

Background

Recent senseless murders of individuals in historically marginalized communities, i.e., Black, Indigenous, and people of color, LGBTQ+, and their allies, ignited an awaken of civil unrest throughout the world with a call for justice and change.

The nature of these horrific events have led people to feel guilt, embarrassment, and/or feelings of being unheard because they did not have a **safe space** to exchange dialog to gain a better understanding of the experiences of others.

It is essential, that within a school of nursing, that **safe spaces** are supported so that students, faculty and staff are teaching, learning, and growing in an environment that values a diversity of ideas and points of view.

To fulfill this obligation, the UAB SON created a Diversity, Equity, and Inclusion task force, which led to the creation of an Office of Diversity, Equity, and Inclusion (SONoDEI).

One of the missions of the SONoDEI is to create a **safe space** for people to get comfortable with being uncomfortable.

Purpose

A **B.R.A.V.E.** space is a place where curiosity and authenticity meet.

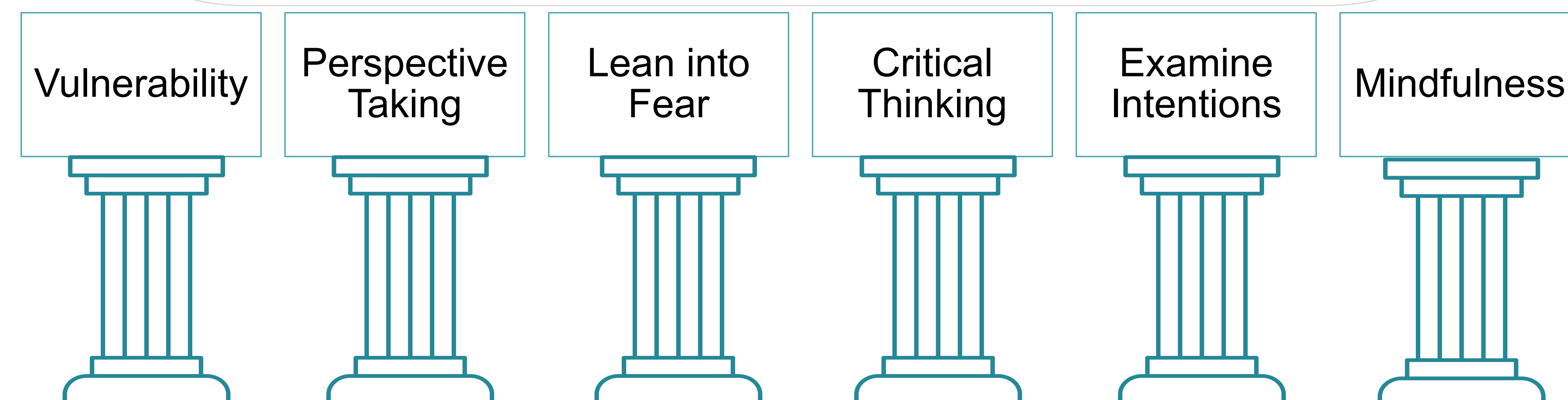
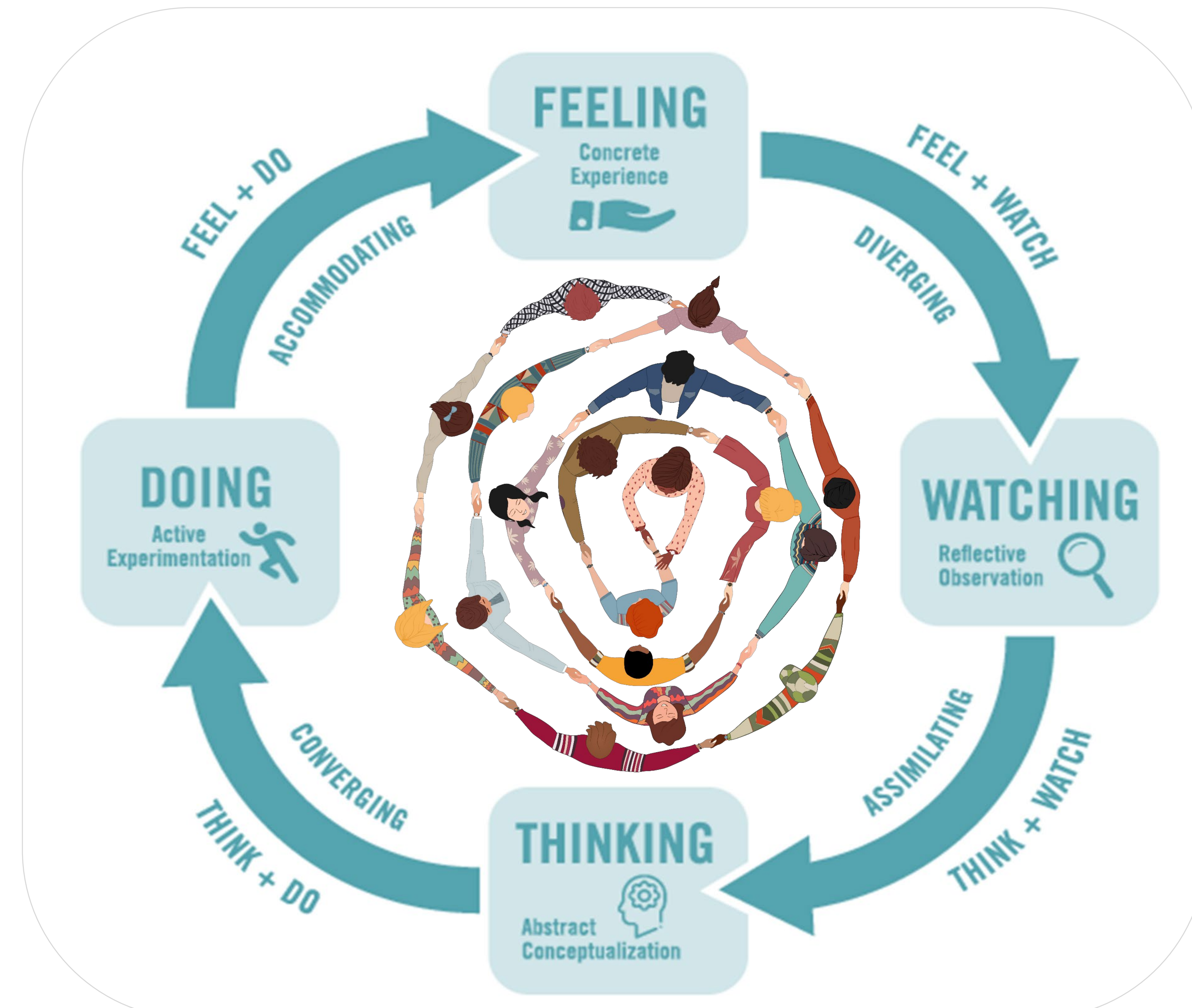


