

The Development of A Faculty DEI Fellows Program

Background

- Historically racism is rooted in nursing education
- There continue to be disparities in healthcare experienced by different racial and socioeconomic groups
- There is a need to understand how racism impacts health outcomes
- Nursing faculty have little or no academic preparation in DEI
- Nursing curricula are void of DEI concepts

Frontier Nursing University

- Committed to becoming an anti-racist university
- Integrating anti-racist principles and DEI concepts as core values into the curriculum
- Committed to increasing the recruitment and retention of faculty from underrepresented groups

Description

- Utilizing a social constructivism theory to facilitate faculty development of anti-racist and DEI principles
- Deconstruct how anti-racist education can be a deliberate approach to analyzing the social, cultural, and institutional powers that shape the meaning and outcomes of health outcomes

Aims

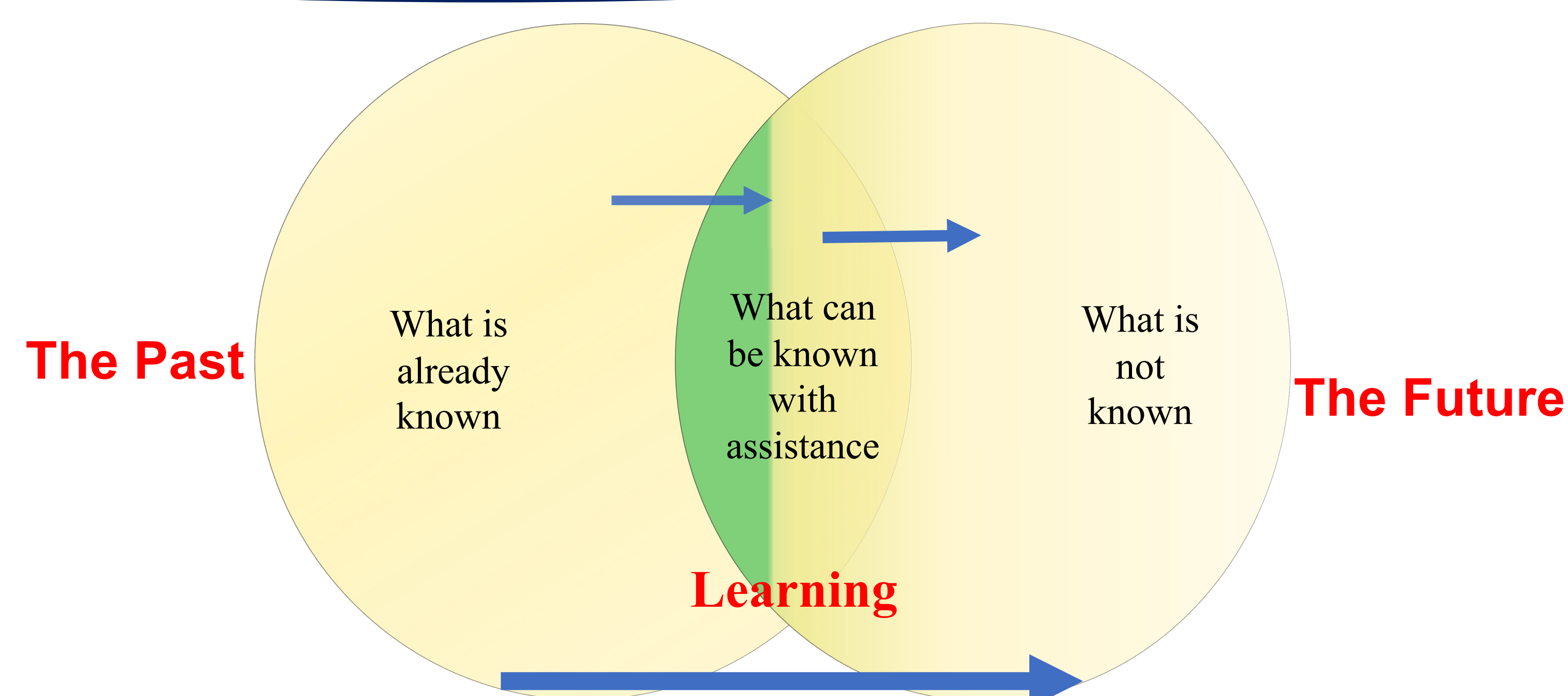
- To implement an innovative approach to improving health equity through nursing faculty development.
- To promote the acquisition of Anti-racism and DEI-related skills.
- To create a university culture and learning environment to prepare future APRNs to provide culturally appropriate health care.
- To utilize the Social Cultural Theory (SCT) to deliver a DEI program to nursing faculty.

