Inclusion and Engagement Efforts for Diverse Students

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Abstract

The "Enrichment Markers of Better Relationships, Academics, and Cultural Enhancement" (EMBRACE) Project addressed social determinants that create challenges for disadvantaged and underrepresented nursing students.

The Diversity Support Team (DST) was created to oversee interventions with faculty and students and create initiatives to support a more inclusive environment within our school of nursing. It is comprised of a dedicated group of students, staff, and faculty who are committed to removing barriers to success for underrepresented nursing students.

Diversity Support Team Members

Specific Aims

1) **Increase cultural humility, and methods to address individual to institutional racial discrimination**

2) **Increase understanding of and ways to enhance diversity and equity within the educational environment**

3) **Engage marginalized groups in shared governance**

Methods

We utilized LAMP survey data as baseline to inform Diversity Support Team initiatives.

We also conducted a qualitative study exploring perceptions of inclusion among Black and Hispanic nursing students. Participants were asked questions regarding perceived barriers and facilitators of inclusive initiatives and the impact of these efforts on their academic achievements.

Annual Diversity and Inclusion Symposium

Each year, DST facilitates a Diversity, Equity, and Inclusion symposium for students, staff, faculty, and community members. This event typically includes a keynote presentation followed by breakout sessions.

(Participants from our 2021 virtual symposium created this group wordcloud by answering the question: “What does inclusion mean to you?”)

2018

Objective: define and discuss the concepts of implicit bias, macro and micro aggressions, and how those can be reflected in systemic racism.

Keynote: DeAngela Cooks, MA

Breakout: participants rotated through three different stations (gender/sexuality, religion, & ethnicity with faculty moderators who used case study examples to facilitate discussions.

2019

Objective: describe and understand how cultural fatigue affects our relationships in the work setting and discuss concepts related to privilege and bias.

Keynote: Victoria Morris, PhD

Breakout: participants were split into groups which were facilitated by DEI experts who moderated discussions surrounding privilege bias and how to combat cultural fatigue in the work setting.

2021

Objective: discuss current issues in nursing related to racism, diversity, equity, and inclusion and describe recommendations to improve recruitment and retention of diverse faculty, students, and staff.

Keynote: Lindsay Williams, PhD, RN, Chris Recinos, PhD, RN,& Tiffany Gibson, MSN, RN

Breakout: participants were placed in virtual breakout sessions and discussed racism and ways to improve recruitment efforts.

Feedback

93% of participants rated the symposia as “good” or “excellent”
91% of participants felt the symposia met the stated objectives
89% of participants reported they learned something new

Faculty Development

Chats on the Concrete

Critical conversations with practical guidelines for navigating social justice issues in the classroom and workplace.

Topics included:

- **Addressing the needs of undocumented students, faculty, and staff**
- **Identifying and stopping microaggressions**
- **Understanding and supporting gender identities**

Safe Space Groups

We created three safe space student groups to target our 3 most underrepresented groups:

Black Nurses’ Student Association
Hispanic Nurses’ Student Association
Men in Nursing

Black 2%
Hispanic 22%
Male 8%

(CSUF School of Nursing demographics)

Outcomes

Outcomes related to Diversity Support Team Initiative include:

- **Implementation of holistic admissions process**
- **Increased recruitment and retention of diverse students and faculty**
- **Demonstrated increase in awareness of racism and social justice issues affecting healthcare**
- **Increased student engagement in shared governance committees**