

Measuring UniSON in a Nursing Academic Institution

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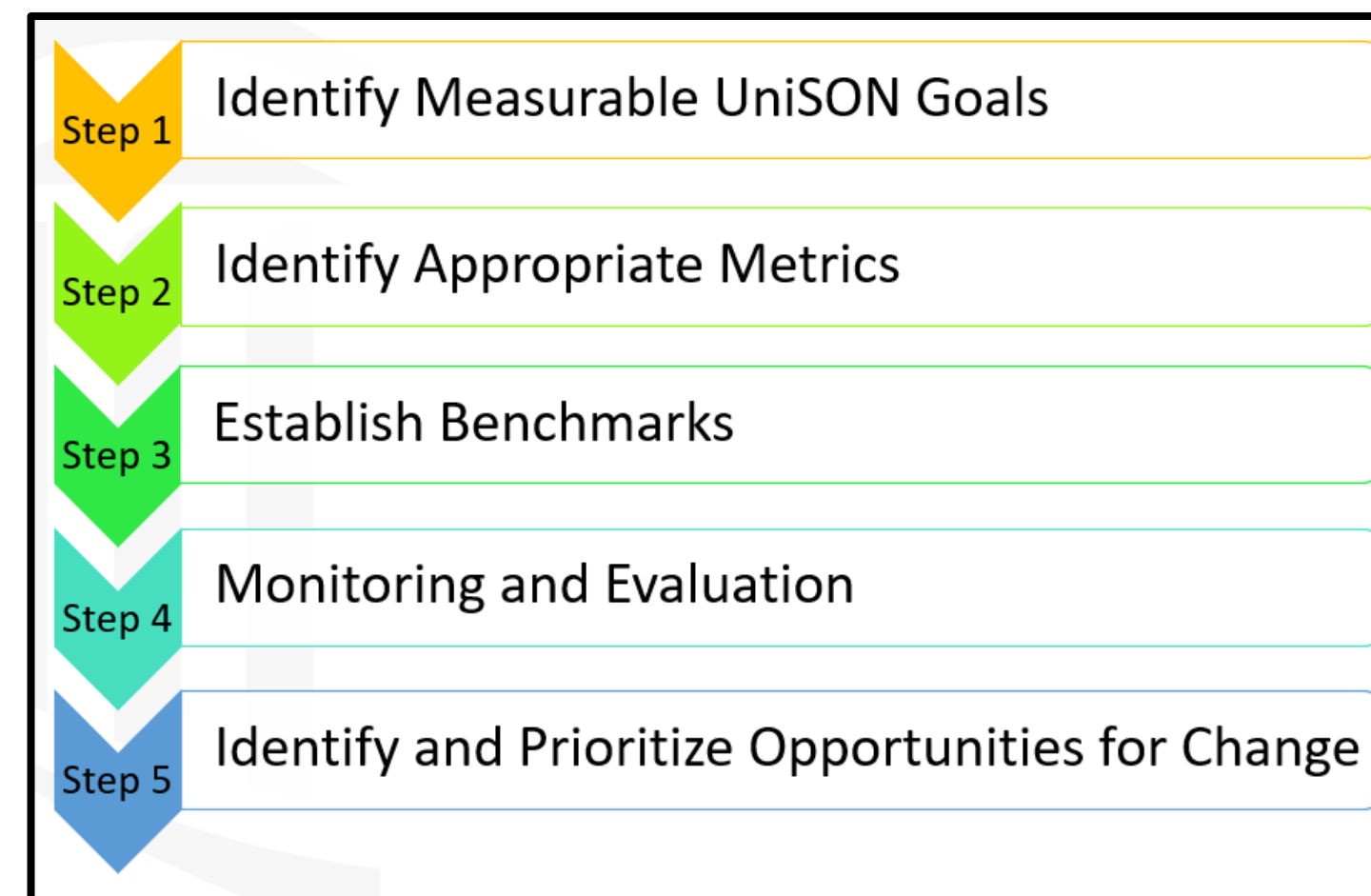
Problem Statement

- Implementing diversity, equity and inclusion (DEI) can be challenging for academic institutions and require alignment with organizational strategic goals and outcomes.
- DEI initiatives must be based on specific, measurable, achievable, relevant, and timely (SMART) objectives.
- Measurable DEI goals, monitoring and evaluation will improve performance and achieve the benefits that come with having a diverse, equitable, and inclusive institution.

Review of the Literature

- Organizational diversity is critical for achieving competitive advantage (Maturro, Migliori, Paolone, 2018).
- Measurement in DEI is important for demonstrating its value to the organization (Hubbard, 2007).
- DEI measurement can be misleading requires careful consideration (Haber, 2022).

