

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

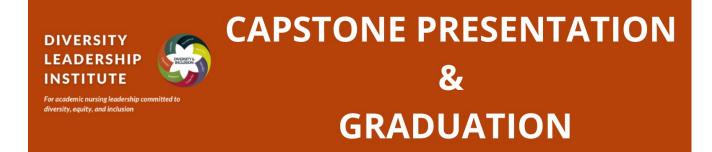
2. Form policy review team

- 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





Examining School of Nursing Policy Through a DEI Lens

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Biography

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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