



Creating an Environment of Equity and Inclusion for Diverse Students and Faculty

Elissa Allen, PhD, RN

Bronson School of Nursing

PURPOSE

The purpose of Diversity Leadership Institute Capstone Project for the Bronson School of Nursing is to identify and implement activities aimed at fostering Diversity, Equity, and Inclusion for students and faculty.

Where We Are

“the Bronson School of Nursing is dedicated to meeting the holistic care needs of diverse individuals, groups and communities at local, state, national and global levels, through teaching, scholarly inquiry and service with the community.”

Admits 90 students each year, 23 full-time faculty

In 2017, 13.5 % students from underrepresented groups

In Fall 2019, Holistic Admissions began

Fall 2020, 13.8% students from underrepresented groups
4% of faculty from underrepresented groups

Administration is supportive of DEI efforts

Objective

Create an environment where students and faculty have opportunities to engage in activities aimed at fostering DEI

Current Role

Assistant Professor in the School of Nursing, supported by department and HRSA grant to attend DLI

Member of the College of HHS Diversity, Equity, & Inclusion Committee

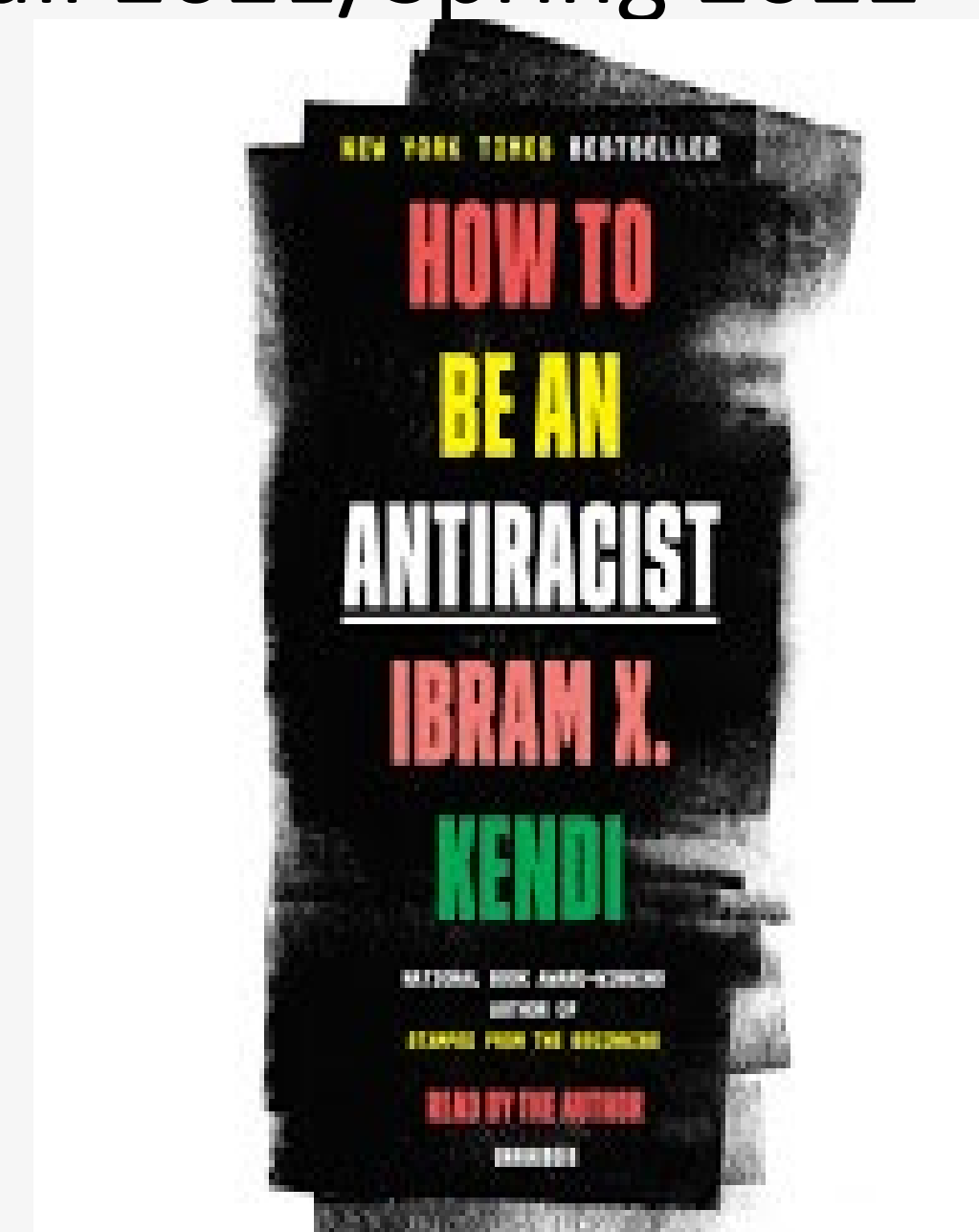
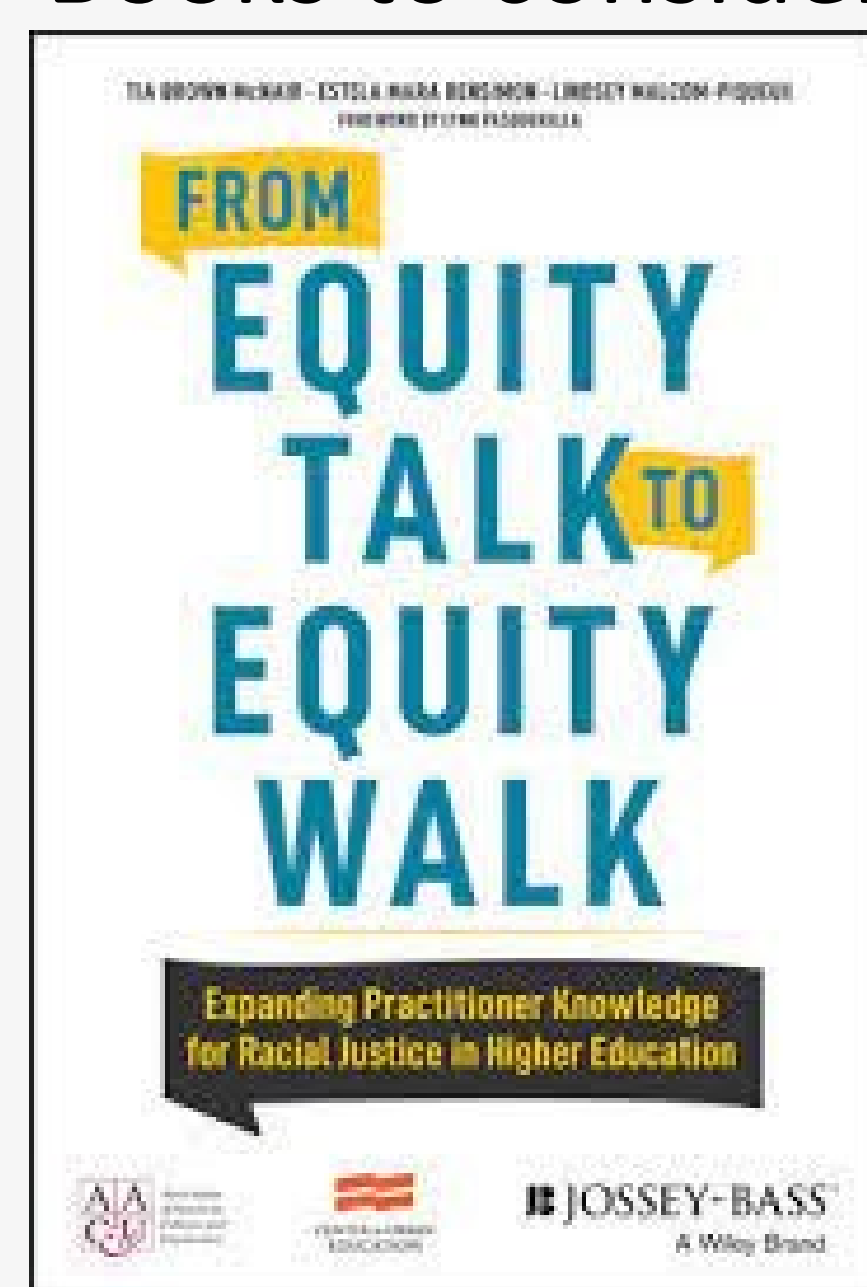
IDENTIFIED NEEDS FOR 2021-2022

