

## Agenda

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**AACN Summit for Department of Health and Human Services (HRSA)  
Nursing Workforce Diversity Grantee Summit**

**Marriott Marquis Hotel  
265 Peachtree Center Avenue  
Atlanta, GA 30303**

**Wednesday, November 15, 2017**

### **Summit Objectives**

- Discuss the policy and legal aspects of implementing a holistic admissions process.
- Identify Pre-Entry Immersion as one strategy for academic success for diverse students.
- Identify key requirements when diversity is used as a driver for organizational excellence.
- Discuss benefits of engaging inclusive recruitment strategies.
- Explore strategies to mitigate and address bias at the individual and organizational level.
- Discuss best practices when implementing holistic admission in related health professions.
- Engage with colleagues in creating a community of scholars on issues of workforce diversity.

**7:30 – 8:30am    Registration**

**International Foyer**

**8:30 – 9:00am    Welcome and Introduction**  
Vernell P. DeWitty, PhD, MBA, RN  
Director for Diversity and Inclusion  
American Association of Colleges of Nursing  
  
HRSA Representative

**International C**

**9:00 – 9:45am      Building and Sustaining Diverse Learning Environments      International C**  
Brigit M. Carter, PhD, RN  
Associate Professor  
Program Director, Accelerated BSN Program  
Duke University School of Nursing  
Project Director, Health Equity Academy  
George Washington Leader for Health Equity Fellow

**9:45 – 10:00am      BREAK**

**10:00 – 11:30am      Understanding the Policy and Legal Aspects of Holistic Review      International C**  
Art Coleman, JD  
Managing partner at EducationCounsel LLC, an affiliate of Nelson Mullins Riley  
& Scarborough LLP

**11:30 – 12:30pm      Pre-Entry Immersion: One Academic Success Strategy      International C**  
Kenya Snowden, DNP, ANP-BC  
Assistant Professor  
University of Miami

**12:30 – 1:30pm      Networking LUNCH (on your own)**

During this lunch session please introduce yourself to the other attendees and session speakers.

**1:30 – 3:45pm      World Café Sessions      International A,B,C**

**Participants will divide into three groups and rotate through each of the sessions.**

**Session I: Learning from other Health Professions**

**International A**

**Overview:** This session will present a description of Holistic Admissions practices across the US Dental Schools. How a holistic approach helps further the educational mission by supporting and contributing to institutional excellence. Participants will:

- Discuss the benefits, successes, and challenges related to holistic implementation as experienced in Dental Education.
- Discuss best practices when changing to a holistic admissions process.
- Discuss required training for both faculty and staff during implementation of holistic admissions.

Session Leader: Rosa Chaviano-Moran, D.M.D  
Associate Dean for Admissions  
Rutgers School of Dental Medicine

Moderator: Vernell P. DeWitty, PhD, MBA, RN  
American Association of Colleges of Nursing

**Session II: Recruitment Strategies that Work**

**International B**

**Overview:** This session will introduce the concept of education-oriented recruitment as a tool for increasing diversity recruitment and enrollment. Participants will:

- Discuss the reasons for and benefits of engaging in inclusive recruitment strategies.
- Describe and discuss practical tips for developing an inclusive strategic marketing and recruitment plan.

Session Leader: Tamara Martinez-Anderson  
Marketing, Recruitment and Community Engagement Manager  
Boise State University School of Nursing

Moderator: Jerryl Morris, MPA  
Kennesaw State University

### **Session III: Unconscious Bias: What Academic Health Leaders Need to Know International C**

**Overview:** Unconscious Bias refers to judgments we think are based on sound reasoning, but, in reality, are involuntary assessments. In professional environments, unconscious biases can be “hard-wired” into organizational culture via its policies, procedures, and reward systems. These often-embedded biases can compromise diversity and inclusion efforts in recruitment, hiring, mentoring, and promotion activities. An essential leadership and workplace competency is understanding how biases can undermine efforts to build an inclusive climate. In this interactive session, participants will:

- Discuss the research related to unconscious and implicit bias;
- Consider how unconscious biases influence perceptions and decision making within a professional context; and
- Explore strategies to mitigate and address bias at the individual and organizational level.

Session Leader: Kim C. D’Abreu  
Principal Consultant  
Diversity Dimensions, LLC

Moderator: Tracy Pritchard, PhD  
Associate Professor  
University of Cincinnati College of Nursing

**3:45 – 4:00pm      BREAK**

**4:00 – 4:15pm      Closing Remarks and Next Steps      International C**

Vernell P. DeWitty, PhD, MBA, RN  
Director for Diversity and Inclusion  
American Association of Colleges of Nursing

### **Acknowledgments**

A special thanks to the following organizations and individuals for their generous support and contributions to this summit:

#### HRSA Representatives

Christine Downing, AACN Diversity and Inclusion Program Manager

The Holistic Admission in Academic Nursing Consultants:

Carolyn Chow, University of Washington

Lisa Rosenberg, Rush University

Kim C. D'Abreu, Diversity Dimensions LLC

Ashley Sonke, California Baptist University

Judy Martin-Holland, University of California  
San Francisco

Rosa Chaviano-Moran, Rutgers School of Dental  
Medicine

Tamara Martinez-Anderson, Boise State  
University

Jerryl Morris, Kennesaw State University

Julie W. Nadeau, University of Incarnate Word

Paddy A. Peerman, Vanderbilt University

Tracy Pritchard, University of Cincinnati

All our speakers and moderators for this Inaugural Summit

*This program has been approved for a maximum of 6 Continuing Nursing Education contact hours.*

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