

The University of Arizona is located on the Tohono O'odham Nation homelands and the lands of the Pascua Yaqui Tribe. Aligning with the university's core value of a diverse and inclusive community, it is an institutional responsibility to recognize and acknowledge the people, culture and history that make up the Wildcat community. At the institutional level, it is important to be proactive in broadening awareness throughout campus to ensure all members of our community feel represented and valued.

SPECIAL THANKS: DR. TIMIAN M. GODFREY, DR. CINDY RISHEL, DEAN IDA "KI" MOORE, & ED&I TASK FORCE MEMBERS

THE JOURNEY TO INSTITUTIONALIZE ED&I AT UARIZONA COLLEGE OF NURSING

PURPOSE

To create and implement a formal Equity, Diversity, & Inclusion (ED&I) structure in the UArizona College of Nursing governance

Who we are

UArizona College of Nursing Mission

We innovate nursing and interdisciplinary education, practice, research, and service to develop leaders, address healthcare challenges, and promote health, equity and inclusiveness.

- Land-Grant Institution
- Hispanic Serving Institution
- Located 1-hour from the U.S.-Mexico border
- Located on the Tohono O'odham Nation homelands and the lands of the Pascua Yaqui Tribe

Background

- The Arizona Nursing Inclusive Excellence (ANIE) Nursing Workforce Diversity programs
- Work Place We Want
- Health Justice in Nursing –Master's Entry into the Profession program
- ED&I Task Force
 - Year of discovery
- College of Nursing Strategic Plan

Why is ED&I important

Equity, Diversity & Inclusion = Excellence (Smith, 2007)

Methods

Framework guided the development of the task force structure, with community input providing the priorities of assessment and action for the task force

Multicultural Organization Development (MCOD) Theory and Model (Jackson, 2003)

Critical Race Theory

Structure + Process = Outcomes (Donabedian, 2003)

Inclusive Excellence Framework (Williams et al., 2005)

Framework for Diversity (Smith, 2007)

Proposal for formalizing ED&I Standing committee

The Equity, Diversity, and Inclusion Committee (EDIC) will work with administrative council and Dean on how the University of Arizona College of Nursing (UACON) can actively foster equity, diversity, and inclusion both within and outside the college to create a positive work and learning environment that promotes Inclusive Excellence.

Structure

1. The Equity, Diversity, and Inclusion Committee comprises of elected members from each program, all residing within the College of Nursing.
2. EDIC members are elected by the nursing college community, including faculty and staff.
3. Individual may serve on the EDIC consecutively for as long as the individual and the co-chairs, Dean, and EDIC agree on such tenure.
4. The EDIC is open to all College of Nursing faculty and staff to attend.

