

# Inclusive Excellence: Making the invisible visible

Jerrica V. Ampadu, PhD, RN  
AACN Diversity Leadership Institute

## Introduction

Nurses are pivotal in advancing health equity by addressing structural and institutional barriers that produce health disparities and developing and advocating for policies and programs that promote health equity (National Academies of Sciences, Engineering, and Medicine, 2021). As such, nursing schools must create environments in which diversity, inclusion, equity, and justice are valued and evident throughout all spheres of the academic culture (Williams et al., 2005).

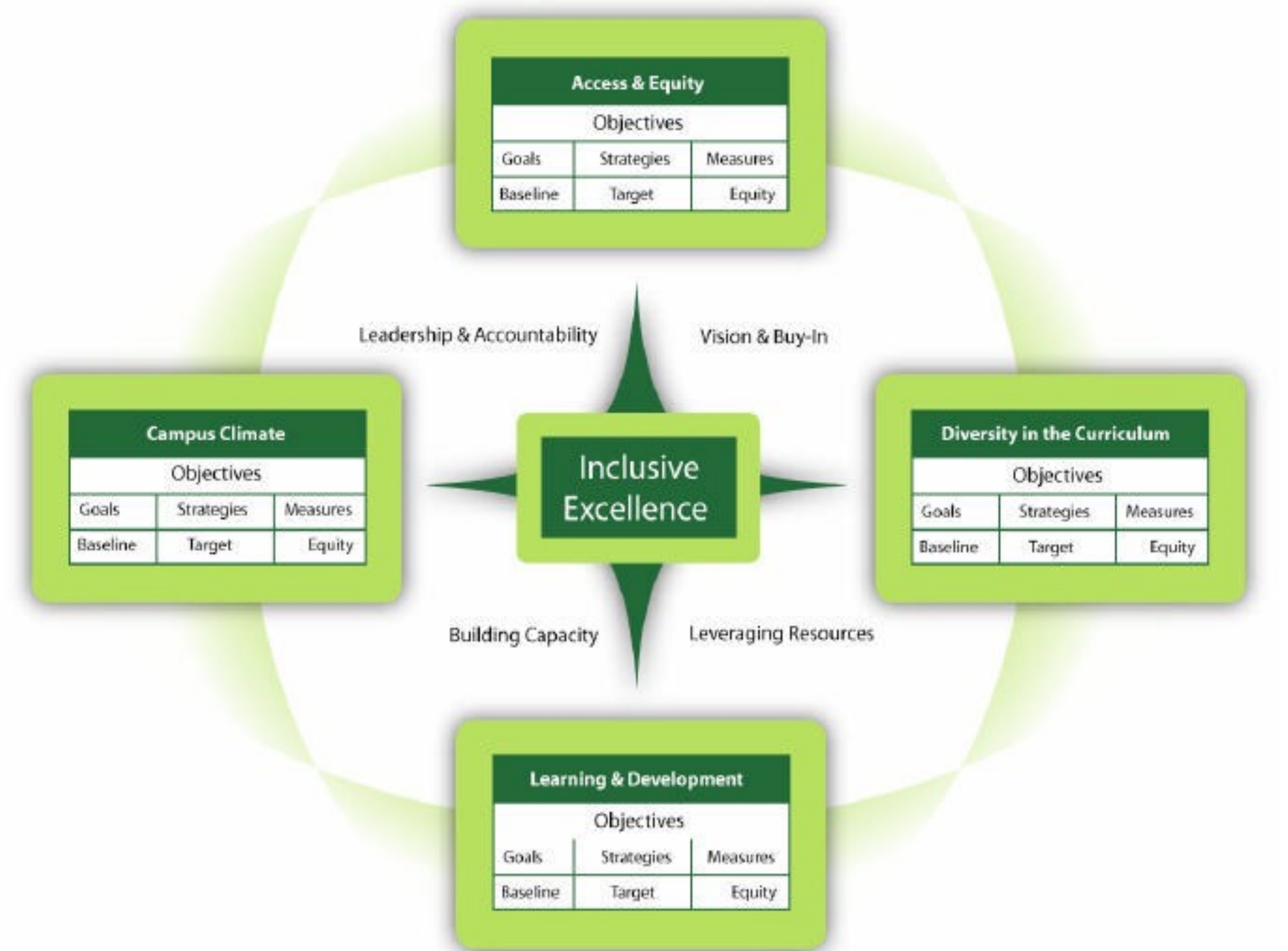
## Background

Southern Illinois University Edwardsville (SIUE) School of Nursing offers undergraduate and graduate programs. The undergraduate programs include the traditional undergraduate option (BSN program), RN-BSN completion, and a 15-month accelerated baccalaureate program. The graduate programs include nurse educator, nurse practitioner, healthcare and nursing administration, and