



UNC CHARLOTTE
College of Health and Human Services
SCHOOL OF NURSING

Looking Forward to Advance Change and Equity (F.A.C.E.)

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Inaugural AACN DEI Leadership Institute Capstone

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Introduction & Purpose

UNC Charlotte School of Nursing successfully passed our CCNE Accreditation as of January 2021, with 100% compliance. While we are ecstatic that we have achieved this momentous milestone, we cannot rest on our laurels.

The 2017 College of Health and Human Services Diversity Scorecard, and 2016-2020 SON Undergraduate admission & graduation trends revealed several concerns pertaining to enrollment, graduation, and the 2017 diversity makeup of faculty. (See Data Assessment)

The School of Nursing's Strategic Plan, **Goal 3: Cultivate an environment that enhances student learning and faculty development.** Specifically, Objective 3.1: Develop formal and informal curricular and co-curricular programs that promote discussions and activities about Inclusion, Diversity, Equity, Access (IDEA) is the foundational basis for the project.

Diversity, Equity and Inclusion (DEI) scholars suggest the focus be moved from diversity solely, to include equity; and building institutional capacity (Bensimon & Malcom, 2012; Smith, D. 2021).

Merely, completing surveys, appointing or hiring diverse faculty and staff for optics or to check a box, is no longer sufficient to address the urgency of this matter. Therefore it is proposed that the concerns are rectified by looking forward to advance change and equity, or "F.A.C.E." the issue head on.

Objective

This project proposes to lay the groundwork for the SON to consider viable solutions to the concerns identified. The ultimate goal is to move from equality to equity, and justice for all involved.



