

The Quest for Inclusive Excellence: Implementation of a DEIB Culture Assessment



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Purpose

To gain baseline data from students, staff, faculty and leadership on the perceptions and feelings regarding diversity, equity, inclusion and a sense of belonging (DEIB) within the Dr. Susan L. Davis & Richard J. Henley College of Nursing (DHCON) at Sacred Heart University through the implementation of a "Culture Survey".

Background/Significance to Nursing

- Sacred Heart University is committed to strengthening an Inclusive Excellence environment.
- Building an environment that fosters diversity, equity, inclusion, and belonging (DEIB) is a core Sacred Heart University value and according to the AACN (2023), "is a prerequisite for excellence in nursing education".

Inclusive Excellence Mission

The SHU Office for Inclusive Excellence (OIE) is committed to anti-racism, anti-oppression, and embracing & celebrating diversity, equity, inclusion, and belonging (DEIB) as necessary components for institutional excellence. OIE functions to foster and sustain a SHU community that is diverse, equitable, and inclusive for all. Our DEIB efforts seek to promote learning, living, and work experiences that are free of discrimination & harassment and to create a sense of belonging that is conducive to holistic success for all".

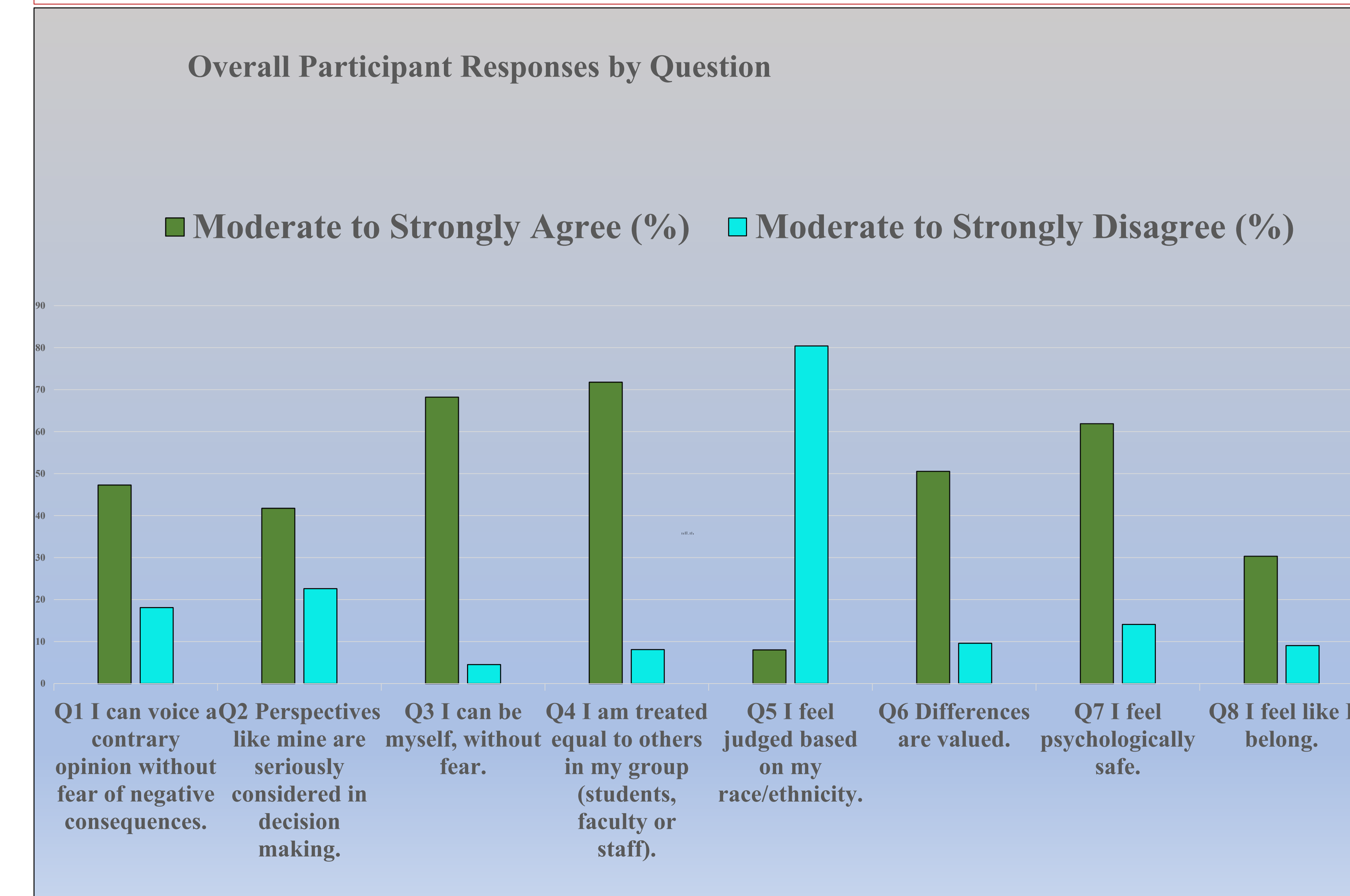
"Culture Survey"

