

# SOCIAL JUSTICE EDUCATION & NURSING INITIATIVE

Pilot by Benjamin G. Harris

## PURPOSE

**SOCIAL JUSTICE EDUCATION AND NURSING INITIATIVE (SJEANI) PILOT PROGRAM** SEEKS TO PROVIDE DIVERSITY, EQUITY, AND INCLUSION, AND SOCIAL JUSTICE FOCUSED EDUCATIONAL AND SKILL BUILDING OPPORTUNITIES FOR FACULTY, STAFF, AND STUDENTS IN EMORY UNIVERSITY'S NELL H. WOODRUFF SCHOOL OF NURSING (NHWSN) THAT DIRECTLY SUPPORTS OUR VALUE OF **SOCIAL RESPONSIBILITY**.

## RATIONALE

EMORY UNIVERSITY'S MISSION STATES THAT IT WELCOMES A DIVERSITY OF ETHNIC, CULTURAL, SOCIOECONOMIC, RELIGIOUS, NATIONAL, AND INTERNATIONAL BACKGROUNDS, BELIEVING THAT THE INTELLECTUAL AND SOCIAL ENERGY THAT RESULTS FROM SUCH DIVERSITY IS CRITICAL TO ADVANCING KNOWLEDGE. WE REALIZE THAT WE MUST PROVIDE OUR COMMUNITY WITH THE TOOLS AND OPPORTUNITIES TO ENGAGE ACROSS DIFFERENCE IN MEANINGFUL AND PRODUCTIVE WAYS. DIVERSITY OF PEOPLE IN A SPACE WITHOUT INTENTIONAL ENGAGEMENT, OFTEN CONTRIBUTES TO ISOLATION AND TRIBALISM. WE ENCOURAGE AND RESPECT THE NEED FOR PEOPLE OF SIMILAR BACKGROUNDS TO BE IN COMMUNITY TOGETHER, BECAUSE IT SERVES TO ENCOURAGE AND SUPPORT THEIR EXPERIENCE IN WAYS THAT IS AUTHENTIC AND NECESSARY. IN ADDITION, WE AIM TO FOSTER A SAFE ENVIRONMENT FOR ENGAGEMENT ACROSS CULTURAL, RACIAL, AND IDEOLOGICAL LINES, IN HOPES OF REDUCING BIAS AND INCREASING UNDERSTANDING.



## BACKGROUND

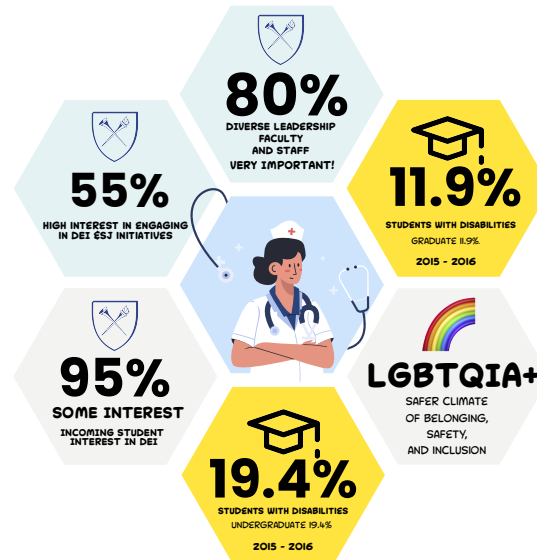
A VALUE OF THE NHWSN IS SOCIAL RESPONSIBILITY: WE TREAT ALL WITH RESPECT AND DIGNITY AND ACTIVELY ENGAGE WITH OTHERS TO POSITIVELY INFLUENCE HEALTH AND SOCIAL JUSTICE FOR ALL HUMANS. ADAMS, BELL AND GRIFFIN (2007) DEFINE SOCIAL JUSTICE AS BOTH A PROCESS AND GOAL. "THE GOAL OF SOCIAL JUSTICE EDUCATION IS FULL AND EQUAL PARTICIPATION OF ALL GROUPS IN A SOCIETY THAT IS MUTUALLY SHAPED TO MEET THEIR NEEDS. SOCIAL JUSTICE INCLUDES A VISION OF SOCIETY THAT IS EQUITABLE, AND ALL MEMBERS ARE PHYSICALLY AND PSYCHOLOGICALLY SAFE AND SECURE." (SOCIAL JUSTICE TRAINING INSTITUTE)