BSON faculty have expressed desire for opportunities to engage with other faculty and students regarding identifying bias, microaggressions, managing difficult conversations in the classroom, etc.

BSON has no current method of assessing what DEI content is being covered in classes

Target Audience	Proposed Activity For Fall 2021	Location of support
Faculty /students	Book reads, 21-Day Racial Equity Challenge	Led by myself and faculty
Faculty	Mapping of DEI content in curriculum, aimed at introducing, reinforcing, etc. of DEI concepts	Departmental Curriculum Committee

Books to consider For Fall 2021/Spring 2022



Curriculum Mapping Process

Semester-long project in conjunction with Curriculum Committee beginning Fall 2021

ASSESSMENT

- Climate survey (biannual?)
- Student feedback
- Review of DEI curriculum by Curriculum Committee
- **HOW THESE ACTIVITIES GET US WHERE WE WANT TO BE**
- Book reads, workshops, etc. increase the presence of DEI conversations in all aspects of the faculty role. DEI becomes a natural consideration
- These initiatives increase EXCELLENCE for WMU
- Limitations to the Assistant Professor role
- My presence and willingness to discuss how DEI plays a role in every aspect of faculty role, bring up new ideas to the DEI committee/Dean, and lead book reads/challenges will create steady progress



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DIVERSITY LEADERSHIP INSTITUTE



*For academic nursing leadership committed to
diversity, equity, and inclusion*

Biography

Elissa Allen is an Assistant Professor at the Bronson School of Nursing at Western Michigan University. Dr. Allen has been the primary investigator and co-investigator on several research projects related to diversity, equity, and inclusion. Recently, Dr. Allen focused on identifying provider related influences on racial disparities in birth outcomes in the Kalamazoo area. Additionally, Dr. Allen is a member of the College of Health and Human Services' Diversity, Equity, & Inclusion Committee.



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