



Building Capacity for Inclusive Excellence Through Professional Development

Patricia K. Bradley PhD, RN, FAAN Associate Professor & Associate Dean Inclusive Excellence



Project Purpose

The purpose of the AACN Diversity Leadership Institute Capstone Project at the Villanova Fitzpatrick College of Nursing (FCN) is to develop and implement activities aimed at building capacity for inclusive excellence for staff, faculty and administrators.

- Create organizational structures grounded in mission, vision, values, goals, and priorities
- Support institutional culture change through providing professional development opportunities for faculty, staff, and administrators.

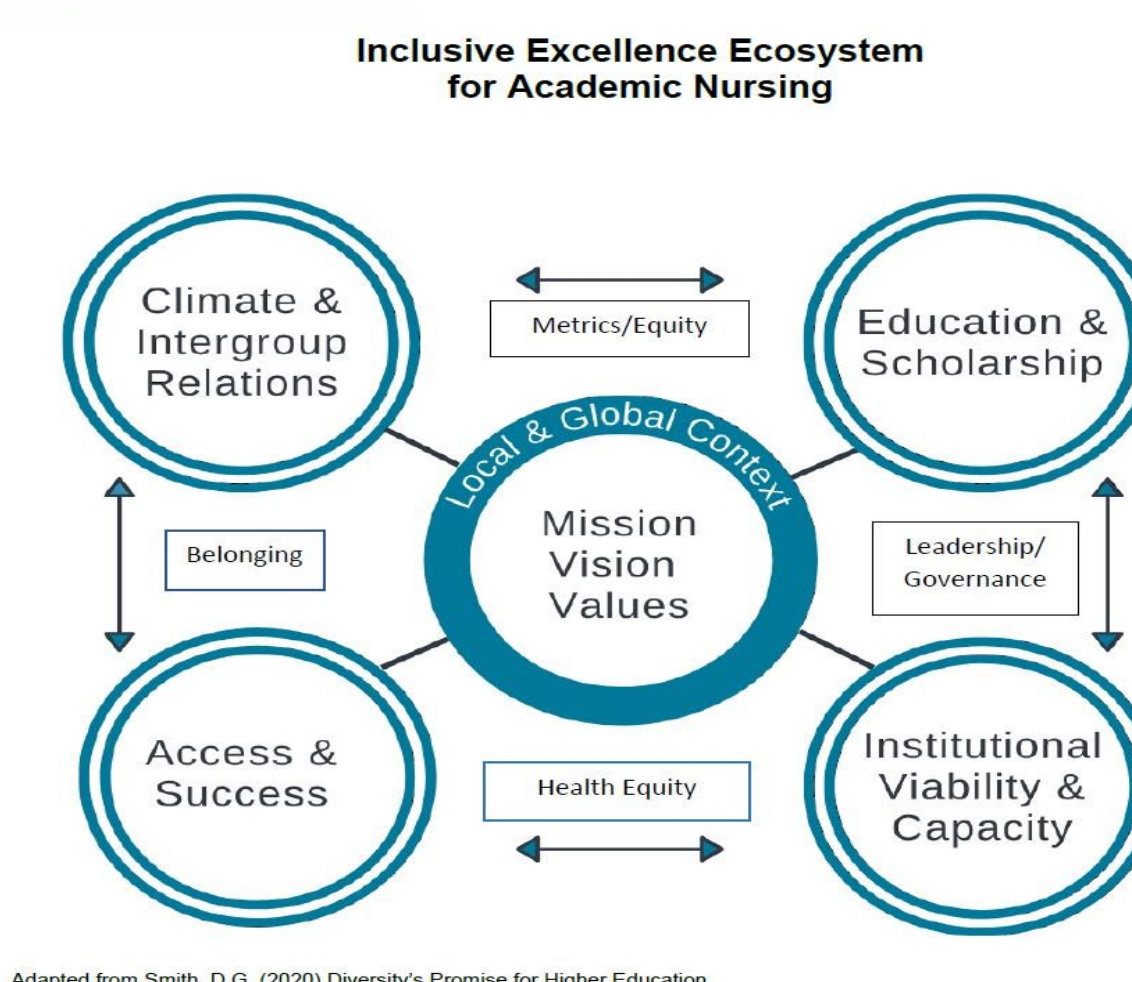
Inclusive Excellence

- Involves repositioning diversity and inclusion as fundamental to institutional excellence and driving change across every dimension of the institutional environment (AACU, n.d.).
- Focuses on students through recruiting and retaining a diverse faculty and staff workforce and student body and by creating a respectful climate supportive of everyone's success.
- Fosters an inclusive environment where all faculty, staff, and students are respected, accepted, and valued.

Creating an Antiracist Environment

- Our goal at Villanova is to facilitate a community-wide understanding and practice of inclusive mindsets and behaviors.
- Antiracism is about social justice. It is an approach to learning and action that is disruptive to all systems of oppression.
- As a lens, antiracist education centers race, and especially Black racial identity, since race has been a primary organizing principle that has structured American societal institutions and practices based on racial disparities, although it also considers socioeconomic class, gender, sexual orientation, and other social identities.
- Antiracism requires that we challenge any action and condemn any silence in institutional and educational policies, organizational structures, or traditions that maintain or extend violence against, or oppression of, any minoritized group.

