

Purpose

1. Describe a journey of the UT Health School of Nursing DEI Council (DEIC).
2. Develop feasible plans to improve the culture of DEI in the School of Nursing (SON).

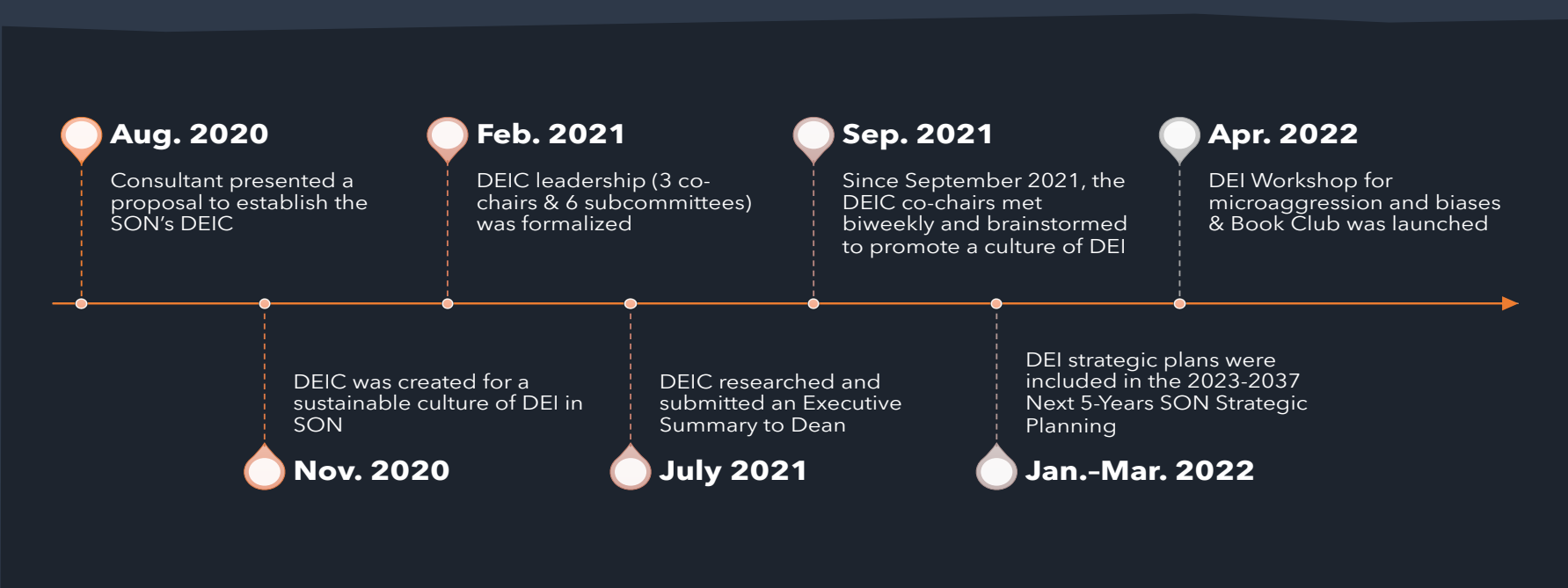
Background

"DEI is not a one-time event or project."

It should be a **sustainable program** to improve the culture of DEI and create an **inclusive environment in the institution"**

- DEI Journey**
- What we did**
- Where to go**
- What to do**
- How to do / What to measure**

2020 – 2022 SON DEI Council (DEIC)



2023 – 2027 Strategic Plans

SON DEIC Strategic Plans

- **Goal:** Advance all dimensions of DEI as essential components of excellence at the SON
- **Three (3) Strategies:**
 1. **Create a culture** that values DEI and Belonging
 2. **Recruit outstanding faculty, staff, and students** representing diverse backgrounds & communities and increase **retention rates**
 3. **Promote an inclusive educational environment**
- **Action Plans**
- **Success Measure**

Actions & Success Measures

Action Plans:

Strategy 1:
Create a culture that values DEI and Belonging

- a. Create a DEI website
- b. Develop and practice SON Land Acknowledgement
- c. Conduct mandatory annual DEI training sessions for faculty, staff, and students
- d. Require DEI statements from faculty /staff candidates & potential students as part of their application.
- e. Establish the Dean's annual DEI faculty, staff, and student awards.

