



# DIVERSITY, EQUITY, & INCLUSION

Programs and Resources



American Association  
of Colleges of Nursing

*The Voice of Academic Nursing*

# A GUIDE TO AACN'S DIVERSITY, EQUITY, AND INCLUSION OFFERINGS

The American Association of Colleges of Nursing (AACN) is a leading advocate for diversity, equity, and inclusion (DEI) in nursing. AACN offers programs and resources to help nursing schools develop, promote, and advance DEI initiatives.

## LEADERSHIP DEVELOPMENT

### DIVERSITY LEADERSHIP INSTITUTE

This five-month diversity leader fellowship increases awareness, vision, courage, commitment, and persistence among those looking to become agents of transformative change. Fellows will expand their DEI knowledge base and develop a support network of academic nursing leaders who share a passion for advancing DEI. The culmination of this fellowship is a capstone project addressing a DEI issue specific to the fellow's institution.

#### Who Should Attend?

Individuals committed to DEI with an interest in:

- **Connecting** diversity and institutional strategic planning
- **Expanding** the diversity leadership role both internally and externally

- **Developing** new community connections
- **Connecting** diversity research, assessment, and experience

#### Time Commitment

Fellows will meet virtually for 10 hours per month. Approval by the dean is required. Participants are encouraged to commit significant time to complete pre-session assignments and develop a capstone project of their choice. If scheduled, fellows will be responsible for any expenses related any in-person meetings.



## DIVERSITY, EQUITY, & INCLUSION LEADERSHIP NETWORK (DEILN)

DEILN leverages the collective expertise and experiences of members to explore new horizons in advancing DEI. Join your peers nationwide who will share best practices, lessons learned, and cutting-edge strategies to create meaningful change. DEILN provides opportunities for:

- Sharing evidence-based practices on the DEILN online community forum
- Engaging with the membership through committees, fireside chats, webinars, and trainings
- Accessing consultative services
- Convening networking forums

### Who Should Join?

All faculty, deans, and staff interested in advancing DEI goals. This network will be of particular interest to diversity officers, administrators responsible for multicultural/diversity affairs, and those in or aspiring to similar roles.



## COMMITTEE & VOLUNTEER SERVICE

This ***Diversity, Equity, and Inclusion Committee*** provides strategic direction to AACN and helps to shape programming and priorities. Appointed by AACN's Board Chair, committee members help to advance strategic goals and identify future initiatives to advance the goals of academic nursing.

AACN offers a variety of ***Volunteer and Engagement Opportunities*** for deans, faculty, staff, and graduate students. Those wishing to explore this committee and other volunteer options are encouraged to complete an online interest form at the QR code.



# RESOURCES AND OPPORTUNITIES

## INCLUSIVE EXCELLENCE, BELONGING, AND SUSTAINABILITY IN NURSING EDUCATION AWARD

This yearly award recognizes outstanding contributions made by schools of nursing that champion inclusive excellence, belonging, and sustainability in nursing education. The winning school will receive a financial award and the opportunity to share their work at AACN's Diversity Symposium.

For criteria and more information:



## PROMISING PRACTICES IN HOLISTIC ADMISSIONS REVIEW

Preparing a richly diverse nursing student population is essential to improving health outcomes and increasing healthcare providers who better reflect the society they serve. Holistic admissions review is a proven strategy to increase the diversity of student enrollment and diversity in the nursing workforce. This White Paper provides an overview of the process nursing schools can use when implementing holistic admissions review and concludes with promising practices.



## DIVERSITY, EQUITY, & INCLUSION FACULTY TOOL KIT

AACN's DEI tool kit is designed to:

- Assist faculty and nursing school leaders in guiding their DEI efforts using evidence-based strategies.
- Provide promising practices and strategies for promoting DEI and fostering inclusive excellence.
- Assist faculty to promote academic environments that embrace diverse life experiences, perspectives, and backgrounds.
- Catalyze reflection and assessment of current pedagogy, teaching methods, and curricular strategies.



## DIVERSITY DIGEST

The Diversity Digest is a quarterly newsletter highlighting AACN's DEI initiatives and resources, a summary of new research, and a feature article on how a member school is promoting DEI in the academic nursing community.







# LEARNING OPPORTUNITIES

## ON-SITE WORKSHOPS AND CONSULTATIONS

AACN offers a variety of programs designed to help organize and guide your nursing school in promoting DEI and fostering inclusive excellence. These programs, which may be presented on-site at your institution, are tailored to meet the professional development needs of your faculty and staff in critical areas. AACN's expert staff and consultants are available to present workshops, offer advice, and conduct a series of follow-up sessions as needed.

- **Fundamentals of Holistic Admissions Review**  
This six-hour workshop shows how the holistic admissions process is used to increase and shape student diversity at schools of nursing. Expert presenters will introduce and dissect the fundamentals of the mission-driven Experiences-Attributes-Metrics holistic admissions model. Using guided discussion and activities, participants will develop a strategic approach to advance the implementation of a holistic admission process unique to their nursing program.
- **Measurement and Evaluation of Your Holistic Admissions Review Process**  
This six-hour workshop is designed for nursing schools ready to implement a fully developed holistic admissions review process. Presenters will introduce the fundamental concepts for evaluating the strategies and impact of a holistic admissions review process. Through interactive exercises, participants will identify resources and approaches to collecting formative and summative student data.
- **Creating an Inclusive Learning Environment**  
During this six-hour workshop, presenters introduce methods and strategies to develop a greater understanding and capacity to manage, foster, and promote optimal learning environments for all students. Through discussion and activities, participants examine their own social identity, cultural biases, and stereotypes and discuss evidence-based strategies to mitigate their influence on judgments and interactions in the learning environment for historically marginalized and underrepresented students.

- **Fostering Success of Students from Diverse Backgrounds**

During this six-hour workshop, presenters introduce an evidence-based student success model of support programs to address specific needs of students from diverse backgrounds who face barriers to academic success. Participants will learn the foundations of the Input-Environment-Outcomes model and learn how to identify evidenced-based student support strategies.

- **Recruitment, Hiring, and Retention of Nursing Faculty from Diverse Backgrounds**

During this four-hour workshop, presenters discuss the importance of increasing diversity in nursing faculty, how it fosters a culture of academic and inclusive excellence, and cultural and climate barriers to retention. Participants will leave with strategies to develop, implement, or enhance their strategic and intentional recruitment plan.

To find out more and to schedule a workshop or consultation:



## DIVERSITY SYMPOSIUM

AACN's annual Diversity Symposium brings together deans, faculty, and staff interested in exploring actionable strategies for infusing DEI into academic nursing. The forum hosts nationally recognized thought leaders and peers who offer valuable guidance to schools transitioning from awareness to action in preparing students to provide quality care in pursuit of health equity.



## WEBINARS

AACN offers a wide array of webinars on a variety of DEI topics. All webinars are free to faculty, staff, and students at AACN member institutions. Visit AACN's website to view previous webinar recordings or register for upcoming webinars.



For more details on AACN's programming in the area of diversity, equity, and inclusion, see [www.aacnnursing.org/Diversity](http://www.aacnnursing.org/Diversity)



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