



### Background and Introduction

Under UVU's Vision 2030 it seeks to Grow Enrollment and Graduation of Students of Color. UVU has seen tremendous growth (180%) in the number and percentage of students of color from 2008 (2,620 students, 8.6%) to 2018 (7,359 students, 18.4%). With the launch of various multicultural initiatives (Latino, Native American, Pacific Islander, African Diaspora), UVU is prepared to increase enrollment, retention, and completion for students of color. These efforts are aligned with the access and completion goals of the Utah System of Higher Education. One way to meet this goal would be through educating

Is UVU really diverse? College Factual's 2021 diversity report reveals the truth and stats about diversity at UVU. UVU total enrollment is approximately 41,728 students.

### Problem

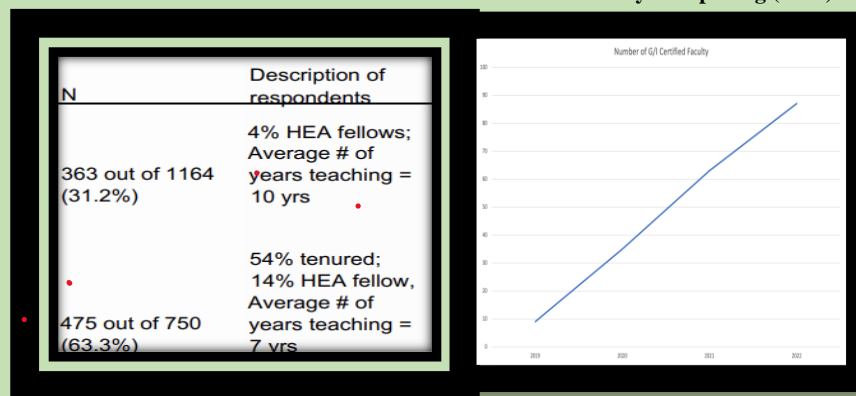
## Equity, Diversity and Inclusion to Justice, Equity, Diversity, and Inclusion Diversity Leadership Institute Capstone: June 2022

Dianne McAdams-Jones EdD, RN, CHSE, SFHEA  
 Professor Department Nursing  
 Senior Fellow Higher Education

### Data Driven Approach

Snap-Shot of Faculty Interest in Global Cultural Education (2019)

Global Cultural Education Snap-Shot of Faculty Completing (2022)

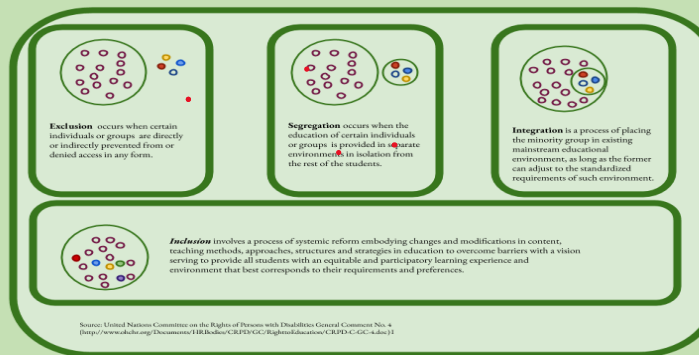


### Outcome and Path Forward

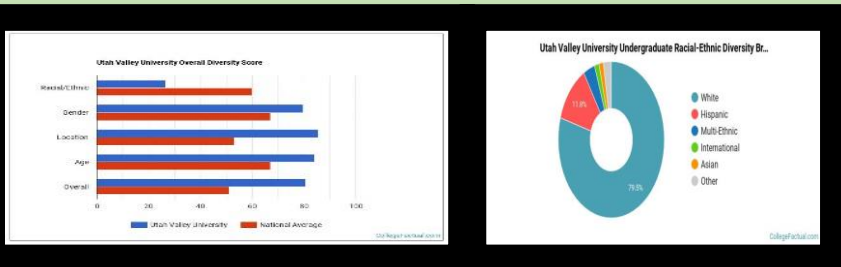
## Inclusion at Utah Valley University

At UVU, inclusion refers to a commitment "to preparing all students and employees for success in an increasingly complex, diverse, and globalized society. We promote civility and respect for the dignity and potential of each individual. We seek to advance the understanding of diverse perspectives. We value and promote collegial relationships and mutual respect among students, faculty, and staff. We acknowledge and seek to address the needs of populations who are underrepresented and students with varying levels of academic preparation, even as we strive to provide access and support for all students and employees in ways that are culturally relevant and responsible." The below courses are being offered with a stipend of \$1000 to each faculty member who completes the course. Currently Anti-Racist Pedagogy is running with 75 enrollees.