To create a community where people can feel like they **Belong, are Respected, And Valued by Everyone** is a **safe space** the UAB School of Nursing will develop and support.

It takes **BRAVE** individuals who want to learn how to have difficult uncomfortable conversations when dealing with race, culture, religion, disabilities etc. both in and out the classroom.

Framework

To create our **B.R.A.V.E.** space, we will use an adaptation of 6 Pillars of a Brave Space at the University of Maryland's School of Social Work, Teaching Support Program. Our **B.R.A.V.E.** space will be supported by these 6 pillars. We will also use Kolb's model of Experiential Learning to instill the knowledge of the transferable skills of creating and participating in spaces learned from this program.



Pilot Program

The proposed program will take place of over 6 weeks with 10-15 participants in an online collaborative workplace platform.

Participation is voluntary and will require an application and an understanding of commitment to duration of the pilot phase.

CONTENT

- Orientation
- Emotional Intelligence
- Intersectionality
- Calling in and Calling out
- Allyship & Inclusive Language Guides
- Graduation & next steps

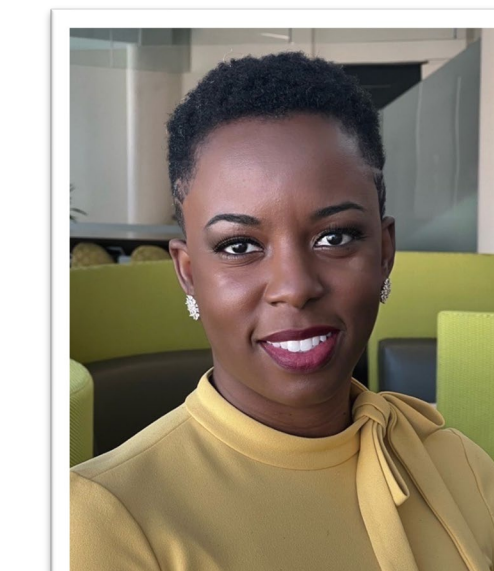


EVALUATION



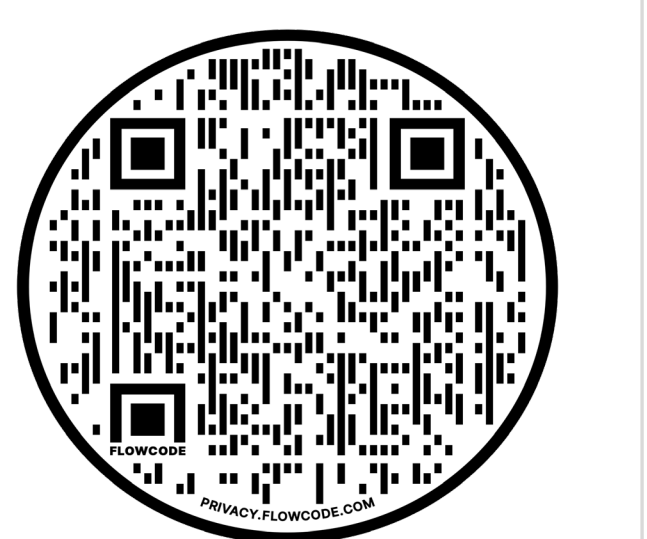
Expected Outcomes

After successful completion of the program, participants will have gained skills to facilitate uncomfortable conversations, resources to use to inform practice and teaching, and opportunities to learn empathy and create and support **BRAVE and safe spaces**.



Contact me!

Shantay Williams, MS, M.Ed
Director of DEI Education
UAB School of Nursing Office of Diversity,
Equity, and Inclusion





CAPSTONE PRESENTATION & GRADUATION

Creating B.R.A.V.E. Spaces That Foster DEI

Shantay Williams, M.S., M.Ed

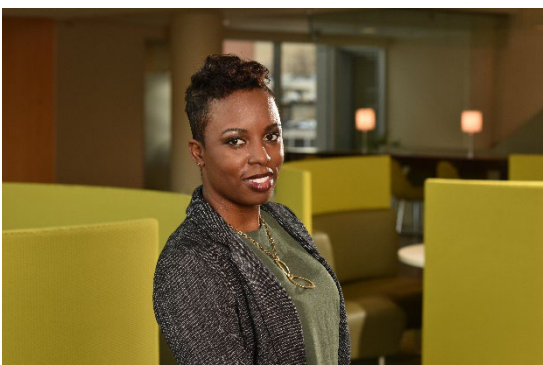
Biography

Shantay Williams, M.S., M.Ed, is the inaugural Director of Diversity, Equity, and Inclusion (DEI) Education at the University of Alabama at Birmingham's (UAB) School of Nursing. Ms. Williams earned her Bachelor of Science in Commerce & Business Administration with a minor in Computing Technology and Applications in 2009 from the University of Alabama. She later pursued and completed her first Masters in College Student Personnel Administration from the University of West Florida in 2011. In 2021 Shantay graduated from UAB's inaugural Interdisciplinary Graduate Studies (IGS) program earning dual certificates in leadership and social media. The combination of these certificated resulted in the IGS masters degree. This fall, she will pursue her doctorate in Medical Sociology at UAB.

Professionally, Ms. Williams has over ten years of experience in various roles, including transfer advising, student conduct, housing, and programming within higher education. Her experience spans throughout the south from a variety of institutions that include community colleges, Historically Black Colleges & Universities (HBCU) and Predominantly White Institutions (PWI).

Shantay is dedicated to assisting those in need and improving her surrounding community. She is heavily involved in her hometown of Birmingham, AL. In Spring 2022, she completed the City of Birmingham's Academy of Civic Engagement (A.C.E.) and is a member of the Project Management Institute and Delta Sigma Theta Sorority, Inc.

Contact Information



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