## OBJECTIVES

- IMPLEMENT UNIFORMED INTRODUCTORY DEI EDUCATION
- ESTABLISH CORE DEI CURRICULUM WORKSHOPS
- EXPAND FACULTY AND STAFF DEI KNOWLEDGE AND CAPACITY
- RECOGNIZE EMPLOYEES THAT DISPLAY HIGH DEI ENGAGEMENT



## TODAY'S STUDENT



UNDERGRADUATE STUDENTS OF COLOR 1996 = 29.6% → 2016 = 45.2% (AAC&U NEWS)  
GRADUATE STUDENTS OF COLOR 1996 = 20.8% → 2016 = 32% (AAC&U NEWS)

## BARRIERS TO IMPLEMENTATION, ENGAGEMENT, AND SUCCESS

- LACK INCENTIVE
- LACK OF ACCOUNTABILITY FOR NONCOMPLIANCE
- LACK OF TRAINING AND COMPETENCE
- SUPERVISOR SUPPORT
- HEAVY WORKLOADS AND LIMITED TIME
- LENGTH OF ONLINE MODULES
- MEASURE OF EFFECTIVENESS

## METHODOLOGY AND ENGAGEMENT TOOLS (CORE & EXPANDED COMPETENCIES)

- DIVERSITYEDU (ONLINE LEARNING MODULES (3))
- GROUP REFLECTION & DISCUSSION SESSIONS
- EXPANDED DIVERSITY LEARNING WORKSHOPS

## IMPLEMENTATION PLAN

### PHASE 1: EDUCATION AND AWARENESS

MEET WITH STAKEHOLDERS TO EDUCATE AND GAIN SUPPORT FOR INITIATIVE.

### PHASE 2: LAUNCH AND LISTEN

- CORE LEARNING & COMPETENCY MODULES SENT TO ALL FACULTY AND STAFF
- TWO MONTHS ALLOTMENT TO COMPLETE MODULES
- REPORT INCOMPLETIONS TO SUPERVISORS
- LEARNING MODULE SENT TO ALL NEW STUDENTS (ORIENTATION REQUIREMENT)

### PHASE 3: EXPANDED DEI LEARNING WORKSHOPS

RACE / RACISM / LGBTQIA+ / RELIGIOUS/FAITH / DISABILITY/DIFFERENTLY ABLED GENDER / ENGAGING ACROSS DIFFERENCE: DIFFICULT CONVERSATIONS

### PHASE 4: REFLECTION AND DISCUSSION SESSIONS

- REFLECTION AND DISCUSSIONS SESSIONS OFFERED (DIVERSITYEDU ONLY).
- FACULTY AND STAFF (POST LAUNCH)
- STUDENT (POST ORIENTATION)

### PHASE 5: EVALUATION PLAN

- EVALUATION OF CORE AND EXPANDED LEARNING MODULES PROVIDED TO ALL PARTICIPANTS.
- PRE-LAUNCH ASSESSMENT (QUANTITATIVE)
- POST LAUNCH DISCUSSION SESSIONS (QUALITATIVE)
- END-YEAR EVALUATION (FACULTY & STAFF ONLY) (QUANTITATIVE)

### PHASE 6: RECOGNITION AND ACCOUNTABILITY

- SJEANI CERTIFICATE OF COMPLETION (8 HOURS)
- CONTINUING EDUCATION CREDIT
- YEARLY PERFORMANCE EVALUATIONS
- ANNUAL SON-ODEI PUBLICATION