

# Revisioning Nursing Curriculum with an Eye on Inclusion: DEI... Where's the A?

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**Topic:** Diversity, Equity, & Inclusion

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## Abstract

### Background/Introduction

The Quintuple Aim requires that we systematically address disparity in our healthcare delivery. For individuals with Intellectual and Developmental Disabilities (IDD), this call to action is long overdue. The unique disparities experienced by this population are fueled by the dearth of health professionals with adequate education, experience, and confidence to provide quality care. This limits our healthcare systems' capability to meet the complex needs of the population. The systematic absence of this content in our nursing education has left us, as the largest sector of the healthcare workforce, unprepared to meet the needs of this population.

### Purpose

The Golisano Institute for Developmental Disability Nursing (GIDDN) at St. John Fisher University answered a national call to action with the development and integration of disability-specific didactic content, simulation, and clinical experiences throughout their nursing programs.

### Methods or Processes/Procedures

GIDDN gathered an international team of experts to develop a competency-based curriculum that included clinically situated simulations. These materials provide a comprehensive approach to care for individuals diagnosed with IDD. Test item analysis, course and clinical evaluations, and qualitative feedback from students comprise the strategy for assessing students' knowledge competency and satisfaction with content. Faculty engage in systematic evaluation annually and provide feedback for improvement.

### Results

Our IDD-inclusive curriculum improved the confidence, knowledge, competencies, and skills of nursing students in caring for persons with IDD.

### Limitations

The generalizability is limited as the content integration was conducted only at one University.

### Conclusions/Implications for Practice

Individuals with IDD experience significant health disparities, some of which can be ameliorated by ensuring a knowledgeable and competent healthcare workforce. Enhancing nursing education using an amalgam of high-impact learning activities specific to the care of people with IDD offers an innovative approach to addressing health disparities. Further, this work embodies an essential commitment from nursing programs to prepare nurses to provide safe, effective, and inclusive care for all persons.

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## Biography

Dr. Kiss is currently a Nurse Practitioner in Surgical Oncology, the Associate Director of Oncology Quality at Strong Memorial Hospital, an Associate Professor of nursing, and an Adult Specialist for the Golisano Institute for Developmental Disabilities Nursing at St. John Fisher University. Dr. Kiss's work at the Golisano Institute focuses on creating IDD Educational content for Nursing programs, and post-graduate nursing education. Dr. Kiss has been involved in grant initiatives to support individuals with IDD. Dr. Kiss is a LEND Fellow and ANA LEAD Fellow who collaborates with other IDD health-related disciplines to continuously build upon her expertise.

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