



DIVERSITY, EQUITY, INCLUSION, & BELONGING

Programs and Resources



American Association
of Colleges of Nursing

The Voice of Academic Nursing

A GUIDE TO AACN'S DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) OFFERINGS

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

LEADERSHIP DEVELOPMENT

DIVERSITY LEADERSHIP INSTITUTE

This five-month Diversity Leader Fellowship empowers participants to become transformative change agents by cultivating their awareness, vision, courage, commitment, and perseverance. Throughout the program, fellows will deepen their understanding of inclusive excellence, while building a robust support network of like-minded academic nursing leaders dedicated to advancing DEIB initiatives. The fellowship culminates with a capstone project, where each fellow addresses a specific DEIB challenge within their institution, applying the knowledge and skills gained during the program.

Who Should Attend?

Individuals committed to DEIB with an interest in:

- **Aligning** inclusive excellence initiatives with institutional strategic plan.

- **Expanding** diversity leadership influence within and external to the home institution.
- **Developing** new connections with academic nursing and other health professionals.
- **Integrating** diversity research, assessment, and lived experience into practice.

Time Commitment

Fellows will meet via a virtual platform for 10 hours per month. Support by the dean or supervisor is required. Participants are encouraged to commit the required time to complete pre-session assignments and develop a capstone project of their choice. If scheduled, fellows will be



responsible for any in-person meeting expenses.

DIVERSITY, EQUITY, & INCLUSION LEADERSHIP NETWORK (DEILN)

DEILN leverages the collective expertise and experiences of members to explore new horizons in advancing inclusive excellence. The network platform provides opportunity to 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?

This network is open to all faculty, deans, and staff committed to advancing DEIB goals. Membership will be especially valuable for diversity officers, administrators overseeing multicultural or diversity initiatives, and individuals currently in or aspiring to similar leadership roles.



COMMITTEE & VOLUNTEER SERVICE

The ***Diversity, Equity, and Inclusion Committee*** provides strategic guidance to AACN, playing a key role in shaping its programs and priorities. Appointed by AACN's Board Chair, committee members work to advance the organization's strategic goals while identifying new initiatives that promote DEIB within 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 using the QR code.



RESOURCES AND OPPORTUNITIES

INCLUSIVE EXCELLENCE, BELONGING, AND SUSTAINABILITY IN NURSING EDUCATION AWARD

This annual award recognizes a school of nursing that demonstrates exceptional leadership in promoting inclusive excellence, belonging, and sustainability in nursing education. The award is presented at the AACN Access, Connection & Engagement Symposium where

the selected school will have the opportunity to showcase their achievements.

For criteria and more information:



PROMISING PRACTICES IN HOLISTIC ADMISSIONS REVIEW

Preparing a diverse nursing student population is critical to improving health outcomes and ensuring healthcare providers more accurately reflect the communities they serve. Holistic admissions review is a proven strategy to diversify student enrollment and the nursing profession. This White Paper offers an in-depth overview of the holistic admissions review process for academic nursing and highlights promising practices and strategies for successful implementation.



DIVERSITY, EQUITY, INCLUSION, & BELONGING FACULTY TOOL KIT

AACN's DEIB toolkit is designed to:

- Support faculty and nursing school leaders in advancing DEIB initiatives through evidence-based strategies.
- Offer promising practices for promoting DEIB and fostering a culture of inclusive excellence.
- Help faculty create academic environments that embrace and celebrate diverse experiences, perspectives, and backgrounds.
- Encourage reflection and assessment of current pedagogy, teaching methods, and curriculum strategies.



DIVERSITY DIGEST

The Diversity Digest is a quarterly newsletter showcasing AACN's DEIB initiatives and resources, summarizing the latest research, and featuring a spotlight on how a member school is advancing DEIB within the academic nursing community.





LEARNING OPPORTUNITIES

ON-SITE WORKSHOPS AND CONSULTATIONS

AACN offers a range of programs designed to support nursing schools efforts in advancing inclusive excellence. These programs can be delivered on-site or virtually, and are customized to address the professional development needs of your faculty, staff, and students. AACN's expert staff and consultants are available to lead workshops, provide guidance, and offer follow-up sessions to support sustained progress and impact.

