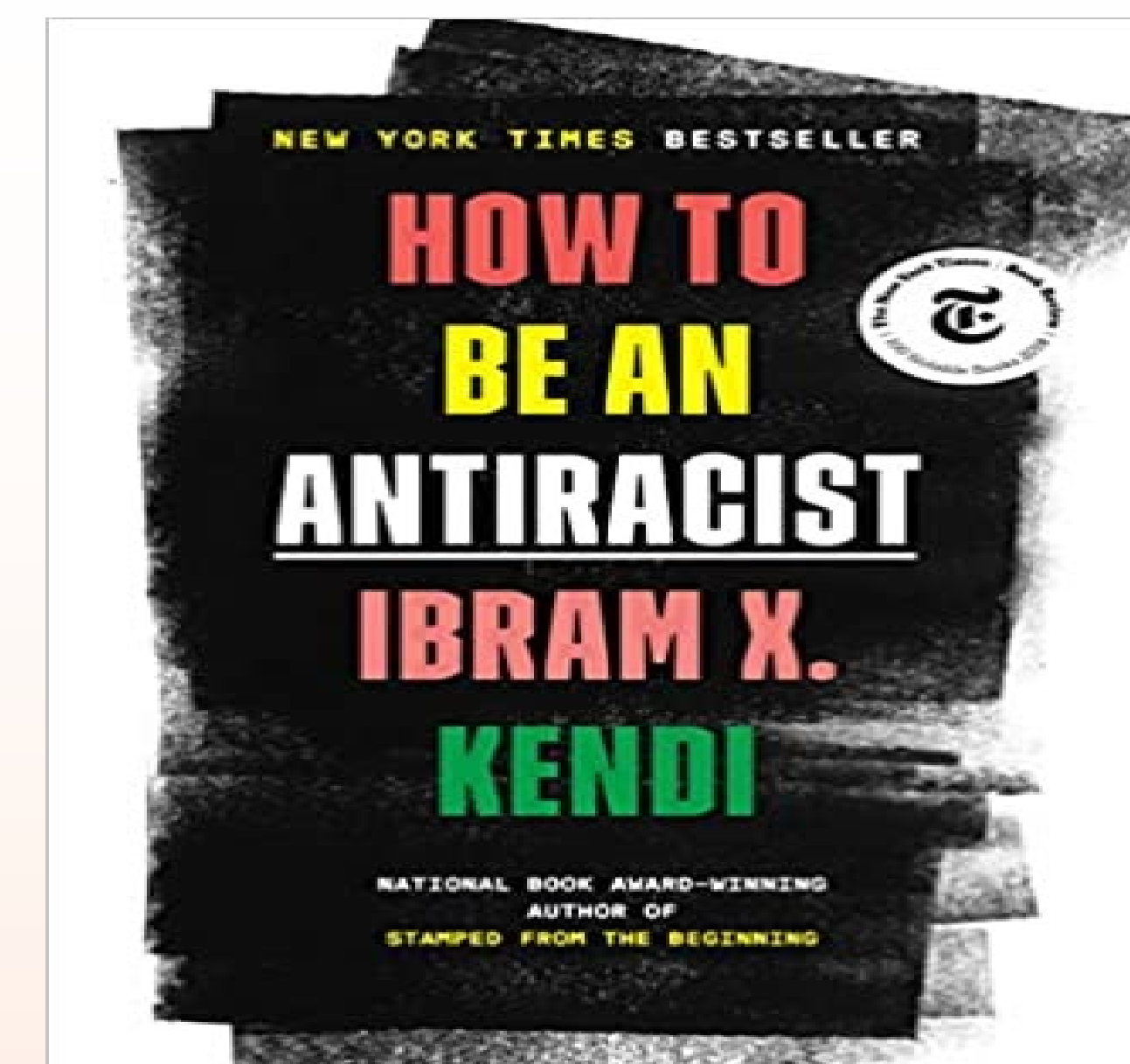
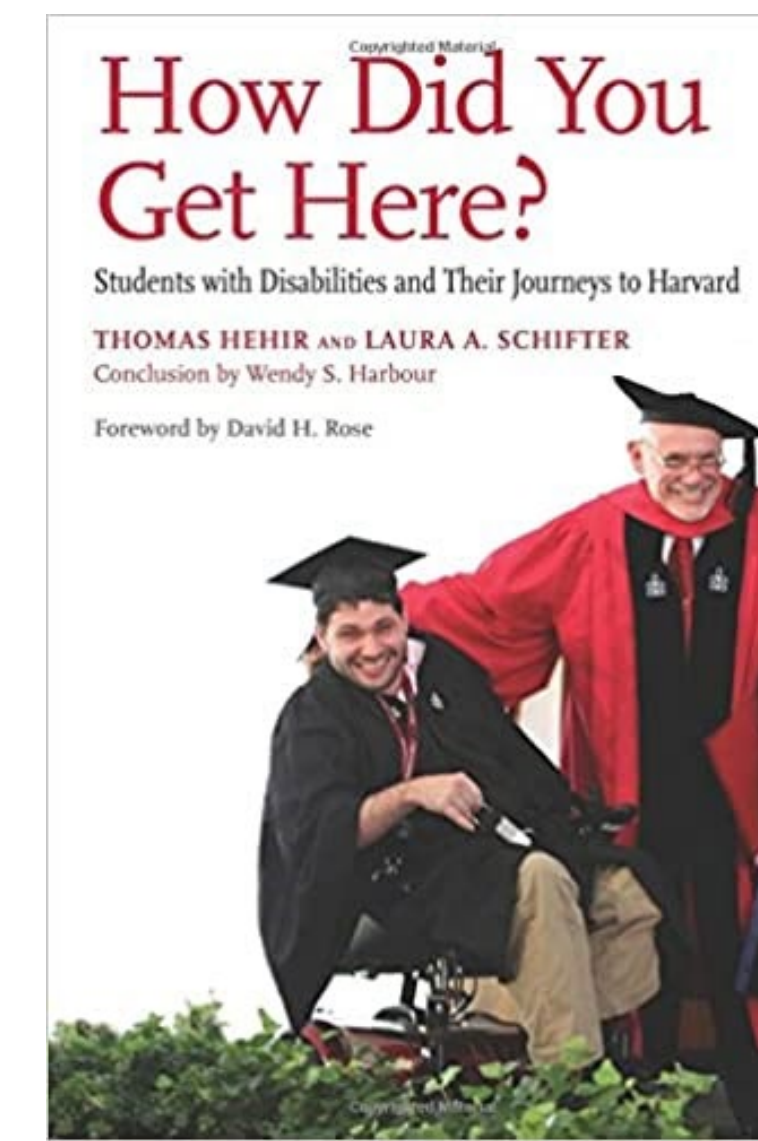