### Model for Inclusion at Utah Valley University



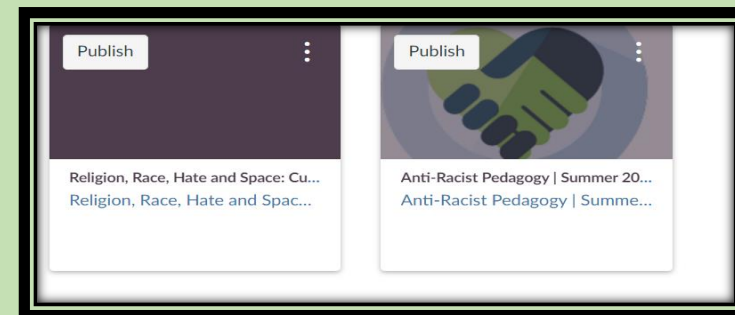
Source: United Nations Committee on the Rights of Persons with Disabilities General Comment No. 4 ([http://www.ohchr.org/Documents/HRBodies/CERD/CERD\\_GCO4.doc](http://www.ohchr.org/Documents/HRBodies/CERD/CERD_GCO4.doc))



Below Average Racial/Ethnic Diversity  
 19% RACIAL-ETHNIC MINORITIES \*  
 Low FACULTY RACIAL/ETHNIC DIVERSITY

UVU is ranked 2,789 out of 3,790 when it comes to the racial/ethnic diversity of the students.

Racial-Ethnic Diversity Ranking 2789 out of 3790



### References

College Factual (n.d.). Utah Valley University Demographics and Diversity Report. [https://www.collegefactual.com/colleges/utah-valley-university/student-life/diversity/#overall\\_diversity](https://www.collegefactual.com/colleges/utah-valley-university/student-life/diversity/#overall_diversity)

Utah Valley University, (n.d.) Office of Teaching and Learning. <https://www.uvu.edu/otl/resources/diversityinclusion/index.html>

Utah Valley University, (n.d.) Vision 2030. <https://uvu.edu/vision2030/>



# CAPSTONE PRESENTATION & GRADUATION

## EDI to JEDI

Dianne McAdams-Jones, EdD, RN, CHSE, SFHEA

### Biography

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Dianne was born a sharecropper's daughter in South Carolina. In 1973, she became a first-generation baccalaureate in nursing science at Tuskegee University in Alabama. After completing a graduate program in education management at Tuskegee University, she served in the U.S. Army Nurse Corps for eight years, entering as a captain and exiting as a major. After a seven-year childbearing hiatus, she reentered the workforce and completed a graduate degree in nursing science with a nurse educator certificate and Ed.D. in health professions at the College of Saint Mary in Omaha, Nebraska, followed by the completion of a nursing education post-doctorate from Teachers College of Columbia University in 2018. She is credentialed by the Society of Simulation in Healthcare (SSH) as a Certified Healthcare Simulation Educator (CHSE) and as a Harvard-educated Simulation Course Instructor. Dianne is also a Senior Fellow of the Higher Education Academy and received the inaugural UVU Black Academic Excellence Award in February 2022. "Following the legacy of the Reverend Dr. Martin Luther King Jr," Dianne says, "it is my hope we will learn from each other and work together for 'all of us.'"

### Contact Information

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Dianne McAdams-Jones, EdD, RN, CHSE, SFHEA  
Fellow Justice Equity Diversity and Inclusion for University  
Curriculum  
Utah Valley University  
dianne.mcadams-jones@uvu.edu  
801-380-0723