

# School of Nursing Policy Through a DEI Lens

Angela Kabbe, PhD, FNP-BC

## Introduction

- ❖ Structural inequities embedded in our systems
- ❖ Diversity must be integrated for institutional success
- ❖ Policies must intentionally align with diversity, equity, and inclusion principles
- ❖ Institutional-level change required

## Purpose

To examine School of Nursing policies pertaining to students, faculty, and staff through a DEI lens.

## Framework

Framework for diversity  
(D.A. Smith, 2020)

## Implementation Plan

1. Find policy review tool
  - ❖ MN State Office of Equity and Inclusion vs
  - ❖ Center for Urban Education

## Implementation Plan, cont

2. Form policy review team
  - ❖ Include stakeholders and subject experts
3. Choose timeline
  - ❖ Set realistic goals
4. Gather SON policies
5. Identify priority policies for review
  - ❖ Start with known concerns
6. Gather data as needed
7. Establish continuous, sustainable process for policy review

## Next Steps

- ❖ Consider initiating document review (syllabi, recruitment materials)
- ❖ Consider review of SON web pages
- ❖ Monitor SON data for progress

## Resources



DIVERSITY  
LEADERSHIP  
INSTITUTE



*For academic nursing leadership committed to  
diversity, equity, and inclusion*

# CAPSTONE PRESENTATION & GRADUATION

## Examining School of Nursing Policy Through a DEI Lens

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### Biography

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Angela is a family nurse practitioner and nursing educator committed to improving diversity, equity, and inclusion in our nursing profession, systems, and institutions.

### Contact Information

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