



Diversity It's So Much More Than a 3 credit course

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Dr. Bonnie Nickasch

Education and Training

Doctor of Nursing Practice – 2014

Masters of Nursing – Family Nurse Practitioner - 2006

Bachelors – Nursing – 2000

Bachelors – Health Promotion & Wellness - 1995



UNIVERSITY OF WISCONSIN OSHKOSH



Background

- DNP-FNP Course Evaluations
 - Students reported concerns that cultural aspects of health were poorly addressed on several end of course evaluations
- DNP-FNP End of Program Surveys
 - Students reported confidence in promoting culturally sensitive, holistic advanced nursing practice care and services in a global community



Background (continued)

- DNP-FNP Director identify that end of the program surveys seemed incongruent with individual course evaluations



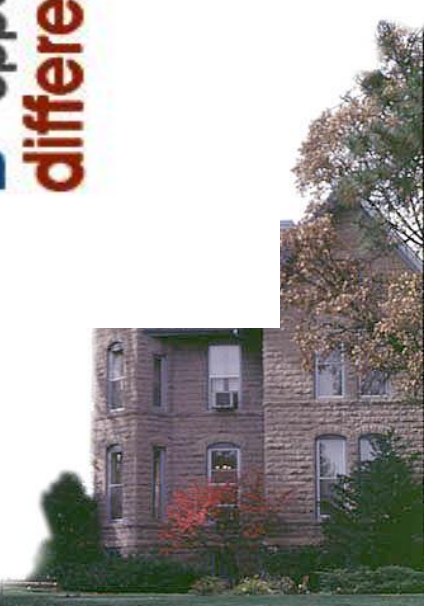
SO WHAT?

What do these terms mean?

- Culturally sensitive
- Culturally appropriate
- Culturally competent



Question: What is Diversity?



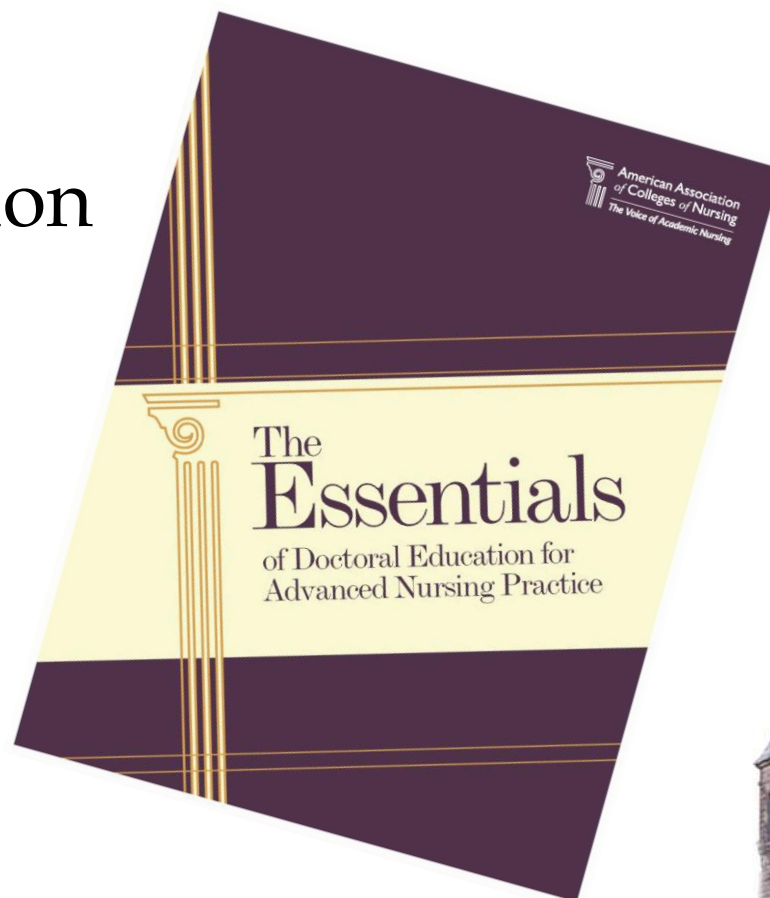
Conceptual Framework

- Dr. Marianne Jeffrey's
 - Cultural Competence & Confidence model (2016)
- Dr. Madeleine Leininger's (1995)
 - Cultural Care Theory



