



# Utilizing Participatory Action Research to Navigate a Path Towards Inclusive Excellence

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## Purpose

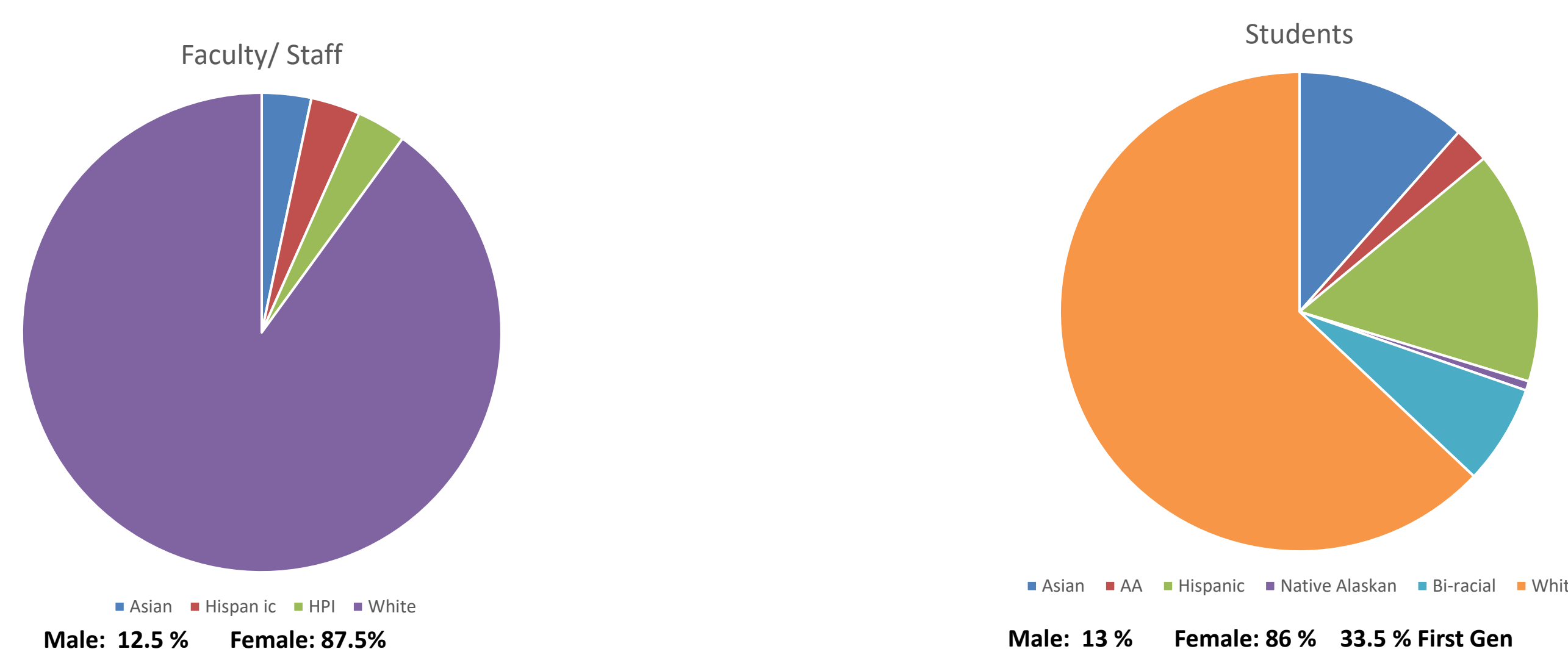
To create a learning community that values inclusive excellence through participatory action research (PAR), culminating in the creation of an infrastructure that supports a culture of inclusive excellence within the SON.

## Background

- The Mission of the Linfield School of Nursing is to create an inclusive community of learning, grounded in the liberal art values of social justice and life-long learning.
- The Linfield University Strategic Plan 2027- Focus on initiatives that build a creative and diverse community, systems, and processes.
- PAR is a qualitative research approach involving participants collaboration with researchers to understand social issues and and take action.
- “Communities of inquiry and action evolve and address questions and issues that are significant for those who participate as co-researchers” Reason, P. & Bradbury, H. (2008)

## Baseline Data: Current Culture and Curriculum

Values are expressed through what is included in a curriculum and what is omitted. Currently curriculum mapping for the traditional BSN program reveals a paucity of DEI concepts.



## Participatory Action Panel

### PAR Panel Selection

- The PAR panel: 2 groups, consisting of 25 students and 25 faculty/staff
- Commitment to all 3 panel sessions will be required.
- Participation will be voluntary and prestigious

### Session 1

- Discussion and pedagogy material to cover..
- Introduction
- Racial History of Nursing
- Organizational Systems & Culture

### Session 2

- Discussion and pedagogy material to cover ...
- Privilege
- Multiple Identities
- Systemic Health Equity
- Advocacy
- Education to Practice

### Plenary Session

- Faculty, staff and students come together to reflect, question, develop and prioritize next steps for the SON to further Inclusive excellence.

## Potential Plenary Outcomes

### Strategic Priorities for Inclusive Excellence

- 1: Robust recruitment initiative for diverse faculty, staff and students
- 2: Establish inclusive admission and progression policies
- 3: Inclusive curriculum content review with mapping
- 4: Update program outcomes to include DEI concepts
- 5: Establish a culture of inclusivity that fosters belonging

## Conclusions

Our PAR study found...

- Students exemplified .....
- Our staff perspective offered....
- The faculty perception....

## References

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# CAPSTONE PRESENTATION & GRADUATION

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### Biography

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Dr. Naomi Pitcock is an Associate Professor at Linfield University since 2018 where she teaches in the RN-BSN and pre-licensure program. Dr. Pitcock received her MSN and DNP from the University of Virginia. Dr. Pitcock has demonstrated leadership in numerous SON and university initiatives, including being an inaugural member of the Deans Advisory committee, serving on the University Strategic Planning Team and she was instrumental in launching the first MSN program at Linfield University. She initiated and chaired the Linfield School of Nursing DEI committee and has dovetailed their focus and the SON mission with the Universities strategic plan. In addition, Dr. Pitcock is a First Scholars Mentor (First Gen) and represented the SON on the HEDS Campus Climate Survey and Analysis Team. She continues to be a member of the Willamette Valley Medical Center board of trustees (Vice Chair) and is a member of the Oregon Nurses Diversity Coalition and Sigma Theta Tau International Nursing Honor Society. She was recognized for her teaching excellence by students with a DAISY Award faculty nomination in 2021.

Her research agenda focuses on the intersection of health and culture with increasing access to quality care, achieving health equity, and reducing health disparities among minority and disadvantaged populations at its center. Dr. Pitcock has multiple original databased papers and international podium presentations from her DNP work with breast feeding immigrant mothers through the "Tengo Leche" program. She also has a peer reviewed international podium presentation regarding health implications of climate change, as it is a major component of the new MSN program.

Dr. Pitcock's passion for health equity has allowed her to work with multiple community organizations including the Free Medical Clinic, the NAACP, and "Tengo Leche" working to ensure optimum health care outcomes for underserved populations. She was honored in 2018 with the Algernon Sydney Sullivan Award, given to members of selected colleges and universities in the southern United States for excellence of character and service to humanity.

### Contact Information

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