

### **Diversity, Equity, and Inclusion Task Force Charter Development**

The University Of Southern Mississippi College of Nursing and Health Professions
LaWanda Baskin, PhD, FNP-C, Director, Assistant Professor
School of Leadership and Advanced Nursing Practice



**The USM Office of DEI's** overall mission is to expand the campus environment and become dedicated to providing diverse, inclusive and equitable experiences, opportunities, and environments that stimulate the intellectual experience/exchanges and wellness of all campus entities.

Inputs



**Outputs** 

Activities Participation



**Outcomes - Impact** 

Short Term Medium Term Long Term

### Situation

Project: Diversity, Equity, and Inclusion (DEI) Taskforce Charter Development for The College of Nursing and Health Professions at The University of Southern Mississippi

Purpose: To strengthen the connection between the University Office of Diversity, Equity, and Inclusion and the CNHP as we work to assist and guide the CNHP to serve the ideals outlined in the University DEI Office mission.

### **Priorities**

Increase Knowledge and Understanding:

Acknowledge and build on our own history as it relates to inequalities.

Foster Community Engagement: Create an environment, that fosters

environment, that fosters engaged actions of diversity, equity, and inclusion among all stakeholders.

Transform systems: Make changes to policies,

procedures, and curriculum that are necessary to support the values of diversity, equity and inclusivity.

### What we invest

Time & Commitment

Monthly meetings from August – May.

Called meetings if special circumstances warrant immediate action.

Closed meetings except when special invitations are made by the Task Force.

Meeting minutes will be maintained and will be available to all members of the CNHP community.

### What we do

#### **CNHP DEI Task Force Charge**

To engage the USM CNHP community, in developing and/or making recommendations to improve individual and system structures to address diversity, equity, and inclusion inequities which exist currently within USM CNHP

To work with the Dean, Associate Deans, and the designated Diversity Officer to support goals as outlined in the USM Office of Diversity and Inclusion Mission.

#### Who we reach

#### Members & Stakeholders

Associate Deans for Academics and Research, School Directors, Faculty members, Staff members, and Student representatives.

Adhoc members may be added as needed when specific work requires additional expertise.

All voices and perspectives of the USM CNHP community members and partners will be represented.

Faculty, Staff, and student members will serve a term of one (1) academic year, with a maximum of two consecutive terms being allowed.

# What the short term results are

### Learning

Participate in appropriate DE training.

Identify historical practices and principles that lend to inequities in CNHP.

Assess the needs of the CNHP community and partners to improve DEI efforts.

# What the medium term results are

### Action

Create workgroups or committees to address identified needs.

Work closely with the USM Office of DEI to ensure CNHP goals are inline with the University's DEI goals.

Develop a Strategic Plan related to Diversity, Equity, and Inclusion for CNHP.

# What the ultimate impact(s) is

### Conditions

Increase diverse faculty and staff in CNHP.

Create diverse, equitable, inclusive curriculum across all programs.

Create an inclusive climate in the CNHP, where all community members and partners feel comfortable.

\*Faculty and Staff buy-in | Assumptions | \*Administrative Support

\* Administrative Support | External Factors | Task Force Participation |

University PoliciesOutreach

### **Evaluation**

Needs assessment of the College are collected and analyzed, all outcomes should be reevaluated and adjusted if needed. The work of the



# CAPSTONE PRESENTATION &

### **GRADUATION**

## **Diversity, Equity, and Inclusion Task Force Charter Development**LaWanda Baskin, Phd, FNP-C

### **Biography**

Dr. LaWanda Baskin currently serves as the Director for the School of Leadership and Advanced Nursing Practice at The University of Southern Mississippi. She has more than 20 years of experience as a nurse, 10 years of experience as a nurse practitioner and nurse educator. Dr. Baskin received her Bachelor of Science in Nursing degree from The University of Southern Mississippi, her Master of Science degree as a Family Nurse Practitioner from Alcorn State University and her PhD in Nursing Leadership from The University of Southern Mississippi. Dr. Baskin is actively involved in improving Diversity, Equity, and Inclusion efforts in higher education. She also maintains active practice as a nurse practitioner and is dedicated to improving health equity for minority patients in underserved communities.

#### **Contact Information**



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