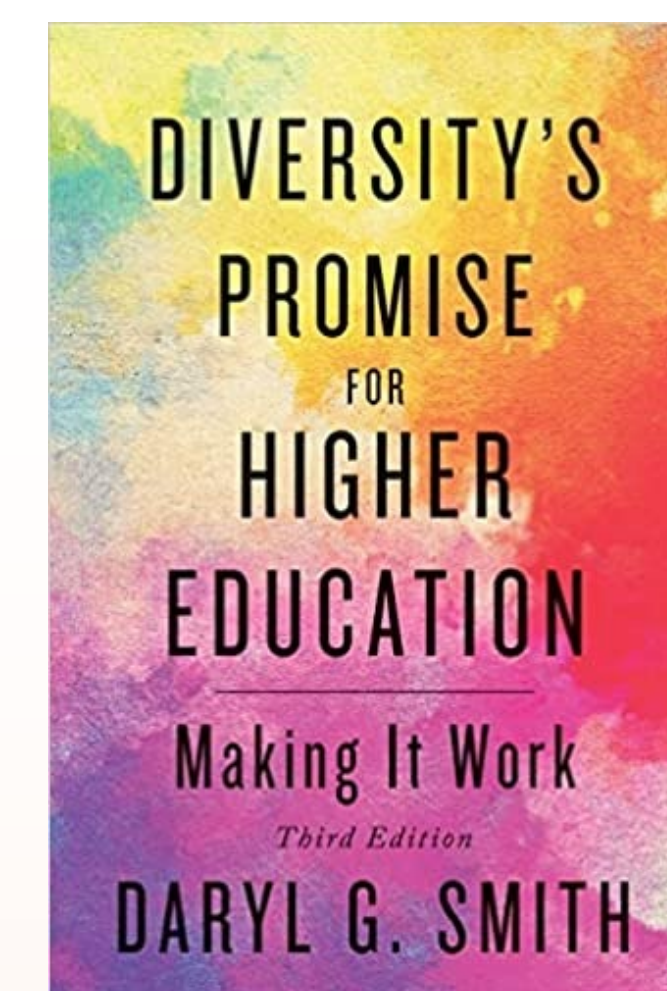