doctorate of nursing practice. Our vision includes “creating excellence in nursing leadership through innovative teaching, quality research, community service, and compassionate care in a diverse world.” As such, we have various programs and initiatives to improve health equity through increasing diversity among our student body and faculty, curriculum innovations designed to prepare students to address the social determinants of health and care for diverse populations upon graduation. However, most of our initiatives are led by faculty and staff passionate about the work and seeking external funding to advance health equity. Yet, once funding is expended, there are limited resources to sustain our efforts; therefore, creating meaningful and lasting structural changes is difficult.

## Purpose

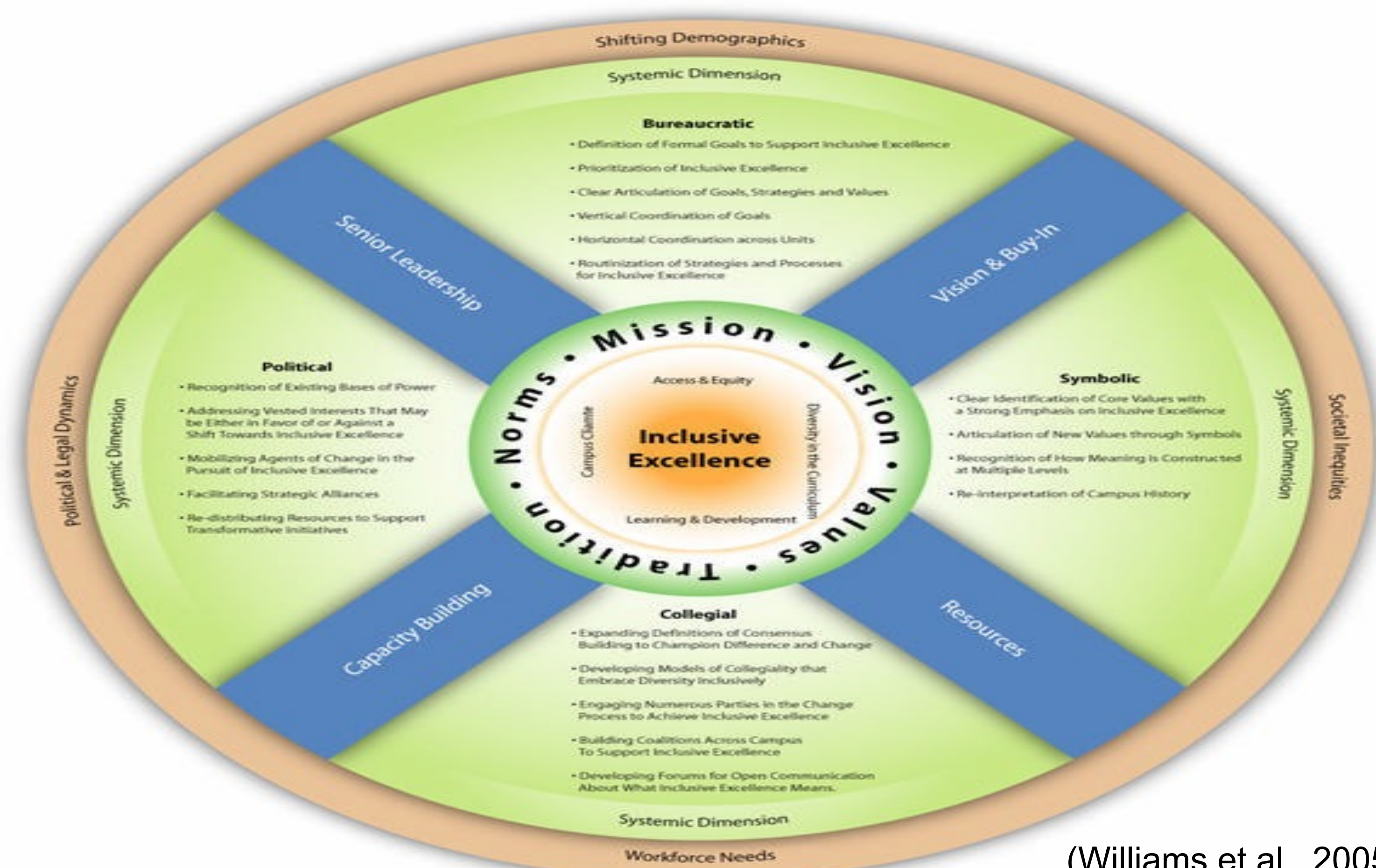
This project aims to facilitate meaningful and lasting structural changes by creating an Inclusive Excellence Scorecard that will advance diversity, inclusion, equity, and justice at SIUE SON.