Methods



Conclusions

1. Measuring UniSON requires buy in from leadership, governance, students, staff and faculty
2. The UniSON Statement goals will be measured through:
 - Curriculum development and implementation
 - Professional development activities
 - School policies and procedures
 - Evaluations
 - School social activities
3. Prioritize interventions with human and financial resources in mind
4. Measuring DEI efforts is an ongoing process that requires a commitment to improving.

Diversity as a Strategy

Indicators of Diversity

Desired outcomes

University of Maryland School of Nursing Vision

- Preeminent leaders in nursing education, research and practice
- Leaders in innovation
- Place people want to work
- Committed to the health of individuals and communities

Purpose

The purpose of this project is to identify appropriate metrics for measuring the University of Maryland School of Nursing's UniSON Statement goals. The UniSON goals are a commitment by the school to address structural racism. Periodic monitoring and evaluation of the goals will provide the data needed to determine if the goals have been achieved and identify opportunities for improvement.

Strategic Plan Alignment

The school community will:	Accountability	Growth and Success	Culture, Engage, Belonging	Innovation and Reimagination	Partnership and Collaboration	Engagement and Education
1. Embrace differences and be dedicated to listening to others' stories and experiences openly	X	X	X		X	
2. Recognize our shared humanity and commonalities across cultures and identities	X	X	X		X	X
3. Acknowledge sometimes uncomfortable realities and understand our place within these truths	X	X	X		X	
4. Raise awareness to identify our own biases and prejudices so that we may modify our beliefs, attitudes, and behaviors		X		X		
5. Demonstrate respect for all people by using inclusive language, acknowledging the value of every member of our community, and inviting collaboration and true partnership	X		X	X	X	X
6. Be courageous and speak up when witnessing microaggressions and other forms of offensive speech or behavior						
7. Challenge and work to change policies and practices that discriminate against or negatively impact groups of people	X	X	X			
8. Create authentic ways to share and promote inclusivity and equity in the workplace and in social and personal environments	X		X	X	X	X
9. Hold the school, colleagues, and ourselves accountable for creating change	X	X	X			

Potential Measures

The school community will:	Professional Development	Curriculum Design	Curriculum Delivery	School Policies and Procedures	All School Social Activities	Course/Faculty Evaluation	Student Activities
1. Embrace differences and be dedicated to listening to others' stories and experiences openly			X				X
2. Recognize our shared humanity and commonalities across cultures and identities	X		X	X			X
3. Acknowledge sometimes uncomfortable realities and understand our place within these truths		X	X				X
4. Raise awareness to identify our own biases and prejudices so that we may modify our beliefs, attitudes, and behaviors	X	X	X				
5. Demonstrate respect for all people by using inclusive language, acknowledging the value of every member of our community, and inviting collaboration and true partnership	X						X
6. Be courageous and speak up when witnessing microaggressions and other forms of offensive speech or behavior				X			
7. Challenge and work to change policies and practices that discriminate against or negatively impact groups of people				X			
8. Create authentic ways to share and promote inclusivity and equity in the workplace and in social and personal environments					X		X
9. Hold the school, colleagues, and ourselves accountable for creating change				X			

Next Steps

- Meet with Associate Dean for DEI and DEI Council
- Develop a monitoring and evaluation plan in cooperation with the Director of Evaluation.
- Engage with Curriculum Committees and governance bodies

References



diversity, equity, & inclusion

American Association of Colleges of Nursing

Diversity Leadership Institute: Capstone Presentations and Graduation

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Biography

Dr. Crystal DeVance-Wilson is a board certified public health clinical nurse specialist with 30 years of experience working in acute and community settings with diverse populations. She is an Assistant Professor at the University of Maryland School of Nursing where she has been employed for the past 13 years teaching in the graduate and undergraduate programs. Dr. DeVance-Wilson is the Vice-Chair of the University of Maryland School of Nursing Department at the Universities at Shady Grove and also serves as the Assistant Director of the Maryland Nursing Workforce Center where she works with Dr. Rebecca Wiseman to address issues affecting Maryland nurses, nursing students, schools of nursing, and healthcare organizations. Dr. DeVance-Wilson is a member of several national organizations including the Association for Public Health Nurse Educators (ACHNE), American Public Health Association (APHA) and Sigma Theta Tau (STT). As a member she has served on committees, delivered podium and poster presentations, and collaborated on publications. In addition to national committee membership, she has been elected or appointed to several University of Maryland School of Nursing committees including Faculty Council where she is currently serving as Immediate Past Chair. Dr. DeVance-Wilson has also held leadership positions in several community organizations and is currently serving as the Chair of the Montgomery County Commission on Health. Dr. DeVance-Wilson's research interests include Black men's health, health policy and health disparities.

Contact Information



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