

A Strategic Framework for Inclusive Excellence

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INTRODUCTION

■ Inclusive Excellence is a comprehensive organizational change effort, which repositions diversity and inclusion as fundamental to institutional excellence and drives change across every dimension of the institutional environment (AACU, n.d.).

GOAL

■ To create an infrastructure that supports Inclusive Excellence at *Saint Louis University School of Nursing* to advance diversity, equity, and inclusion (DEI).

METHODS

- Develop the organizational structure and processes to support an environment of inclusive excellence.
- Establish agreed-upon school-wide definitions for the terms, diversity, equity, and inclusion.
- Create an external advisory council of known scholars and experts in the field.
- Establish a DEI Champion Working Group of faculty and staff.
- Identify five strategic priorities for inclusive excellence to mobilize change.
- Gather baseline data.
- Define metrics and measures to monitor progress.

STRATEGIC FRAMEWORK FOR INCLUSIVE EXCELLENCE



FIVE STRATEGIC PRIORITIES

- Leadership to promote inclusive excellence
- Recruit and retain diverse and talented students (access and success)
 - Recruit, retain, and advance diverse faculty and staff
 - Advance research and scholarship on health equity
- Foster community engagement (internal, external, and community)

SPONSORS

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DEI CHAMPION WORKING GROUP ACTIVITIES IN-PROGRESS

- Develop Diversity and Inclusion and Anti-Racism Statements for adoption by the School.
- Build a Diversity, Equity, and Inclusion website on the School's homepage.
- Track the admission, retention, and graduation rates of students disaggregated by race and ethnicity.
- Ensure that health equity, social needs, and SDOH are embedded throughout the curricula.
- Advance research and scholarship on health equity.
- Assess climate and culture on an ongoing basis and disaggregated by demographic attributes.
- Provide professional development opportunities on health equity, bias, and DEI.
- Develop a more robust diversity hiring plan.
- Establish a Student Diversity and Belonging Champion Affinity Group.
- Engage alumni in DEI activities.

CONCLUSION

While this project is ongoing, the framework for inclusive excellence commits the School to foster an environment where all faculty, staff, and students are respected, accepted, and valued. We will strive to constantly advance DEI and support efforts to embrace the unique attributes of every person. We are determined to provide excellence through recruiting and retaining a diverse workforce and student body and by creating a respectful climate supportive of everyone's success.

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diversity, equity, and inclusion*

Biography

Dr. Murray is a professor, dean emerita, and chief diversity and inclusion officer. She is involved in workforce development and governmental affairs at state and national levels. She skillfully uses regulatory, public, and legislative policies to promote and lead innovation in nursing education. Dr. Murray has worked tirelessly to advance diversity in nursing education and the nursing workforce. Her research and policy interests focus on the social determinants of health and the interplay between the social environment, the political environment, and health outcomes. She has numerous publications, presents nationally, and has garnered significant funding for initiatives that advance nursing education.



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