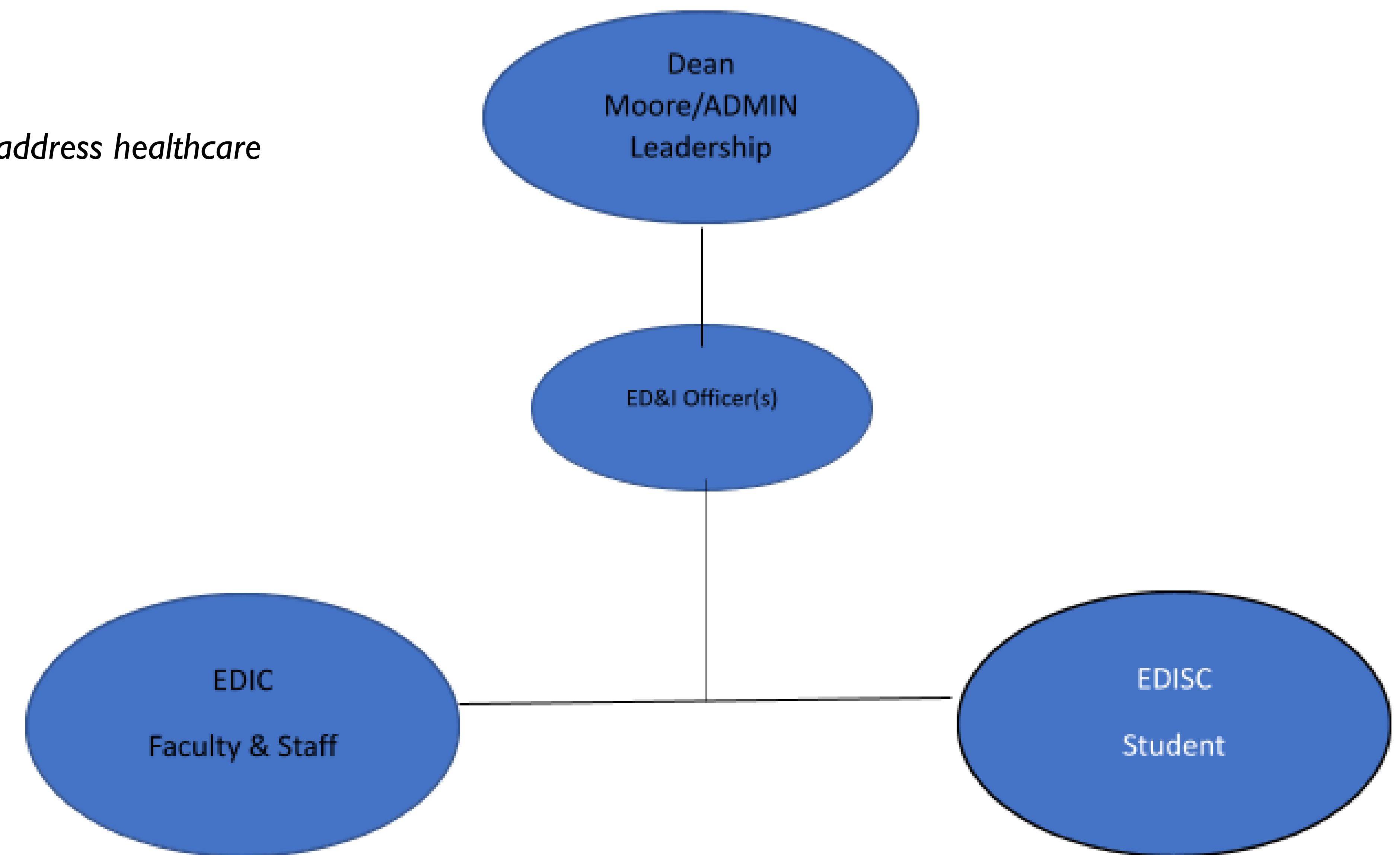
Composition

The membership of EDIC will be composed of elected representatives at UACONs faculty and staff. Each representative will serve as a liaison for their program and have the opportunity to vote.

Equity, Diversity, and Inclusion Student Committee

The representatives of EDISC will work collaboratively and collectively with the EDIC on all equity, diversity, and inclusion initiatives regarding student experiences. The EDI- SC will also work on student/leadership development opportunities for all nursing students through organizing and participating in college events, campus activities, and community events.

