

# Finding the Missing Pieces: Development of a Simulation Assessment Tool for Identifying Gaps in DEI Content in Simulation Scenarios

Carol T. Kostovich, PhD, RN, CHSE  
Jorgia B. Connor, PhD, RN  
Dian Squire, PhD  
Joanne O. Dunderdale, DNP, RN  
Nancy Raschke Deichstetter, DNP, RN, CHSE, CEN  
Mary Byrn, PhD, RN



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1

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2

# Knowledge Gap

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## DEI Toolkits vs DEI Toolkits for Simulation



3

# Background

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- The Essentials: Core Competencies for Professional Nursing Education (2021)
  - 10 Domains for Nursing
    - #1 - Knowledge for Nursing Practice
    - #2 - Person-Centered Care
    - #3 – Population Health
  - Concepts for Nursing Practice
    - Compassionate Care
    - Diversity, Equity, & Inclusion
    - Social Determinants of Health
- Simulation
  - Augmentation for direct/indirect care
  - Safe environment for learning
  - Follow Standards of Best Practice



4



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## Purpose

- To systematically integrate dimensions of diversity into the simulation experiences of students enrolled in the BSN program.

5



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## Methods

### Literature Search

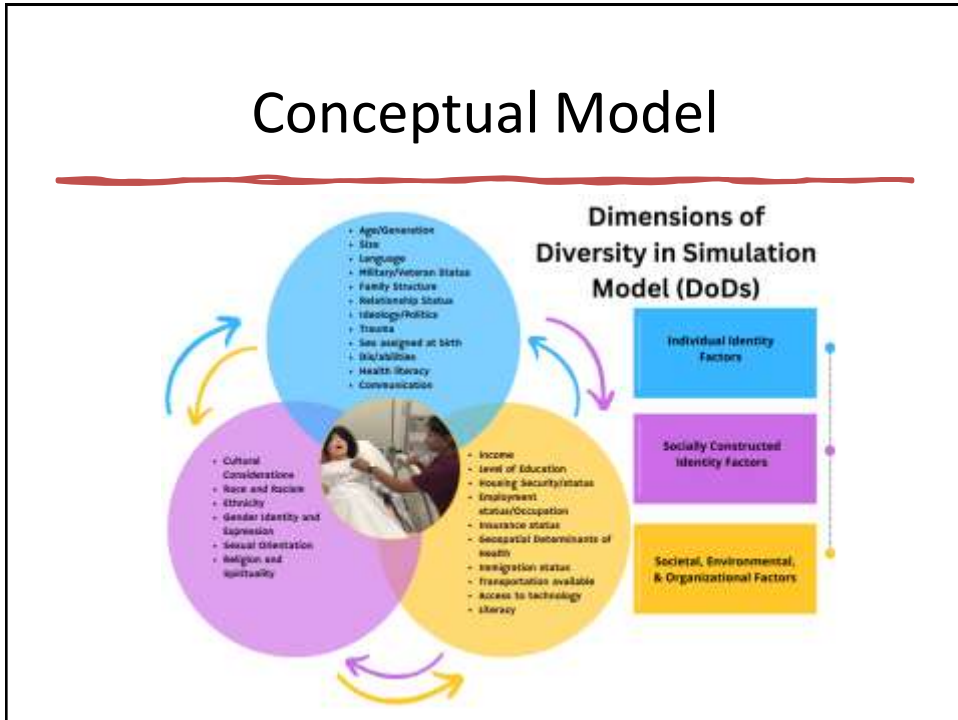
- Dimensions of Diversity
  - Patient Identity
  - Attributes of Patient Populations
  - Social Determinants of Health