A "culture survey" was developed to assess the general perceptions of students, faculty, and staff at DHCON at SHU regarding diversity, equity, inclusion and belonging.

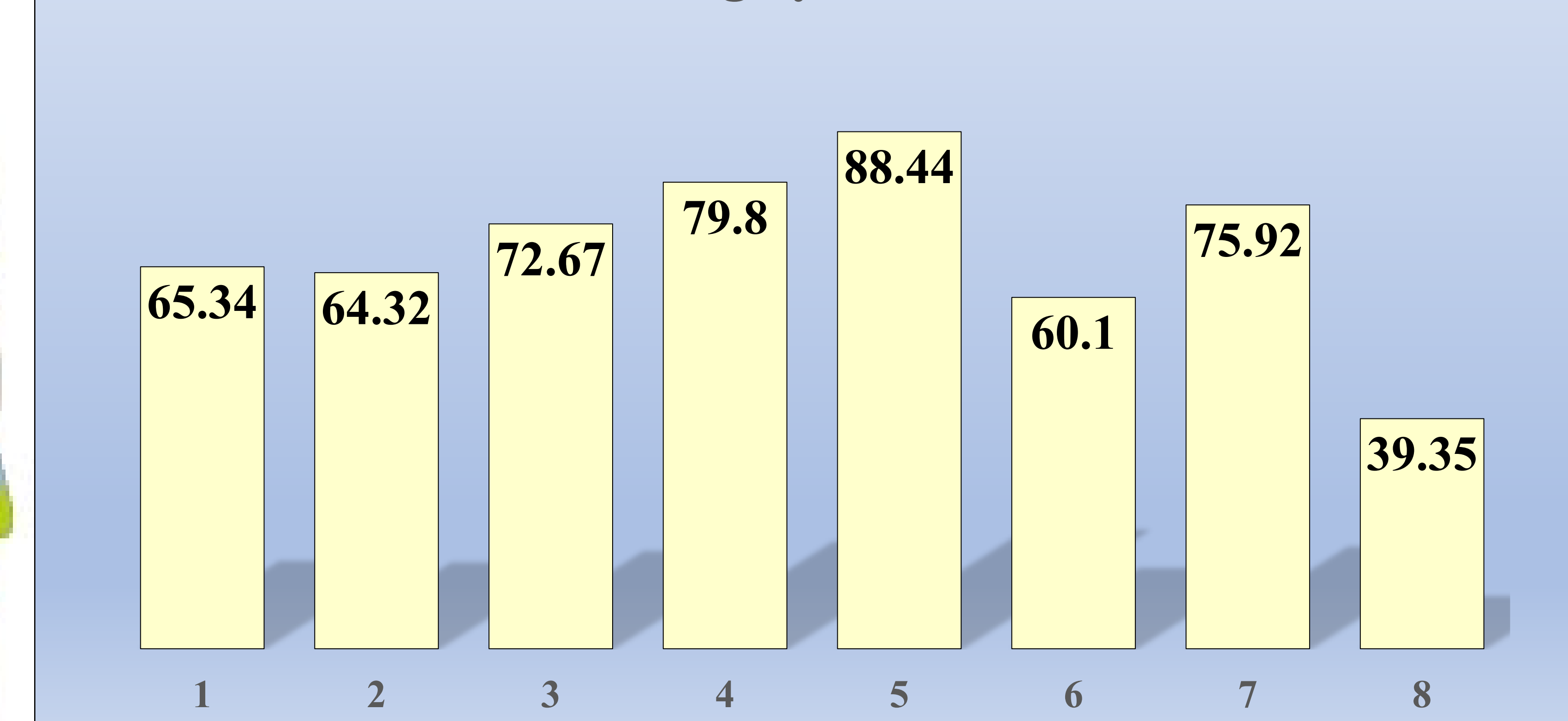
Methods

- The implementation of a culture survey is a strategy and tool designed for exploration of baseline data needed to fulfill the Davis & Henley College of Nursing mission, the broader institutional SHU mission as well as the nursing profession's mission related to DEIB.
- The on-line survey contains (n=38) six-point Likert-scale type questions on general perceptions of students, faculty, and staff at DHCON at SHU regarding diversity, equity, inclusion and belonging and 8 demographic questions.
- N= 224 respondents, largely Caucasian, female and a mix of students, faculty and staff.