Equity, Diversity, and Inclusion Committee Structure



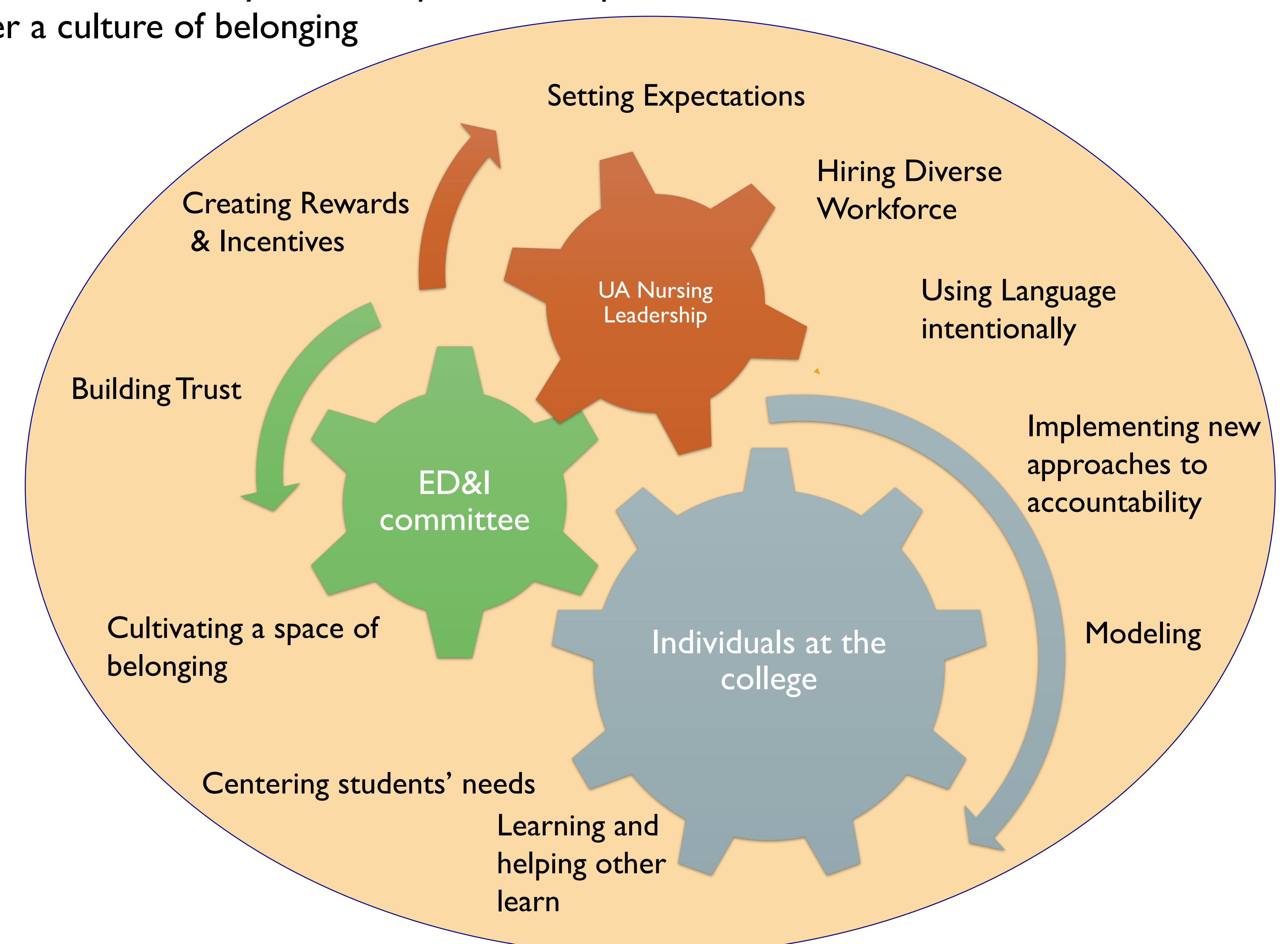
Results

It is imbedded in our mission, vision, values and now part of strategic plan

What we Aspire to Look like

Embody a bold commitment to Inclusive Excellence and building our reputation as a dynamic, responsive, and equity serving college that ensures the success of our diverse students, staff, and faculty:

- Lead with our commitment to EDI and ensure integrity in achieving EDI goals
- Be courageous when identifying and addressing any forms of inequities that impact Nursing students, staff, and faculty
- Continue to learn about ourselves, about one another, from one another, and continue to redefine our college identity and our practices to reflect that inclusive excellence is dynamic, adaptive, and aspirational
- Foster a culture of belonging



The Journey to Institutionalize ED&I at UArizona College of Nursing

Jose Luis Munoz
University of Arizona College of Nursing

DIVERSITY LEADERSHIP INSTITUTE



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

Biography

José Muñoz is a Senior Program Coordinator at the College of Nursing who works with doctoral and graduate certificate students. Serving on the Arizona Nursing Inclusive Excellence team, he coordinates programming to support graduate students. José is the co-chair of the Equity, Diversity, and Inclusion (ED&I) Task Force, leading the ED&I efforts at the College of Nursing. Previously, José held roles in Leadership and Development with Kansas Athletics, managing student-athlete development, among other diversity initiatives.

José received a Master of Science in Higher Education Administration from the University of Kansas and is currently working on his Doctorate in Educational Leadership.



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