Paula Alexander-Delpech, PhD, PMHNP-BC, APRN

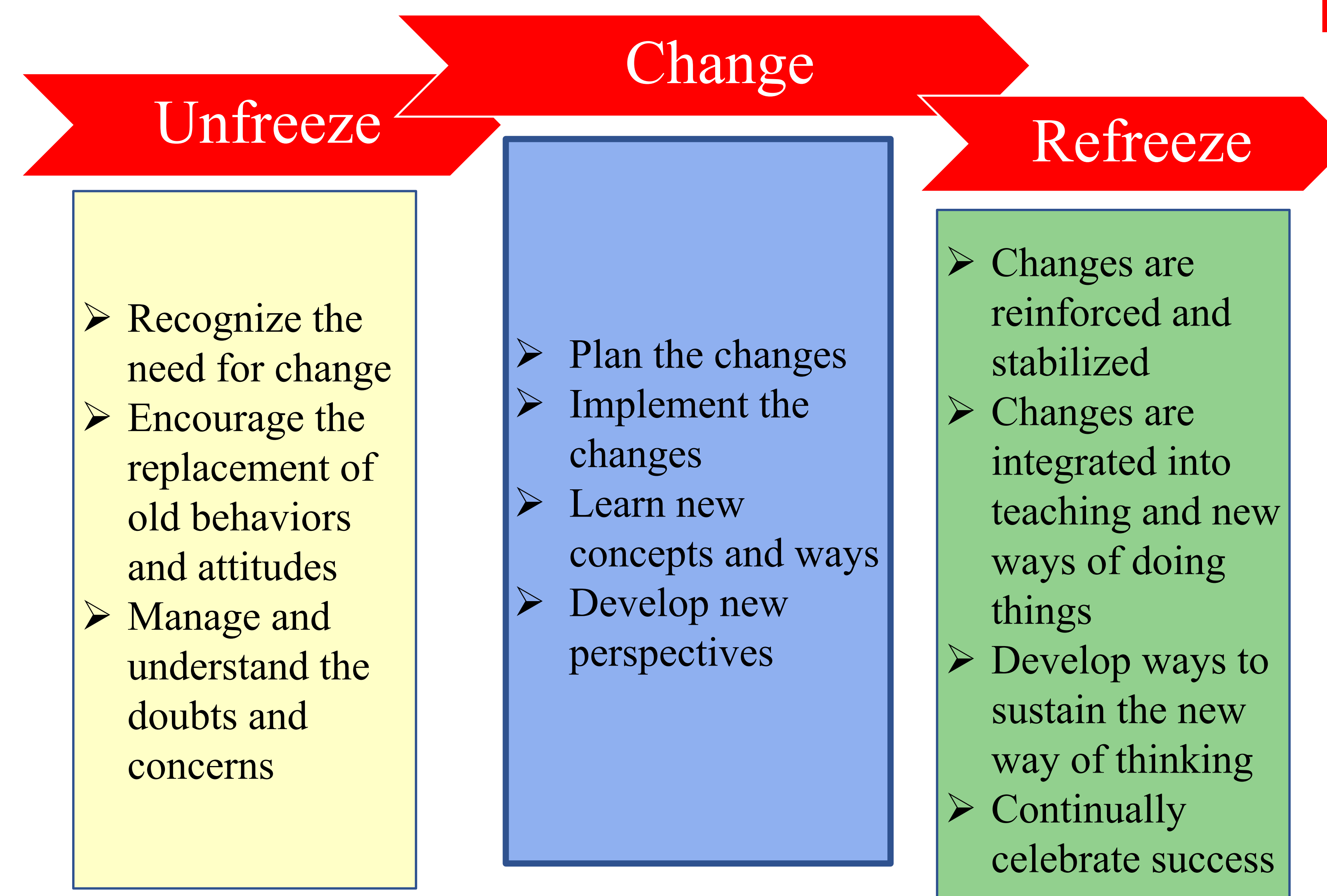
Associate Professor

Interim Chief Diversity and Inclusion Officer

The Zone of Proximal Development (ZPD)



Lewin's Change Model



Program Development

Key Concepts	Related Program Practices
Social interaction	Workshops, seminars, mentoring, simulations, experiential activities, and peer support
Internalization	Individually guided activities, group activities
Reflection	Personal histories and journal writing

Plan of Study

- 12 weeks distance learning course
- Hybrid
 - Weekly face-to-face sessions
- Sessions facilitated by peers
- Outside consultants
- Attendance to outside workshops
 - The People's Institute of Survival and beyond
 - Brave Conversation Facilitator Masterclass

Evaluation

Formative and summative evaluation using quantitative and qualitative data

Program Evaluation

- Participants demographics
- Pre & Post self-assessment of anti-bias behavior
- Diversity self-assessment
- Participants focus group at end of program
- End of program evaluation

Next Steps

- Seek IRB approval
- Recruitment of faculty
- Build course platform
- Develop a plan of study
- Develop assignments
- Learning activities



CAPSTONE PRESENTATION & GRADUATION

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Biography

Dr. Paula Alexander-Delpech is the Interim Chief Diversity and Inclusion Officer (CDIO) at Frontier Nursing University (FNU). She is chair of the President DEI Taskforce, a member of the Health Equity subcommittee, and co-chair of the DEI Faculty, Staff, and Preceptor Development and Retention Subcommittee. As the Interim CDIO, she is a senior leader who serves as a catalyst to lead the development and implementation of proactive DEI initiatives. She collaborates with the FNU stakeholders to cultivate a shared vision for DEI at the University. Dr. Delpech was previously a Clinical Assistant Professor at the University of Florida, where she led the transformation and implementation of the undergraduate curriculum. Dr. Delpech has held numerous leadership positions where she administered program policies and procedures, collaborated on curricula changes, promoted faculty development, and implemented new programs. Dr. Delpech's area of research is in health disparities among women from the Caribbean diaspora, implementing train-the-trainer programs in the Caribbean to address these disparities. She has experience applying qualitative and quantitative methodologies to improve underserved patient populations' outcomes in the United States and the Caribbean. She earned her BSN and MSN from Florida International University, her Ph.D. from Barry University, and her Post-Master's from the University of Cincinnati. She is board certified as a Psychiatric Mental Health Nursing Practitioner and maintains her clinical practice in a Federally Qualified Health Center. She is an appointed member of the AACN Diversity, Equity, and Inclusion Leadership Network and an inaugural member of the NONPF Diversity Committee. Dr. Delpech recently completed the AACN Elevating Leaders in Academic Nursing (ELAN) fellowship program.

Contact Information



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