

## Objectives

### Objectives:

- Eliminate systemic and systematic practices of racism with has fostered structural inequalities, challenges and deficiencies in DUSON.
- Target the distribution of resources and access to opportunity to racial groups that have experienced systemic and institutional discrimination and oppression.
- Create new systems, policies, practices that institutionalize equity and support sustainable, transformational change.

### Racial Justice Task Charge:

Understand more about racism and how to address the *core* of racism, *the systems*, to develop effective strategies which will truly eradicate it. Review each component of internal systems to understand how the culture creates oppressions that impacts engagement. Consider this a restorative opportunity for our community and the culture within our community, being very intentional about reclaiming humanity, hearing all voices and accept justice as a way of being.

## Background and Significance

Sparked by the tragic murder of George Floyd, on June 17th, President Vincent Price addressed our Duke community about the racism and inequality that plagues our communities and challenged us all to “take transformative action now toward eliminating the systems of racism and inequality that have shaped the lived experiences of too many members of the Duke community”.

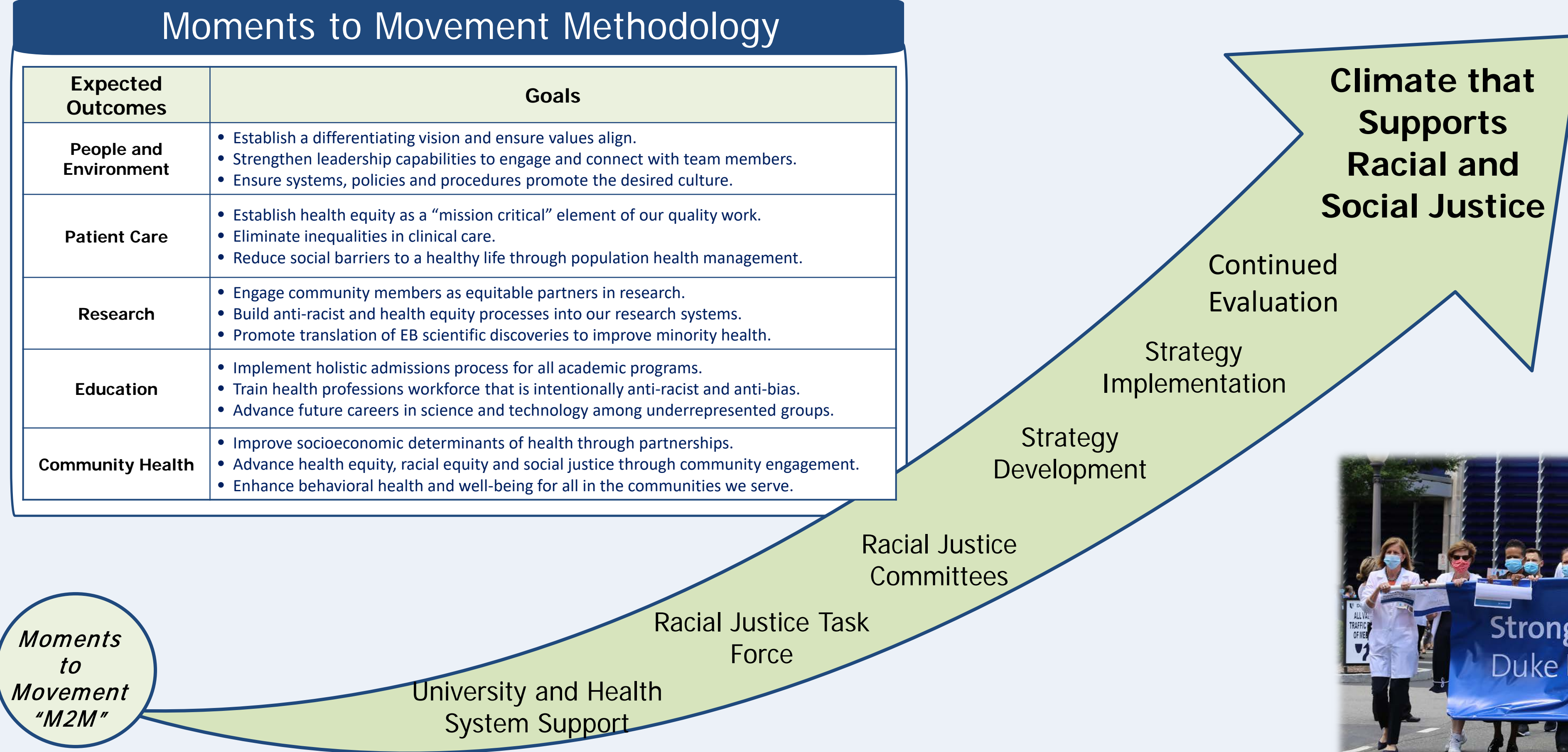
In order to improve individual and system structures to address racial injustices and/or inequalities that currently exist within DUSON, it is critical to engage the community in:

- Developing processes for managing injustices and accountability.
- Create formal mentoring initiatives to support students, staff and faculty.
- Ensure equity in access to and allocation of resources.
- Develop training opportunities.
- Develop strategies to support “sense of belonging”.

## Moments to Movement Methodology

Expected Outcomes	Goals
People and Environment	<ul style="list-style-type: none"> <li>• Establish a differentiating vision and ensure values align.</li> <li>• Strengthen leadership capabilities to engage and connect with team members.</li> <li>• Ensure systems, policies and procedures promote the desired culture.</li> </ul>
Patient Care	<ul style="list-style-type: none"> <li>• Establish health equity as a “mission critical” element of our quality work.</li> <li>• Eliminate inequalities in clinical care.</li> <li>• Reduce social barriers to a healthy life through population health management.</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Engage community members as equitable partners in research.</li> <li>• Build anti-racist and health equity processes into our research systems.</li> <li>• Promote translation of EB scientific discoveries to improve minority health.</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Implement holistic admissions process for all academic programs.</li> <li>• Train health professions workforce that is intentionally anti-racist and anti-bias.</li> <li>• Advance future careers in science and technology among underrepresented groups.</li> </ul>
Community Health	<ul style="list-style-type: none"> <li>• Improve socioeconomic determinants of health through partnerships.</li> <li>• Advance health equity, racial equity and social justice through community engagement.</li> <li>• Enhance behavioral health and well-being for all in the communities we serve.</li> </ul>

Moments to Movement “M2M”



## Early Outcomes

- Departments within DUSON created individual workplace racial and social justice plans.
- Duke Health developed anti-racism pledge.
- Holistic admission review processes developed for all programs and for faculty search committee.
- Transparency of hiring and annual faculty salary determination process.
- Mandatory training including cultural intelligence
- Sustain pipeline programs previously funded by HRSA to enhance diversity at DUSON.
- Developed glossary of shared terminology and diversity, equity and inclusion resource repository.



## DUSON Racial Justice Committees



## Guiding Principles

### Racial Justice Committee Guiding Principles

- Equity, equality and justice form the foundation of our work.
- As a task force, we will address the most complicated and difficult issues surrounding racial justice and will not be satisfied with addressing the easiest issues to resolve.
- The voices and perspectives of all DUSON community members, especially those with lived experiences, guide our recommendations.

## Committee Structure

### Rotating Committee Structure

- To reduce the workload on members of the DUSON community and to encourage participation, a rotating committee structure was developed.
- Four-month terms over the course of 1 year:
  - October 1, 2020-January 31, 2021
  - February 1, 2021-May 31, 2021
  - June 1, 2021 – September 30, 2021
- Strategic report outs provided to the DUSON community via town hall at the end of each term.

## Acknowledgements

- The students, staff and faculty of Duke University School of Nursing
- DUSON Deans Office
- DUSON Office of Diversity, Equity and Inclusion
- The Duke University Office of Institutional Equity
- Duke University Hospital and Health Systems
- Duke Health Moments to Movement  
<https://m2m.nursing.duke.edu/>