Preliminary Overview of Results

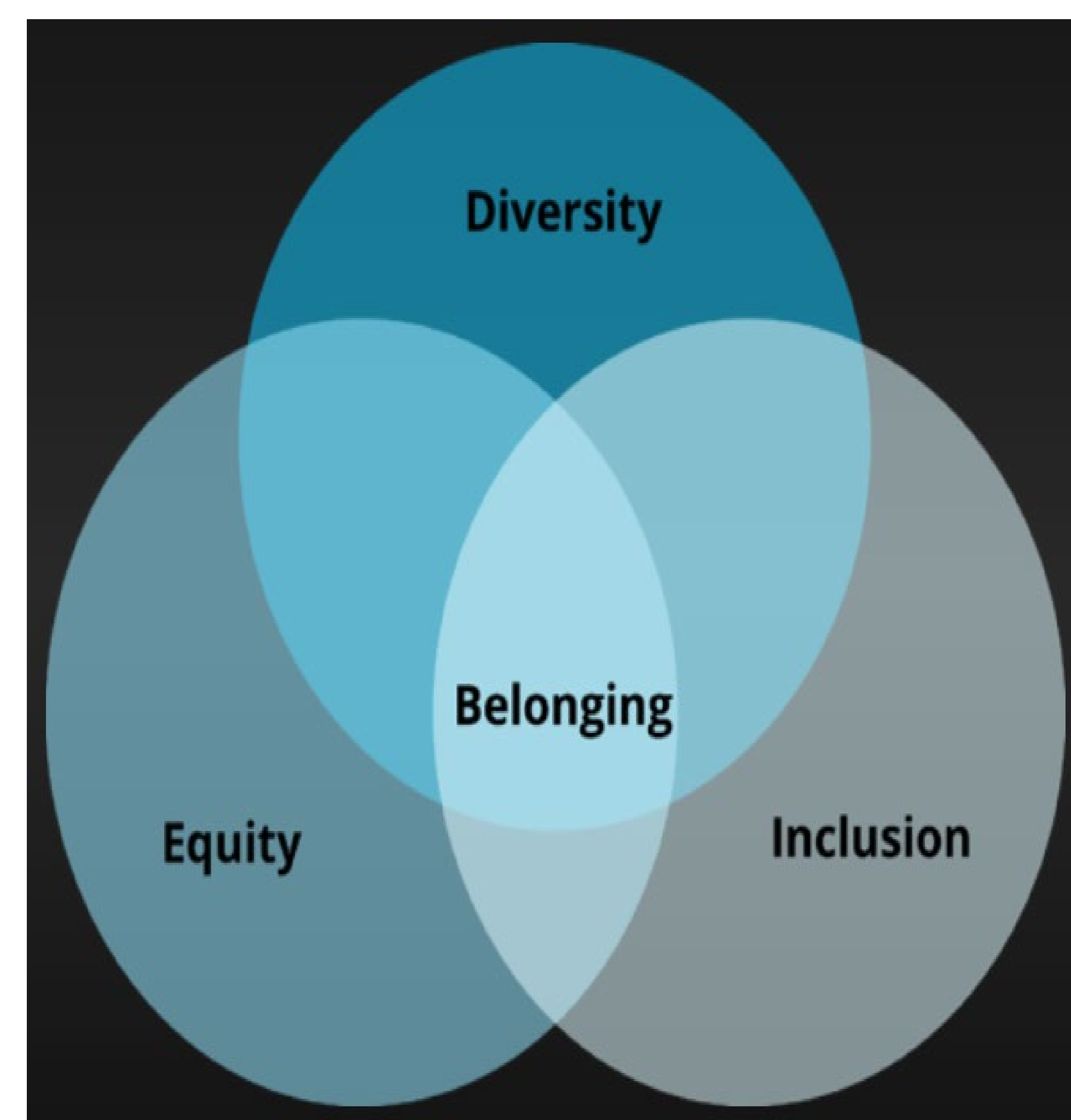


Percent of Overall Sample Responding Moderate-Strong by Question



Conclusion/Future Directions

- The DHCON like the other 4 colleges at SHU have begun their individual and collective journeys for inclusive excellence.
- Development of an action plan/strategic goals specific to nursing based on results gleaned from the culture survey.
- Inclusive Excellence Faculty & Staff (6) Fellows and the Pioneer Plan for Inclusive Excellence (PPIE) launch in fall 2023.
- Bias Education and Support Team (BEST) to launch Fall 2023.



Acknowledgement

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diversity, equity, & inclusion

American Association of Colleges of Nursing

Diversity Leadership Institute: Capstone Presentations and Graduation

The Quest for Inclusive Excellence: Implementation of a DEIB Culture Assessment.

Susan Goncalves, DNP, MS, RN-BC

Biography

Dr. Goncalves is an Associate Professor at the Dr. Susan L. Davis & Richard J. Henley College of Nursing, Sacred Heart University in Connecticut. She is a seasoned nurse having over 38 years of nursing experience and expertise.

Dr. Goncalves serves in multiple roles advocating and supporting diversity, equity, inclusion and belonging (DEIB) across a variety of settings. Dr. Goncalves is a member of the AACN Diversity Leadership Network for her college and has worked collaboratively with leadership, faculty, and staff to create a Diversity, Equity, and Inclusion (DEI) Steering Committee within the college. University wide, she has held the role as one of the first Center for Excellence and Innovation in Teaching (CEIT) Faculty Fellow for Inclusive Teaching engaging in coursework and received an inclusive teaching certificate from ColumbiaX. Since that time, she continues to collaborate with other fellows, faculty, leadership and the Chief Diversity and Inclusion Officer to promote sustainable changes to create an environment of inclusive excellence. This coming AY 23/24 Dr. Goncalves will assume the role of President of the