforce
- Provide transparency and strengthen structural implementation of DEI throughout the program.
- Foster engagement and strengthen structural implementation of DEI
- Limit bias and increase diversity in faculty
- Help create a nursing workforce that resembles the community

UNM CON efforts/planning :

- ➔ Increase the diversity of the student body through the holistic application process
- ➔ Create a program that seeks out and embraces diversity Seeking a holistic approach to faculty applications
- ➔ Build a diverse faculty and student body to improve academically and professionally

Limitations

- Literature is sparse regarding DEI and the nursing workforce
- Relatively small number of studies in each category
- Lack of sufficient studies in some categories, which prevents full conceptual model.
- Potential for non-method bias

Implication for practice

A dedicated focus on Diversity, Equity and Inclusion will foster:
A culturally competent nursing workforce will provide better patient care contributing to improved patient outcomes
A diverse and representative nursing workforce will improve communication, quality of care, cost of care, innovations and positive outcomes
A diverse, representative and culturally competent faculty is necessary to achieve a culturally competent and diverse nursing workforce
Shared governance and feedback are necessary to allow for continued growth of Diversity , Equity and Inclusion programs.

ASK framework

Activities that would provide insights **Access (A)** to resources such as financial support, scholarship, and reinforcing services for making actionable changes to academic inequities.

Sustainable (S) programming which explores the factors preventing the recruitment and retention of students and faculty.

Knowledge-generation (K) opportunities through research nto existing barriers to recruiting students and faculty

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