# Introduction of DEI Topics in a DNP Program: One brave step at a time
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THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

## Background

Topics and issues of Diversity, Equity, and Inclusion (DEI) are not threaded through a DNP program's recruiting, admissions, curriculum, outcomes.

### Goals

- Foster an academic environment that equips graduates to promote health equity and serve in a diverse and inclusive workplace.
- Update program & course outcomes per AACNs DEI content.
- Create a process for faculty accountability on DEI course content.
- Maintain DEI topics/issues at the forefront of each DNP faculty meeting.
- Do blinded admissions

### Challenges

- Culture and history.
- Lack of diversity in faculty.
- No venue for DEI conversation.
- Lack of DEI in policy.
- Lack of accountability.
- No central DEI administrator.
- AL House Bill: 312

### Procedure

- Comprehensive assessment of DEI in curriculum.
- ID independent vs. dependent steps.
- Make personal connections with faculty.
- Initiate independent steps.
- Proceed with dependent steps through established committees, procedures.
- Collaborate with DEI Committee.

### Evaluation

- ✓ Update program outcomes
- ✓ Blinded admissions

- Update course content
- Create a process for faculty accountability on DEI course content.
- Discuss DEI issues at DNP meetings.
- Equip graduates to promote health equity in diverse and inclusive environments

### Steps (staircase)

- Blinded Admissions Review
- DNP Curric Content Review
- Faculty Dev.: Cultural Intelligence
- Intro of AACN New Essentials & Future of Nursing Report
- Curric mapping: DEI required
- Program Outcomes: updated
- Course Outcomes: updated
- Curric Vote
- Course Content Review
- DEI Consultant: Course activities
- DNP Project/ Paper: SDoH/DEI
- Recruiting of Students: Under-represented groups

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### Biography

Dr. Darlene Showalter is the DNP Program Coordinator at the University of Alabama in Huntsville College of Nursing. Darlene has worked at the UAH College of Nursing over 20 years. In addition to her graduate and undergraduate teaching responsibilities, she has held various positions such as Interim Undergraduate Dean and Curriculum and Instruction Coordinator. She was instrumental in the implementation of a concept-based curriculum, computer-based testing, and a simulation-based assessment system for the undergraduate program. Additionally, she serves on the Alabama Regional Perinatal Advisory Board as well as the State of Alabama's Morbidity and Mortality's Review Board. As one of her last efforts in her previous role as Undergraduate Curriculum and Instruction Coordinator, she completed a curriculum assessment focused on topics and issues of Diversity, Equity and Inclusion. She is a LEAD Fellow of the NLN Leadership Institute. Dr. Showalter has engaged in international educational exchanges with academic and medical institutions in Brazil, China, and Kazakhstan.

Dr. Showalter's academic journey began with an ADN immediately followed by a BSN from Southern Adventist University in Chattanooga, TN. She earned her MSN from the University of South Carolina and a DNP from the Joint Programs of the Universities of Alabama in Birmingham, Tuscaloosa, and Huntsville.

Dr. Showalter has received the University of Alabama in Huntsville's Distinguished Faculty Teaching Award, the Elvie Swinson Distinguished Alumni award and the UAH College of Nursing Faculty of the Year award. As a Clinical Associate Professor, Darlene has been fully engaged in activities and endeavors associated with clinical excellence. Prior to her academic career, Dr. Showalter served as Clinical Nurse Specialist at a large teaching hospital, Dr. Showalter was awarded grant moneys totaling $80,000 to initiate a home-visit maternity project (Mom's Van) that is still providing postpartum care, 22 years later, to underserved populations in Florence, SC.

### Contact Information

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