- **Holistic Admissions Review Workshop Descriptions**

Level 1: Fundamentals of Holistic Admissions Review Process

Time: 6 hours

This comprehensive workshop is designed to enhance understanding of the holistic admissions review process and its role in promoting a wide range of student diversity within academic nursing programs. Through a combination of expert-led presentations, guided discussions, and interactive activities, participants will explore the mission-driven Experiences-Attributes-Metrics model as the core of the holistic admissions review process.

Level 2: Crafting a Mission-Driven Holistic Admission Review Process

Time: 6 hours workshop

This in-depth workshop is designed to guide participants through the step-by-step process of developing a holistic admissions review process utilizing the Experiences-Attributes-Metrics model that aligns with the nursing program's mission. Following a comprehensive pre-workshop assessment of your current admission process, the second half of this workshop offers a detailed exploration of how to transform it into a comprehensive, holistic admissions review process that meets your nursing program's mission and enhances the diversity and inclusivity of your academic nursing program.



- **Level 3: Developing a Holistic Admissions Review Intensive Consultation**

Time: Varied 4-6 months

This intensive consultative work with a Holistic Admissions Review expert begins with a comprehensive pre-workshop assessment of your current admission process, followed by a workshop offering a detailed exploration of how to transform it into a comprehensive, holistic

admissions review process that meets your nursing program's mission and enhances the diversity and inclusivity of your academic nursing program. Following the workshop, individualized consultation will include biweekly to monthly meetings with a designated small group from your school to guide the development of your complete Holistic Admission Review process and an evaluation plan.



- **The Unequal Academic Achievement of Racially Diverse Students Underrepresented in Nursing**

This presentation will examine how U.S. educational history has shaped the systemic disparities that hinder the academic success of racially diverse students underrepresented in nursing. It will explore the impacts of historical and intergenerational trauma, institutional and structural trauma, and racial trauma on students' access to equitable opportunities and overall successful academic outcomes. Participants will gain insights into addressing the impact of trauma and how to foster more equitable educational experiences leading to the students' academic success.

- **Creating an Equitable and Inclusive Learning Environment**

This six-hour workshop equips participants with strategies to enhance understanding and build the capacity to create and sustain inclusive learning environments for all students. Through interactive discussions and activities, attendees will explore their own social identities, cultural biases, and stereotypes, while learning evidence-based approaches to mitigate their impact on decision-making and interactions. Special attention is given to fostering an equitable learning experience for historically marginalized and underrepresented students.

- **Fostering Student Success for All Students, including those Underrepresented in Nursing**

This six-hour workshop will introduce an evidence-based student success model designed to support all nursing students, including those from backgrounds underrepresented in nursing who face barriers to academic achievement. Participants will explore the foundations of the Input-Environment-Outcomes (I-E-O) model and learn how to identify and implement proven strategies that promote student success

and address the unique needs of underrepresented nursing students.

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

In this four-hour workshop, presenters explore the critical role of increasing diversity among nursing faculty and how it contributes to a culture of academic and inclusive excellence. They will also address cultural and climate challenges that hinder faculty retention. Participants will leave with actionable strategies to develop, implement, or enhance their strategic recruitment plans with a focus on intentional and sustained efforts to build a diverse faculty.

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





ACCESS, CONNECTION, AND ENGAGEMENT (ACE) SYMPOSIUM

This national forum invites academic nursing administrators, faculty, and staff to engage with leading experts committed to the access and connection work of nursing education. The event features nationally recognized thought leaders and peers who share practical strategies for moving from awareness to action, equipping schools to prepare students for delivering culturally responsive quality care and promoting health equity.



WEBINARS

AACN provides a diverse selection of webinars covering various inclusive excellence topics, all of which are free for faculty, staff, and students from AACN member institutions. To explore past webinar recordings or register for upcoming sessions, visit AACN's website or access.







For more details on AACN's programming
in the area of diversity, equity, inclusion,
and belonging see
www.aacnursing.org/Diversity



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