## Inclusive Excellence Scorecard



(Williams et al., 2005)

## Inclusive Excellence Change Model



(Williams et al., 2005)

## Rationale

An Inclusive Excellence Scorecard will drive structural changes by visualizing outcomes over time. An Inclusive Excellence Scorecard is an evidence-based, multidimensional tool for enacting structural changes within four areas of an organization, including access and equity, diversity in the formal and informal curriculum, campus climate, and student learning and development (Williams et al. 2005).

It is a formal process of assessment that builds capacity, aligns effort with the school’s mission, vision, and values, engages all faculty and staff, and, most importantly, sets the tone for accountability and leverages resources.

## Process

- Establish measurable goals for each IE area (campus climate, access and equity, diversity in the curriculum, and learning and development) specific to SIUE SON
- Identify indicators and documentation for each goal
- Identify evidence(measures)utilizing the equity equation; baseline, target, and equity ratio

## References

National Academies of Sciences, Engineering, and Medicine (2021). *The future of nursing 2020–2030: Charting a path to achieve health equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25982>.

Williams, D. A., Berger, J.B.& McClendon, S. A. (2005) *Toward a model of Inclusive Excellence and Change in Post-Secondary Institutions*. Association for American Colleges & Universities, Washington, D.C.

# diversity, equity, & inclusion

## American Association of Colleges of Nursing

### Diversity Leadership Institute: Capstone Presentations and Graduation

#### Inclusive Excellence: Making the invisible visible

Jerrica Ampadu, PhD

#### Biography

---

Dr. Ampadu, associate professor, has worked at SIUE School of Nursing (SON) since 2002. Dr. Ampadu teaches various didactic, clinical, and online courses in undergraduate and graduate nursing programs focusing on adult health, community health, epidemiology, and the theory of nursing education. In addition, Dr. Ampadu, a Certified Diversity Facilitator (CDFT), serves as the diversity coordinator and director of the WE CARE Clinic.

Dr. Ampadu has conducted various local, regional, and national presentations focused on her scholarship, healthcare initiatives, health equity, and chronic disease management. Currently she is leading the SON in reviewing and revising our admission policies.

#### Contact Information

---



Jerrica Ampadu, PhD  
Associate Professor, Coordinator of Diversity  
Southern Illinois University Edwardsville  
jerphil@siue.edu  
618-225-9903