Success Measure:

Strategy 1

- 1.1 Create the SON DEI website by December 2022.
- 1.2 Celebrate Commemorative Months & share the DEI-related resources and events.
- 1.3 Create DEI events and activities (e.g., Book Club, Movie Night, International Day) & organize the DEI lecture series
- 1.4 In partnership with HR, develop and conduct DEI education as the annual in-person workshop or mandatory online training for faculty, staff, and students.
- 1.5 DEIC participation in faculty & staff assembly and SON State of the School.

Action Plans:

Strategy 2:
Recruit outstanding faculty, staff, & students representing diverse backgrounds and communities & increase retention rates

Analyze: Analyze faculty, staff, & student demographics compared to the local, state, and national data.

Create: Create metrics for an inclusive recruitment plan and equitable retention plan.

Recruit: Recruit outstanding faculty, staff, & students who represent diverse backgrounds and incorporate inclusive hiring practice standards.

Monitor: Monitor the retention rates of employment and the recruitment plan for faculty, staff, and students. Report the data annually to create transparency.

Success Measure:

Strategy 2:

- 2.1 Track the number of applications and hire faculty, staff, & students who represent diverse backgrounds.
- 2.2 Evaluate the demographics of faculty, staff, & students annually and report out through the DEIC.
- 2.3 Increase hiring talented faculty & staff and recruiting students from diverse backgrounds and communities.
- 2.4 Evaluate the retention rates of the employment and the programs.

Action Plans:

Strategy 3:
Promote an inclusive educational environment

- a. Identify and disseminate DEI educational resources.
- b. Embed DEI in course objectives & inclusive activities in the curriculum.

Success Measure:

Strategy 3:

- 3.1 Provide DEI education resources & track to integrate into the classroom (i.e., Anti-racist pedagogy; Facilitating difficult situations and discussions; Community-engaged learning).
- 3.2 Provide faculty the resources to embed DEI for curriculum development in nursing education, practice, and research.

Key Stakeholders

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Strategy 1	Strategy 2	Strategy 3
<ul style="list-style-type: none"> Dean VP Deans & Associate Deans SON DEIC and Co-chairs University DEIC and VP, Chief Diversity Officer Faculty Assembly and Staff Assembly COFSM (Faculty, Staff, and Student Matter) Marketing Librarian 	<ul style="list-style-type: none"> Search Committee PTAC (Promotion, Tenure and Appointment Committee) Office of Admission & Student Services Human Resources 	<ul style="list-style-type: none"> COUS (Undergraduate Studies) COGS/Ph.D. COGS (Graduate Studies) Committee of Scholarship Students Success Center Students Organizations

Time to Action (July-December 2022)

1. Establish the 2022-2023 Goals
2. Assess the current DEI status
 - 1) Data Analysis: Demographics, hiring/admission, retention & promotion
 - 2) Review the 2021 University Climate Survey Result
3. Initiative the creation of a DEI website



CAPSTONE PRESENTATION & GRADUATION

Institutional Capacity Building of Diversity, Equity, and Inclusion

Moonju Lee, PhD, MSN, RN

Biography

Moonju Lee, PhD, MSN, RN, is an Assistant Professor at the UT Health San Antonio School of Nursing. She had 18 years of clinical experience in oncology, bone marrow transplant, neonatal intensive units, and years of research and teaching in community and public health nursing. Dr. Lee's research interests lie in health disparities, cancer prevention, health literacy, healthcare access and utilization, community engagement, and capacity building in the linguistically and socially isolated underserved populations, mainly immigrants, Hispanics, and refugees. Since 2020, she has served and appointed the School of Nursing Diversity, Equity, and Inclusion (DEI) Council and the University DEI Council member. She has served the several committee chairs of the American Public Health Association (APHA) Caucus for Refugee and Immigrant Health, and the Board of Directors/the membership committee chair of the Global Korean Nursing Foundation (GKNF)-USA. Dr. Lee received the Center for Global Health Scholar Award from the University of Virginia in 2003, the Carol A. Lindeman Award for a New Researcher by the Western Institute of Nursing in 2015, and Best 25 Nurses in South and Central Texas in 2021. She received the Minister of Foreign Affairs Award from the Republic of Korea in 2021, and since 2019, she has been appointed to the Peaceful Unification Advisory Council Member of the Republic of Korea. The Peaceful Unification Advisory Council (PUAC) is a constitutional institution and presidential consultative body for the reunification of the Korean peninsula.

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