University Academic Assembly at SHU where in such position interacts with many faculty and will continue to champion collaborative practices with faculty and the Office for Inclusive Excellence in strategy development and implementation of initiatives that foster diversity, equity, inclusion and belonging for all students, faculty, and staff.

Dr. Goncalves is actively engaged in community service as the President of the Connecticut Nurses Association. As President of the Connecticut Nurses Association (CNA), she works tirelessly to uphold the mission which is to “empower and lead the profession to shape the future of nursing and healthcare in Connecticut”. Furthermore, “The association exerts its organized influence on education, legislation, and the workplace, to protect and advance the practice of nursing and the health of the people in Connecticut”. Serving as President of the CNA, Dr. Goncalves intersects with many nurses from a variety of different settings participating in Specialty Organization Nursing groups, the Government Relations Group and collaborates to establish measurable change to impact diversity, equity, and inclusion within the nursing profession to positively impact quality health outcomes. Additionally, Dr. Goncalves is currently part of ANA’s Understanding the Next Generation of Nurses: Project MZ CSNA Advisory Group where members typically come from a younger generation and provide a unique perspective on DEIB.

In addition to her full-time associate professor role, Dr. Goncalves works as a per-diem off shift manager within the acute care setting which allows her to collaborate and mentor with colleagues representing a diverse nursing workforce.

Dr. Goncalves is a lifelong learner and thankful to have participated in AACN’s Diversity Leadership Institute. She considers herself a “fire-starter” and “change agent” within the nursing profession and is committed to advancing knowledge, skills and sustainable change in Diversity, Equity, Inclusion and Belonging within the nursing profession.

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