

Utilizing Nursing Salons to Increase Cultural Awareness Among Faculty and Staff

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Purpose

To increase cultural awareness among nursing faculty and staff in order to recognize one's implicit biases while role-modeling and teaching appropriate behaviors to students.

Background Significance

Cultural awareness involves the process of conducting a self-examination and critical reflection of one's own biases towards other cultures and also an in-depth exploration of one's cultural background (Campinha-Bacote, 2011).

Students who learn about different cultures during their education feel more comfortable and safe with these differences later in life. This allows them to interact in a wider range of social groups and feel more confident in themselves as well as in their interactions with others. (Drexel.edu)

Nursing education does not sufficiently address implicit bias. (Gatewood et al., 2019)

Objectives

1. To engage faculty and staff in open dialogue regarding various cultural groups in a safe environment.
2. To utilize self-reflective practices to drive change and behaviors.

NURSING SALON CONCEPT

S - Safe; create a safe space to share.

A - Agenda; ask "what's on your mind about culture?"

F - Format; form circular seating to enhance engagement.

E - Environment; conducive for organic conversations.

NURSING SALON HIGHLIGHTS

- *Authentic storytelling with real-world experiences.*
- *Receptive to "other ways of knowing".*
- *Identified systemic issues that inhibit change.*
- *Created an emotional "bond" among participants.*
- *Willingness to meet again to "share-out".*

Very great change starts
from very small
conversations, held among
people who care.

Margaret J Wheatley

Proposed Steps

1. Administer CQ cultural intelligence pre-survey (fall 2023).
2. Host quarterly salons in academic year to discuss different culture groups.
3. Administer CQ cultural intelligence post-survey (spring 2024).
4. Compare pre/post survey answers to identify changes in score areas: drive, knowledge, strategy and action.

Anticipated Outcomes

1. Participants will recognize own biases that affect judgment, decisions and behaviors.
2. Increased DEI presence threaded throughout School of Nursing (hiring practices, committees, professional development, and outreach) and curriculum (courses, assignments, clinical experiences/debriefing and simulations).

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diversity, equity, & inclusion

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Biography

Dr. Denise Ferrell is the Associate Dean for Strategic Partnerships and Collaborations at Marian University in the Leighton School of Nursing. She earned her BSN and MSN degrees from the University of Indianapolis and her Doctor of Nursing Practice from Purdue University. She has held a variety of nursing positions in patient care, clinical education, and academia for most of her career. She has held positions with the National Black Nurses Association at national, state, and local levels. She previously served as Vice-President of the Haiti Nursing Foundation and is a current member of the Indiana Center for Nursing where her efforts are aligned with the retention of minority nursing students.

Her nursing service has led to presentations relating to diversity, equity, and inclusion, nursing mentorship, and community-engaged learning. Dr. Ferrell is focused on the intersection of diverse nursing representation and underserved communities to improve health outcomes through education, during the post-COVID era.

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