Guiding Principles

- The Essentials of Doctoral Education for Advanced Nursing Practice (AACN, 2006)



Essential I

Scientific Underpinnings for Practice

- Consider Culture When Determining Therapy
 - Access to medication
 - Transportation
 - Cost of medication
 - Beliefs about medication
- Complementary and alternative treatments
- Variations of medication metabolism
 - Young
 - Aged
 - Ethnic variations



New Pharmacology Assignment

- Ethnopharmacology Discussion
 - The correlation between race/ethnicity and how a person's body metabolizes medications.
 - How a person's cultural beliefs about their health have an impact on the medications they use and how they use them,
 - How racial bias and cultural attitudes affect the development and prescribing of certain drugs



Essential II

Organizational and Systems Leadership for Quality Improvement and Systems Thinking

- Students are given assignments that 'challenge' their thinking
 - **Structured Debate Assignment**
 - Should patient be discharged?
 - Refusing to take cholesterol medication (quality #s are poor)
- Focusing on getting students involved on higher level committees



Essential III

Clinical Scholarship and Analytical Methods for Evidence-Based Practice

- Case Presentations
- Typhon Entries –
 - all entries must address health disparities and special considerations for individualized care
- Systematic Review of Literature
- DNP Scholarly Project
- Reducing Medication Cost assignment



Essential IV

Information Systems / Technology and Patient Care Technology for the Improvement and Transformation of Health Care

- Adapting to changing technology
 - Population access to healthcare via personal devices/cell phones
- Online communication and management of complex health problems
 - Telehealth Simulation
 - Electronic Medical Records
 - Avoiding pitfalls of EMR documentation –
 - Identification of documentation errors



Essential V

Health Care Policy for Advocacy in Health Care

- Policy action assignments
 - Write to legislator
 - Ethical debates
- Exposure to diverse patient populations throughout the curriculum
 - Corrections; Homeless; Rural and Underserved; Migrant; Refugees; Minority Groups (Hmong, Native American, Hispanic, etc.)



Essential VI

Interprofessional Collaboration for Improving Patient and Population Health Outcomes

- Recognizing intimate partner violence (IPV) simulation
 - 3 hour simulation
 - Groups of 8 Students
 - 4 stages (2 students each)
 - Certified police officer
 - Sexual assault nurse examiner
 - DNP-FNP residency faculty
 - Simulation expert



Essential VII

Clinical Prevention and Population Health for Improving the Nation's Health

- Clinical prevention of disease & management of population health is weaved throughout the entire curriculum
 - Recently identified increasing anxiety and depression in students
 - Graduate program committee is currently discussing how to address this issue
 - Curriculum revisions are necessary
 - » to focus more on individual self care.



Essential VII

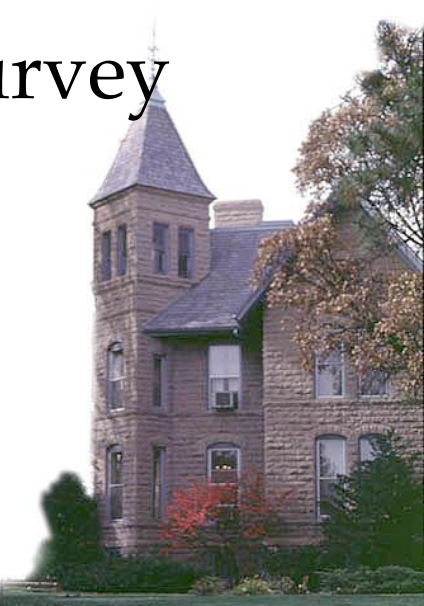
Advanced Nursing Practice

- Key Points
 - **Advanced Practice Nurses**
 - Focus on individualized care & building relationships with patients
 - Utilize evidence-based practice
 - Take the time to educate your patient & their families
 - Invest time into mentoring others



The Future of Diversity Education at UWO

- Continue to focus on:
 - Increasing student & faculty diversity
 - International recruitment
- Curriculum mapping
 - Repeat May 2019
- Student opinion & end of program survey results



THANK YOU!

