

# Exploring Diversity, Equity, & Inclusion Through a Lens of Cultural Humility

## Problem

Healthcare disparities continues to be a national and global issue affecting people from diverse backgrounds.

Actions that nursing can take to effectively address healthcare disparities include:

- Reflect the communities they serve and practice using a health equity “lens”.
- Develop curricular programs that support DEI, are based on social justice, and prepares nurses to advocate for patients and themselves by challenging policies and or practices that are incongruent with health equity.

## Background

Cultural humility forces oneself to think about the power imbalances that exist between a patient and healthcare provider or a student and faculty member. Being open, self-aware, egoless, and incorporating self-reflection and critique after willingly interacting with diverse individuals, results in outcomes of cultural humility: mutual empowerment, respect, partnerships, optimal care, and lifelong learning (Foronda et. al, 2016).

Cultural humility has been used to address health care disparities in health practice environments and implemented in nursing programs within a DEI context.

Students can be prepared to address health equity in inclusive, learner-centered environments.

Faculty need support, resources, and development in cultural humility to create inclusive learning environments and teach concepts of health equity.

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## Objectives

This project will:

1. Conduct a needs assessment through focus groups (faculty, staff, students), using questions guided by Foronda et. al’s Cultural Humility framework.
2. Use focus group data to determine how to incorporate cultural humility within a DEI context in the nursing program.

## Methods

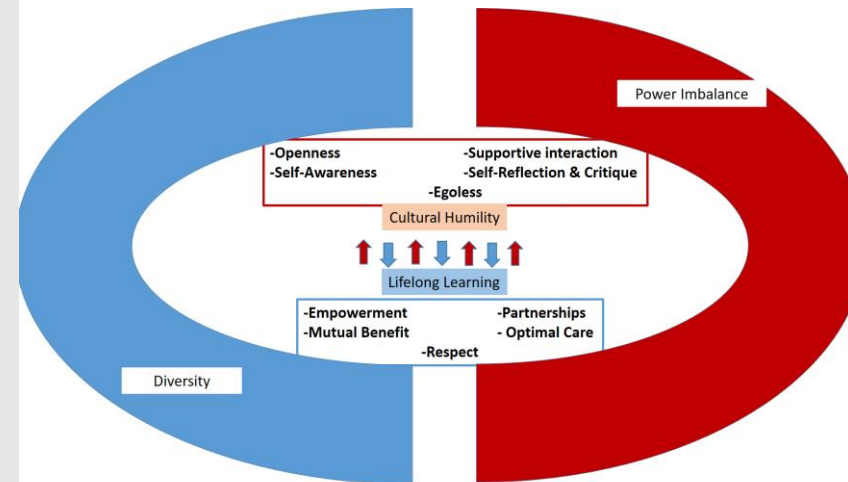
A Cultural humility committee will be created consisting of faculty, staff, students, university DEI committee member, and DEI expert. The DEI expert will facilitate focus groups using a question guide based on the following constructs:

- Diversity
- Power Imbalances
- Openness
- Egoless
- Self-Awareness
- Supportive Interactions
- Self- Reflection & Critique

## Next Steps

- Analyze focus group data and identify themes.
- Use data to implement cultural humility in nursing program (curriculum revisions, developing and supporting faculty/staff, and students.
- Evaluate using formative evaluations, self-reflections, and a Cultural Humility scale.

## Cultural Humility Framework



## References

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2. Foronda, C., Baptiste, D., Reinholdt, M.M., Ousman, K. (2016). Cultural humility: A concept analysis. *Journal of Transcultural Nursing 27* (3) 210–217. doi: 10.1177/1043659615592677.
3. Foronda, C., Prather S, Baptiste D-L, Luctkar-Flude M. (2022). Cultural humility toolkit. *Nurse Educator 47*(5):267-271. doi: 10.1097/NNE.0000000000001182
4. 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>

# diversity, equity, & inclusion

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### Diversity Leadership Institute: Capstone Presentations and Graduation

#### Exploring Diversity, Equity, & Inclusion Through a Cultural Humility Lens

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##### Biography

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I have been a nurse educator for about 20 years. I obtained my BSN at Long Island University. I got my MSN and PhD at the University of North Carolina at Greensboro. My research interest includes racial healthcare disparities and implicit bias. I am currently an Assistant Professor at North Carolina Central University.

##### Contact Information

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