

# A Facilitated Reverse Mentoring Program for Multi-cultural Pre-licensure HBCU Nursing Students and Faculty

## Introduction

North Carolina Central University's department of nursing core values #1, 5,&7 include, "developing compassionate, culturally sensitive nurse leaders that demonstrate inclusivity and celebrate diversity while delivering nursing care.

Preliminary results of a pre-implementation survey indicate a percentage of nursing students feel that some faculty may not understand the cultural or ethnic differences which impact the students' academic interactions and performance. Also, teaching methods utilized by some senior faculty may not consistently reflect the needs of the technologically savvy nursing student

## Description

According to Clarke et al, Reverse Mentoring enhances educational quality, clinical outcomes and promotes diversity in the multi-generational workforce.

The reverse mentoring program promotes nursing student engagement with specific faculty members while faculty train to demonstrate cultural humility during each encounter.

Students steer each session by sharing their cultural wealth and tech savvy skills to improve the assigned faculty members teaching methods, and to foster inclusivity while gaining leadership skills from the assigned mentor.

## Goal

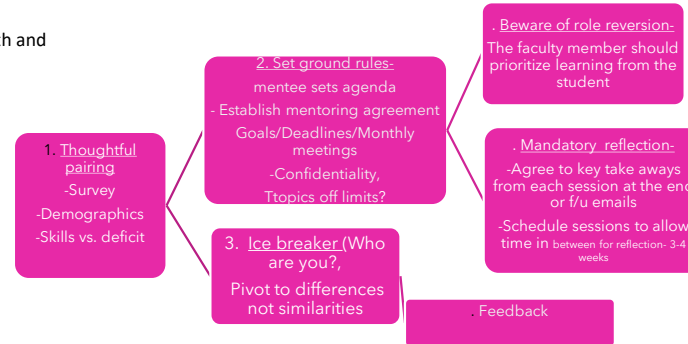
To utilize principles of cultural humility and the Social exchange theory to establish a permanent reverse mentoring program that promotes inclusivity and cultural humility between multi-generational faculty and students and academic advancement at North Carolina Central University's Department of Nursing.

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## Blau's Social Exchange Theory Subjective Cost Benefit Analysis

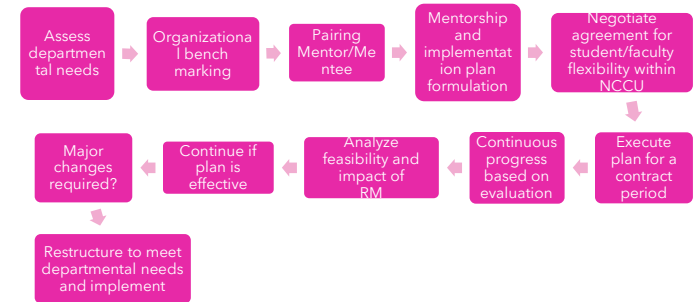


## Patricia Gordon's Reverse Mentoring Rules



## RM Implementation Plan

Francis & Labrague



## Outcomes

- Enhance student/faculty relatedness
- Better understanding of student faculty interactions
- Align the department standards with student habitus
- Improved educational methods
- Improved departmental cultural humility and inclusivity efforts
- Lay foundation for a departmental DEI Champion

## References

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# **diversity, equity, & inclusion**

## American Association *of* Colleges *of* Nursing

### **Diversity Leadership Institute: Capstone Presentations and Graduation**

## **A Facilitated Reverse Mentoring Program for Multi-cultural Pre-licensure HBCU Nursing Students and Faculty**

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### **Biography**

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The author is a Clinical Assistant professor at North Carolina Central University's nursing department, teaching Nursing Informatics, Pediatrics, and Medical Terminology. She is also a primary care nurse practitioner who has served local outpatient children and their families for 16 years. Her passion for diversity, equity, and inclusion inspires her participation in the Leading to Equitable Access to Health Professions (LEAHP) program in collaboration with Duke University's School of Nursing to influence the number of minority-advanced health providers in the local community. Her most significant accomplishment is maintaining a balanced family life with her immediate family, including her two children, to influence the next generation effectively.

### **Contact Information**

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