FCN Activities Using AACN Framework for Inclusive Excellence



DIMENSION	Examples of structures & activities in place at the FCN
INSTITUTIONAL VIABILITY & VITALITY	<ul style="list-style-type: none"> ➤ DEI University & Nursing Strategic Plan ➤ Implementing the University Inclusive Hiring Guidelines ➤ Created position for Associate Dean of Inclusive Excellence ➤ Establish External Advisory Board ➤ Develop Diversity champions, and student and alumni ambassadors
ACCESS & SUCCESS	<ul style="list-style-type: none"> ➤ Examine structures, policies, practices, and attitudes to ensure access, retention, and success for all faculty, students, and staff. ➤ Develop faculty, staff, and student mentoring programs to provide support to underrepresented students, faculty, and staff ➤ Formed Multicultural Student Nurses Organization (MSNO) & Men in Nursing Organization (MINO)
EDUCATION & SCHOLARSHIP	<ul style="list-style-type: none"> ➤ Integration of social justice, gender sensitivity, and cultural knowledge into nursing science, education, and practice through nursing courses. ➤ Embedding DEI concepts into the curriculum to aid in understanding and appreciating diversity and developing the cultural skills to interact effectively with others
INSTITUTIONAL CLIMATE & INTERGROUP RELATIONS	<ul style="list-style-type: none"> ➤ Healthy Work Environment Summit for faculty, staff, administrators to foster environments where diverse backgrounds are valued and respected ➤ Equipping students and faculty with practical dialogic skills through the pedagogies of Intergroup Dialogue to allow them to engage across and through lines of difference, especially as they relate to race.

Facilitators of Change

External

- **National Commission to Address Racism in Nursing Foundational Report** (examines the issue of racism within nursing nationwide and describes the impact on nurses, patients, communities, and healthcare systems)
- **The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity** (explores how nurses can work to reduce health disparities and promote equity)
- **AACN The Essentials: Core Competencies for Professional Nursing Education** (necessary curriculum content and expected competencies of graduates from baccalaureate, master's, and Doctor of Nursing Practice programs)

Internal

- **University Race and Justice Course** (How issues of race, power, privilege, and justice engage at the University and within the discipline of nursing)

Professional Development Series

Provide professional development opportunities for faculty and staff, topics include but are not limited to:

CONVERSATION STARTERS

- Cultural Concepts I: Combating unconscious bias through Cultural Humility
- Cultural Concepts II: Power, Privilege, and Allyship
- Hidden Figures in Nursing-Historical perspective

DEFINING THE ISSUES

- What is diversity, equity, and inclusion
- Anti-racism
- Intersectionality
- Oppression, discrimination
- Structural racism/health inequity/SDOH

PREPARING FOR ACTION

- Promoting dialogue across differences
- How Language Matters
- Developing an Antiracist Syllabus
- Cultivating an Inclusive Classroom

STUDENT ASSISTANCE

- Mentoring/advising underrepresented students
- Understanding and reporting bias concerns

Evaluation

- Participants will complete evaluation at end of each session
- Trainings will be evaluated using process and formative methods
- Continuing Education credits will be offered

Acknowledgements

- Special thanks to Dr. Vernell Dewitty, Dr. Brigit Carter, and the AACN Diversity Leadership Institute mentoring team.
- Many thanks to Dean Donna Havens and the Villanova Fitzpatrick College of Nursing for the appointment and financial support to participate in the AACN Diversity Leadership Institute.
- Thank you also to my cohort group for support and feedback.

References

American Association of Colleges of Nursing. (2020). Diversity, Equity, and Inclusion Faculty Tool Kit. Washington DC: AACN

American Association of Colleges of Nursing (2021). The essentials: Core competencies for professional nursing education. Washington, DC. <https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>

Canty, L, Nyirati, C, Taylor, V, & Chinn, P (2022). An overdue reckoning on racism in nursing. American Journal of Nursing, 122 (2), 26-34. https://journals.lww.com/ajnonline/Abstract/2022/02000/An_Overdue_Reckoning_on_Racism_in_Nursing.25.aspx

Cary, M. P., Jr, Randolph, S. D., Broome, M. E., & Carter, B. M. (2020). Creating a culture that values diversity and inclusion: An action-oriented framework for schools of nursing. Nursing forum, 55(4), 687-694. <https://doi.org/10.1111/nuf.12485>

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>

National Commission to Address Racism in Nursing (2022). Foundation Report Series. Washington DC: American Nurses Association.

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



CAPSTONE PRESENTATION & GRADUATION

Building Capacity for Inclusive Excellence Through Professional Development

Patricia K Bradley, PhD, RN, FAAN

Biography

Patricia K. Bradley PHD, RN, FAAN, is an Associate Professor and Associate Dean of Inclusive Excellence, at the Fitzpatrick College of Nursing (FCN) at Villanova University.

Dr. Bradley has a particular expertise in the psycho-social aspects of breast cancer screening, diagnosis, treatment, and survivorship among African American women. Dr. Pat, as the community calls her, has developed training programs and materials focusing on the needs of the African American community using a psychosocial-spiritual approach. Other outcomes of her work include award-winning publications, national presentations, consultations, and active memberships on national and regional boards where she provides the background to understand how best to work with vulnerable populations. Dr. Bradley's current work focuses on diversity, equity and inclusion and fostering cultural humility in students, faculty, staff, and healthcare providers. Her research and service activities represent her commitment and contribution to ensuring a "voice for the voiceless" and to developing a culture of trust with vulnerable populations who lack access to address their concerns.

Dr. Bradley is a fellow in the American Academy of Nursing and serves as Chair of the Academy's Cultural Competence & Health Equity Expert Panel and as a mentor for the Academy's Jonas Policy Scholars Program's National Policy Mentoring Council (NPMC).

Currently she is a member of the American Association of Colleges of Nursing's Diversity Equity and Inclusion Leadership Network, a contributor to the Diversity, Equity, and Inclusion Faculty Tool Kit and a participant in the Diversity Leadership Institute.

Contact Information



Patricia K Bradley, PhD, RN, FAAN
Associate Dean Inclusive Excellence
Villanova University
patricia.bradley@villanova.edu
2152802482