

# Preparing Nurse Educators to Achieve Health Equity

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

**Category:** Quality Improvement/Evidence-Based Practice Project

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## Abstract

### Background/Introduction

The recent 2020-2030 Future of Nursing (FON) Report (National Academies of Sciences, Engineering, and Medicine, 2021) recommends that nursing education programs ensure that learners are prepared to address health equity and social determinants of health (SDOH). In order to achieve that, nurse educators must have a foundational understanding of health equity and SDOH and how to teach these and related concepts of health disparities, racism, and implicit bias. Nurse educators may not have had formal or professional development in teaching these concepts, which may pose a barrier to implementing these recommendations.

### Purpose

This presentation will chronicle the steps implemented in a Master's in Nursing Education (MNE) Program to integrate the FON Report recommendation throughout the program of study (POS).

### Methods or Processes/Procedures

Baseline assessment of health equity concepts identified within the FON report were mapped throughout the POS, using a curriculum mapping software. Annual course evaluation reviews include assessment of diversity, equity, inclusion, and belonging strengths, gaps, aspirations, and results. The MNE faculty have recently revised the MNE Student Learning Outcomes to reflect recommendations from the FON report. Three courses in the curriculum provide focused didactic and clinical experience on health equity, SDOH, and inclusive educational practices.

### Results

Recent SkyFactor 2023 Graduate Exit Survey results indicate that graduates agree that the program prepares them to improve population health. Factor 12, Learning Outcomes from Core Masters: Prevention and Population Care received a mean score of 6.38 on a scale from 1-7 with higher numbers indicating more positive responses. Qualitative feedback from students also substantiates their learning of health equity concepts.

### Limitations

This presentation chronicles one MNE program's journey, which may have limited generalizability to other programs.

### Conclusions/Implications for Practice

This POS supports the development of nurse educators to progress in their skill in health equity and SDOH to improve and transform healthcare.

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## Biography

Joanne Noone, PhD, RN, CNE, ANEF, FAAN is AB Youmans Spaulding Distinguished Professor and Director of the Master's in Nursing Education Program at Oregon Health and Science University. My educational scholarship occurs within the context of undergraduate and graduate nursing education to advance nursing knowledge to promote health equity through preparing a diverse and culturally inclusive nursing workforce. I currently teach graduate courses in Understanding Social Determinants of Health and Inclusive Educational Practices. I am committed in my research and teaching missions to a diverse nursing workforce and to health equity.

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