

# Building a Diversity, Equity, and Inclusion Culture in the UPR-SON

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### INTRODUCTION

The University of Puerto Rico, Medical Sciences Campus, School of Nursing (UPR-SON) mission is to prepare highly qualified nursing professionals' leaders in service, education, and research to work in an interdisciplinary manner within a changing and culturally diverse society.

Diversity recognizes that each person is unique with different perspectives, identity, and points of view. It includes important and interrelated dimensions of human identity such as race, ethnicity, color, gender, socio-economic status, nationality, citizenship, education, geographic origin, religion, sexual orientation, ability, age, political beliefs, and/or other ideologies.

It is widely accepted that a diverse workforce is better positioned to meet the health care needs of today's pluralistic society and likely to improve access to and the quality of care that is provided. Underrepresented minorities are more likely to work in underserved areas, thereby increasing access to care.

Successful diversity initiatives are cultivated by environments that promote inclusivity and generate principles that supports difference. The UPR-SON recognize the need for institutions to improve the quality of care that is delivered and agree that diversity could help move the needle closer to health equity.

#### **GOALS**

To accelerate diversity, inclusion, and equity initiatives at the University of Puerto Rico, Medical Sciences Campus, School of Nursing to prepare the current and future nursing workforce to be reflective of the society it serves while simultaneously fulfilling societal expectations and needs.

## **METHODS**

- Gather baseline data.
- Define measures to monitor outcomes.
- Identify strategic priorities to be included in the UPR-SON strategic plan.
- Recommend effective strategies for moving beyond diversity to a sense of belonging.

#### **PROCESS**

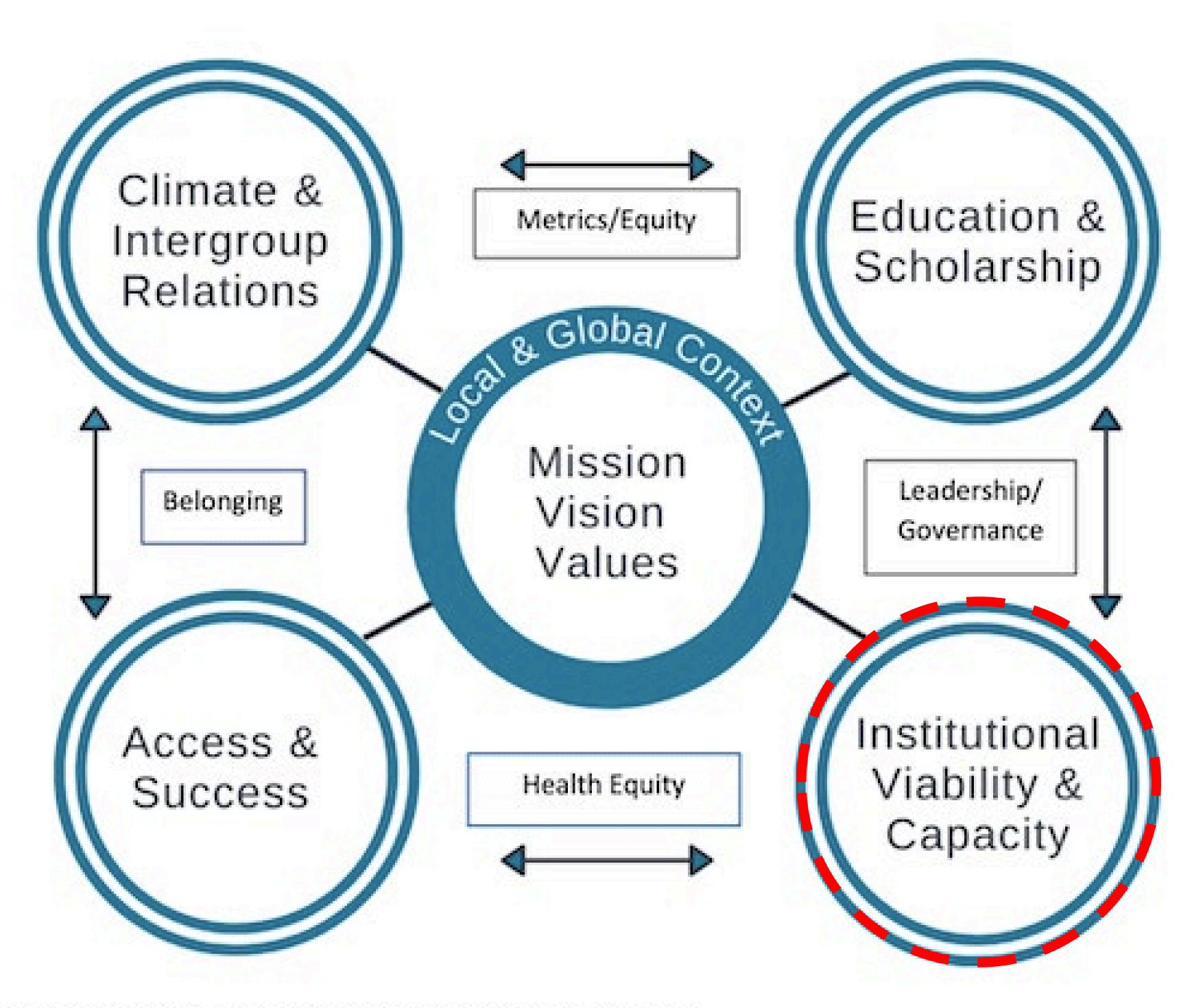
- Organize and establish a diversity committee to communicate information about diversity initiatives.
- Gather Human Capital Report and Student demographic data annually.
- Create a clear and comprehensive diversity, equity and inclusion position statement for the UPR-SON.
- Integrate cultural competency into nursing courses.
- Incorporate Diversity, Equity, and Inclusion (DEI) initiatives into the strategic plan of the UPR-SON.
- Develop accountability methods and metrics to measure achievement of objectives.

Diversity Officer Appointment Gather UPR-Son Diversity Data

Implementation Plan

Accountability

### INCLUSIVE EXCELLENCE ECOSYSTEM FOR ACADEMIC NURSING



Adapted from Smith, D.G. (2020) Diversity's Promise for Higher Education



#### REFERENCES

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- Bosher, S.D., & Pharris, M.D. (Eds.) (2009). Transforming nursing education: The culturally inclusive environment. New York: Springer.
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# CAPSTONE PRESENTATION

#### **GRADUATION**

#### Building a Diversity, Equity, and Inclusion Culture in the UPR-SON lose Bonilla-Garcia, DNAP, CRNA, APRN

#### **Biography**

Dr. José Bonilla is an assistant professor and program director at the University of Puerto Rico, Medical Sciences Campus, Nurse Anesthesia Program. Dr. Bonilla earned a Master of Science in Nursing with Specialty in Anesthesia (MSN-SA) from the University of Puerto Rico – Nurse Anesthesia Program and a Doctorate in Nurse Anesthesia Practice (DNAP) from Texas Wesleyan University. He serves on several committees within the institution, including the School of Nursing (SON) Executive Council and the Assessment and Evaluation Committee. He is the Diversity, Inclusion, and Equity officer at the SON and has been the project director of the Nurse Anesthetist Traineeship (NAT) Program for three years. Professionally, he serves as the treasurer of the Puerto Rico Association of Nurse Anesthetists (PRANA). Clinically, Dr. Bonilla maintains his clinical skills at Advent Health Zephyrhills.

#### **Contact Information**



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