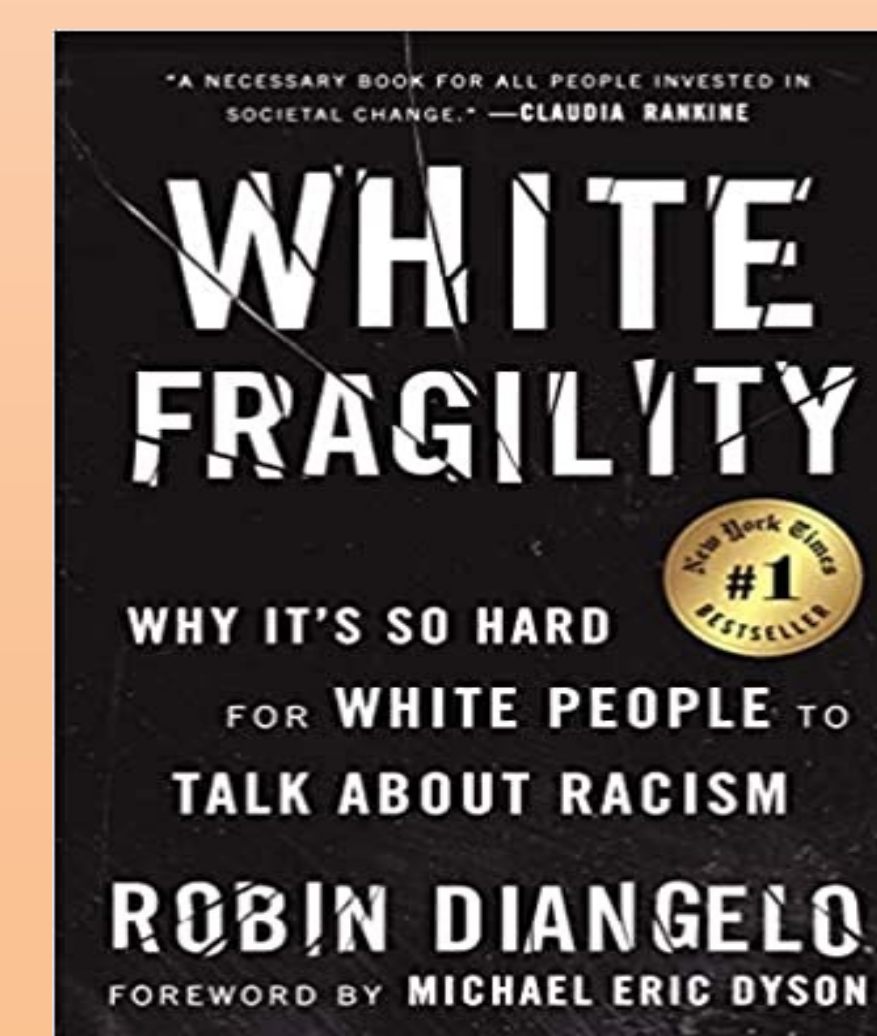
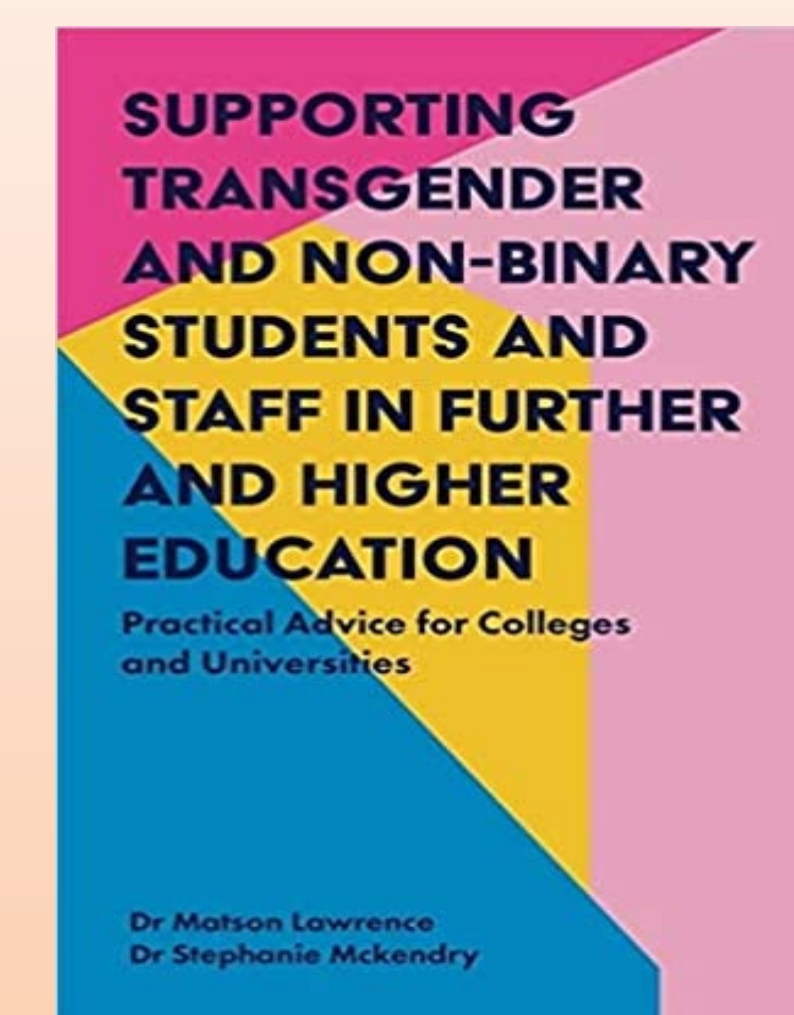
## INTRODUCTION

