




DEVELOPING INCLUSIVE EXCELLENCE IN ACADEMIC NURSING AND THE NURSING WORKFORCE






DR. KENDRA M. BARRIER
DR. PATRICIA K. BRADLEY
DR. ROLANDA JOHNSON
DR. MITCHELL J. WHARTON

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AACN DIVERSITY, EQUITY, AND INCLUSION FACULTY TOOL KIT



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INTRODUCTION

Inclusive Excellence Ecosystem for Academic Nursing

A focus on student intellectual and social development.

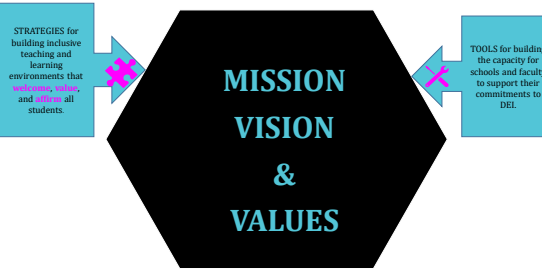


A purposeful development and utilization of organizational resources to enhance student learning.


A welcoming community that engages all of its diversity in the service of student and organizational learning.

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INSTITUTIONAL VIABILITY & CAPACITY

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STRATEGIES

- Create Clear Missions, Vision, and Value Statements
- Developing a Diversity, Equity, and Inclusion Strategic Plan
- Establish DEI as Core to the Schools Policies and Processes
- Empower Leadership
- Assign Accountability for DEI

Appoint DEI Leaders, Councils, Committees

- Provide a DEI Budget and Resources
- Build Internal and External Support
- Recognize Accomplishments in DEI
- Track and Measure Success
- Diverse Faculty Hiring

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TOOLS

AACN's Diversity Leadership Institute

Awards Programs

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The Value of Academic Nursing

DIVERSITY & INCLUSION
Leading Across Differences

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ACCESS & SUCCESS

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STRATEGIES

Recruitment
Admissions
Retention

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Leading Across Differences

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TOOLS

Pipeline Programs
Articulation Agreements
Internal and External Relationships and Partnerships
Financial Aid, Scholarships, and Grants
Holistic Admissions
Student Success Centers and Academic Coaching
Academic Advising and Mentoring
Student Well-being
Affinity Groups
Non-Academic Factors Impacting Retention, Persistence, and Success
Recognizing the Impact of Bias and Stereotyping

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CLIMATE & INTERGROUP RELATIONS

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STRATEGIES

Conduct a Climate Survey
Creating a Sense of Belonging (Belongingness)

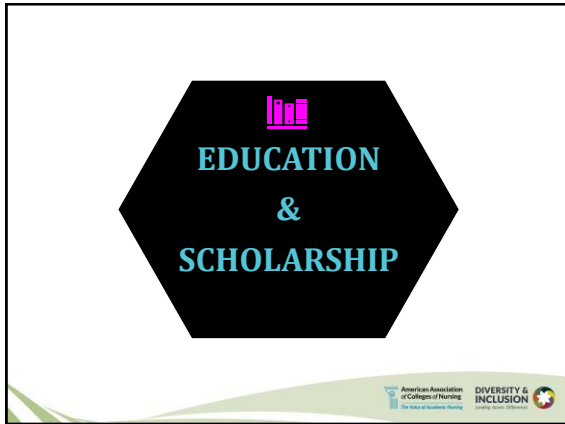
TOOLS

Steps to Conducting a Climate Survey
Learning Across Multidimensional Perspectives® (LAMP)
Intergroup Dialogue
Courageous Conversations

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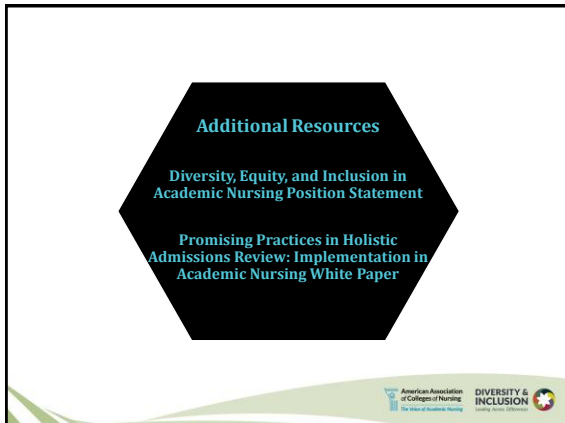
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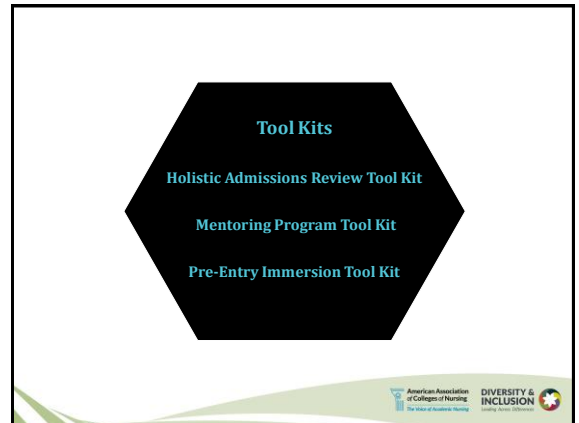
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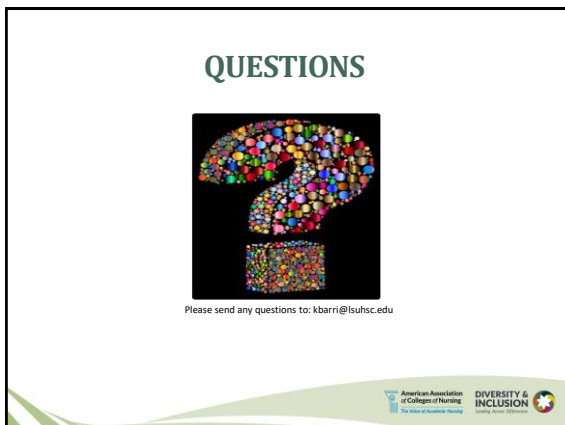
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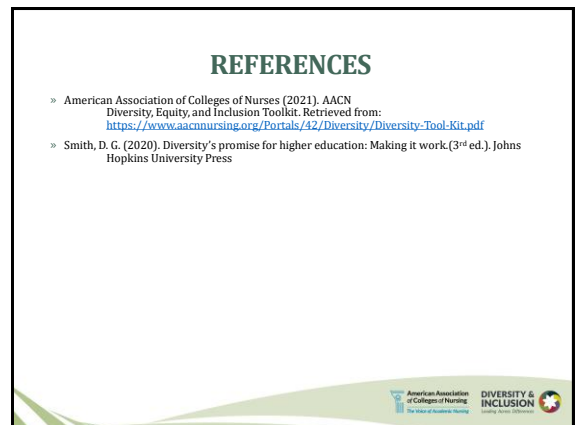
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