

## Background & Literature

- A. In 2021, Sonoma State University (SSU) Nursing established an AntiRacism, Justice, Equity, Diversity & Inclusion (AJEDI) Committee
- B. In 2022, SSU Nursing began a process of redefining the Dept's values, philosophy, and mission
- C. In 2023, the AJEDI Committee developed a Racial and Social Justice Statement & Action Plan that includes curricula review
- D. Project informed by AACN's (2017) *DEI in Academic Nursing* and ANA's (2022) *Nurse's Role & Responsibility in Unveiling and Dismantling Racism...*

## Objectives

Pilot a curriculum tool and plan to 1) gain valuable insights into process and 2) identify equity strengths, gaps, and barriers in 1 BSN course

## Building Blocks

### SSU Nursing Philosophy

- A. Critical Social Theory
- B. Human Caring Theory
- C. AACN 2021 Essentials

### SSU Nursing Core Values

- Integrity     Reflexivity
- Love         Courage
- Equity        Accountability

### SSU Nursing Glossary of Terms

Equity terms & definitions primarily sourced from:

- A. ANA's Center for Ethics and Human Rights
- B. AMA's Center for Health Equity
- C. The Future of Nursing 2020-2030

### Data Collection: Curriculum Tool

- A. AntiRacist & Equity Self-Audit
  - a. Course Content
  - b. Classroom Experience
  - c. Assignment & Assessment
  - d. Grading & Student Feedback (Kennedy et al., 2022)

## Method

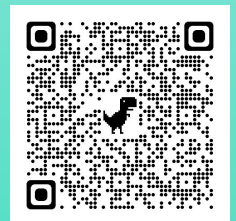
### Phase 1: Pilot

- I. **Summer 2023:** Nursing faculty will reflect on [Course Content](#) section of guiding questions from the [AntiRacist & Equity Self-Audit Tool](#) for a summer course at start, midterm, and completion of the class
- II. **Fall 2023:** Nursing faculty will meet with AJEDI team to explore reflections, assessments, and data collected
- III. **Fall 2023:** AJEDI team will make 2-3 recommendations and offer coaching and resources to faculty
- IV. **Summer 2024:** Nursing faculty will implement changes to course and complete an evaluation using the same curriculum tool and process
- V. **Summer/Fall 2024:** AJEDI team will review data collected, evaluate curriculum interventions, and report findings to Curriculum Committee

## Next Steps

- A. Meet with Curriculum Committee to reflect on the need for an antiracism and equity curricula revision
- B. Create a multi-level review plan and timeline that includes
  - a. Course level evaluations
  - b. Program level evaluations
  - c. Policy level evaluations
- C. Develop and implement a student and faculty climate survey to supplement curriculum review data collected

## References



# diversity, equity, & inclusion

## American Association of Colleges of Nursing

### Diversity Leadership Institute: Capstone Presentations and Graduation

#### An AntiRacism and Equity Curriculum Review: A Pilot Project

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##### Biography

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Dr. Kaija Freborg is an Associate Professor at Sonoma State University and the Chair of the AntiRacism, Justice, Equity, Diversity, and Inclusion (AJEDI) Nursing Committee. After she received her DNP in Transcultural Nursing Leadership in 2011, she taught at Augsburg University for 10 years in undergraduate and graduate nursing programs that focus on social justice praxis. During her tenure, she served as the Director of the BSN program and Dual Admission Program with Minneapolis Community Technical College. In addition, she has over 15 years of nursing experience working in the NICU and Pediatric units at Children's Hospitals and Clinics of Minnesota. She values community and public health and served as a Covid-19 vaccine nurse with Hennepin County during the pandemic. Her scholarly interests include integrating racial literacy and health equity in nursing through health and wellness coaching, innovative curriculum design, and program development. She trained in the Truth, Racial Healing, & Transformation (TRHT) process and is a Racial Healing Circle Facilitator with the American Holistic Nursing Association. In addition, she is committed to disrupting white supremacy in nursing education by building structural competency in students and nurses using somatic tools and accountable spaces. Overall, her goal as a nurse educator is to develop and nurture future nurse activists to promote health. When she's not engaged in her professional life, she enjoys trail running, teaching dance, and doing her very best to keep her plants alive: Bianca (an orchid plant) and Jake (the snake plant).

##### Contact Information

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