Conceptual Model Development

6

# Conceptual Model



7

# Glossary

## DEI Simulation Toolkit - Glossary of Terms

Societal, Environmental, & Organizational Factors			
Terms	Definitions	Operationalization in Simulation and Patient Care	References
Income	Income includes wages, salaries, and tips that the patient receives from their jobs. Income might also include other forms of income from businesses owned, interest, dividends, real estate, tax credits and refunds.	To qualify for the Affordable Care Act marketplace, the Modified Adjusted Gross Income (MAGI) should be calculated. The MAGI is calculated by adding up all forms of income and deducting items such as self-employment expenses, student loan interest, moving expenses (if military), health savings account deposits, among others.	<a href="#">UC Berkeley Labor Center</a>
Level of Education	Level of education includes pre-k to 12, associates, baccalaureate, Master's, doctoral, certificate, or other forms of education that a patient holds.	Higher levels of education are associated with a higher likelihood of being healthy and living longer. Educational attainment is related to having access to safer and higher paying jobs, as well as a lower prevalence of heart disease, diabetes, and depression.	<a href="#">U.S. Department of Health and Human Services</a>
Housing Security/Status	Housing security includes if a patient owns or rents a home, is unsheltered or has unstable housing, lives with relatives, family, or other community members, lives in a shelter, automobile, religious organization, or other form of non-stable housing.	Housing instability encompasses a number of challenges, such as having trouble paying rent, overcrowding, moving frequently, or spending the bulk of household income on housing. Housing stability impacts access to health care, stable education, stable community resources, safe housing and may also include being unsheltered. Being unsheltered is defined as lacking a regular nighttime residence or not having a designed space for sleeping. Patients who are unsheltered may be employed.	<a href="#">U.S. Department of Health and Human Services</a>

8



Setting:  
Simulation scenarios used  
in 1 pre-licensure nursing  
program in the Midwestern  
United States

Sample:  
Analyzed 22 simulation scenarios taught across the  
pre-licensure nursing curriculum

9

- Simulation team analyzed scenarios for inclusion of dimensions of diversity
- Individual review
- Collaborative review

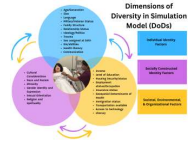
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## Process



10

# Reviewing Our Patients



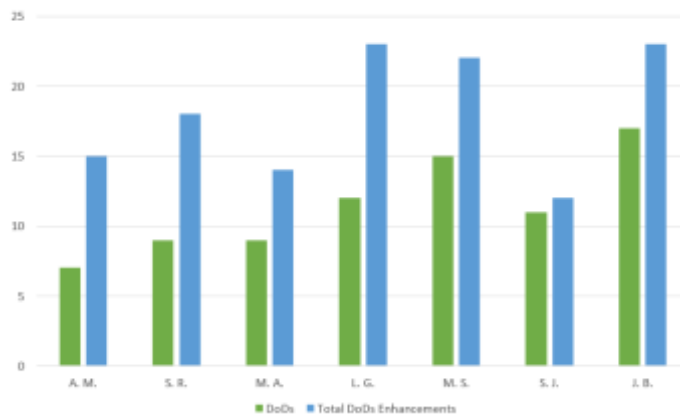
SOCIALLY CONSTRUCTED IDENTITY FACTORS	Syed Reddy	Syed Reddy DOD Edits
Cultural Considerations: Habits, Behaviors, Customs, Beliefs		Requests private space for prayer and a prayer rug
Race	Indian	Indian
Ethnicity "Does the patient identify with a particular group"		Muslim
Gender Identity		
Sexual Orientation		
Religion		Practices Muslim religion & prays 5 times per day
Spirituality		He values his religious spirituality

11

## Results



Dimensions of Diversity in Simulation (DoDs) Data



12



## Next Steps

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13



## Next Steps



- Integrate dimensions of diversity into existing simulation scenarios
  - Electronic Health Record
  - Monologue
  - Props
  - New scenarios
    - Camp Wolfie
- Incorporate into the DEI Toolkit for Simulation
- AACN Webinar, March 2024



14

## Implications

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- Provides comprehensive, systematic approach for applying principles of inclusive pedagogy into a simulation program
- Aligns curriculum to the new AACN Essentials
- Increases cultural awareness and humility



15

## Implications

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- Model → organized framework to structure the scenario assessment
- Glossary → clarity of terms & concepts
- Assessment → Comprehensive inclusion of all diversity dimensions across the simulation curriculum aligning with scenario and course objectives



16



Thank you!

Questions?

Carol Kostovich: [ckostovich1@luc.edu](mailto:ckostovich1@luc.edu)

Jorgia Connor: [jconnor3@luc.edu](mailto:jconnor3@luc.edu)

Joanne Dunderdale: [jdunderdale@luc.edu](mailto:jdunderdale@luc.edu)