- A peer-led group engaged in active, collaborative learning
- Faculty development is foundational to DEI work (Smith, 2020)
- Faculty across campus invited to participate to increase diverse ideas
- Resources provided



## STRUCTURE

- During the academic year, a core group of faculty will meet monthly and discuss concepts around DEI
- Members will establish a schedule and community standards in the August meeting
- **Proposed Community Standards**
  - Regular meeting attendance
  - Members alternate presenting articles, books or videos that relate to DEI and leading discussions
  - Resources distributed one month ahead of time
  - Topics include but are not limited to: Ableism, Accessibility, Culture, Disability Rights (ADA), Institutional Culture, First Generation Students, Gender Identity/Expression, LGBTQ+ Community, Neurodiversity, Racism, and White Privilege



## PROPOSED SCHEDULE

Month	Activity
August	Establish schedule & community standards
September	<i>Diversity's Promise for Higher Education</i> (Smith, 2020)
October	<i>Stamped From the Beginning</i> (Kendi, 2016)
November	<i>White Fragility</i> (DiAngelo, 2018)
January	<i>How to be an Antiracist</i> (Kendi, 2019)
February	<i>How Did We Get Here: Students with Disabilities and Their Journeys to Harvard</i> (Hehir, et al., 2015)
March	<i>We are Everywhere: Protest, Power &amp; Pride in the History of Queer Liberation</i> (Riemer & Brown, 2019)
April	<i>Supporting Transgender and Non-binary Students &amp; Staff</i> (Lawrence & McKendry, 2018)
May	Evaluation & next steps

*\*The final schedule will be negotiated by community members*

## NEXT STEPS

- Submit abstract to national conference
- Submit manuscript for publication
- Transform learning community into a research community focused on diversity, equity, and inclusion

## REFERENCES

Smith, D.G. (2020). *Diversity's promise for higher education: Making it work* (3<sup>rd</sup> ed.). Johns University Press.

## A Faculty Learning Community: Diversity, Equity, & Inclusion in Higher Education

Vicki Black, PhD, RN  
Georgia Baptist College of Nursing,  
Mercer University

# DIVERSITY LEADERSHIP INSTITUTE



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

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### Biography

I have years of experience as a nurse faculty member and as an ambassador of diversity, equity, and inclusion. My PhD is in higher education with an emphasis on American Indian education. During my program, I worked diligently to become an Indigenous scholar and sought work where I could use my skills and knowledge. I relocated and worked at Northern Arizona University. For several years, I worked on a grant funded BSN program on the Navajo Reservation. At Georgia Baptist College of Nursing, I serve on the project leadership team for the HRSA NWD Grant: Dedicated to Diversity.



### Contact Information

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