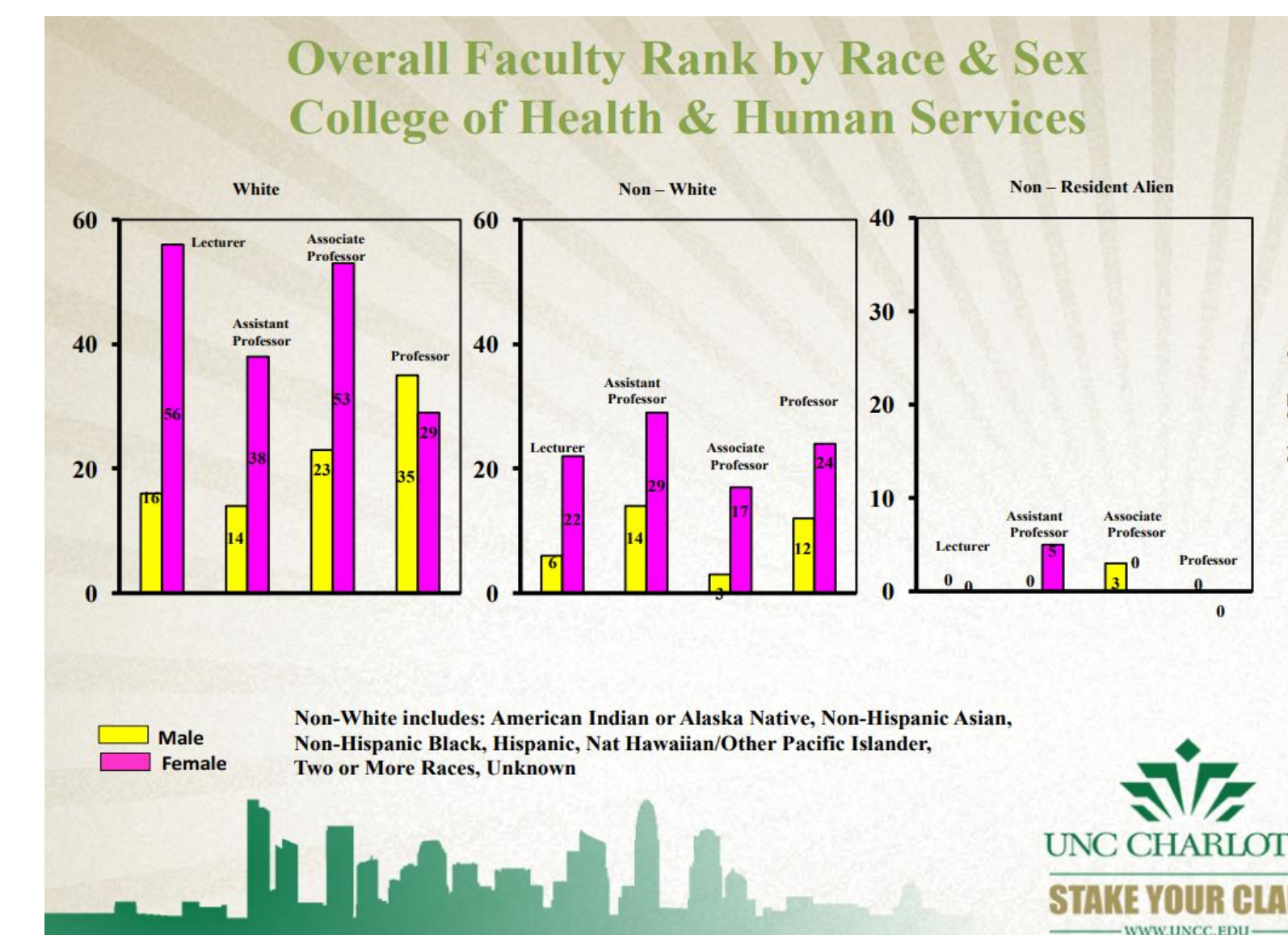
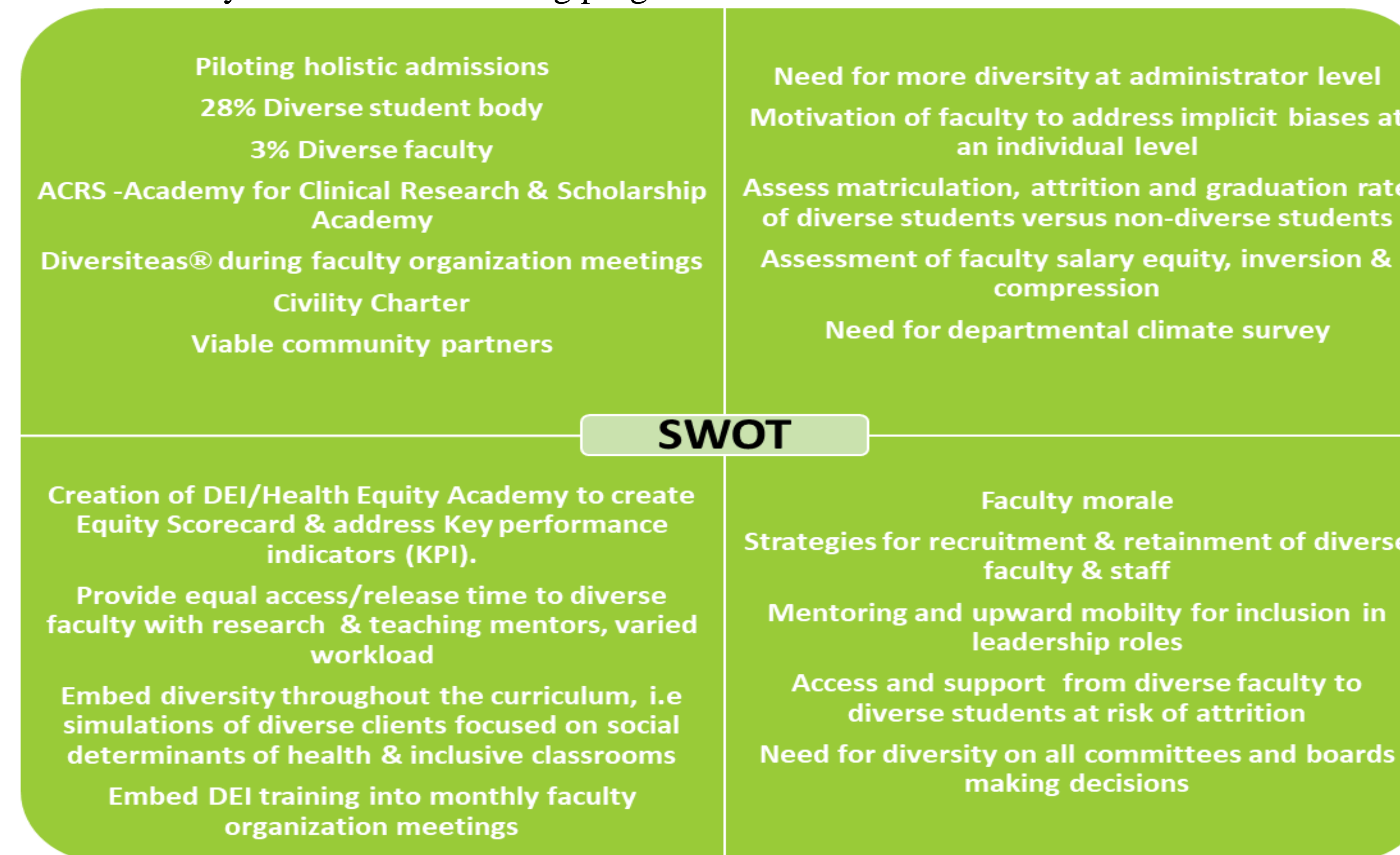
Data Assessment

Enrollment & Graduation Data per Academic Year:
Upper Division Pre-Licensure BSN:

Enrolled	2016- 2017	Graduated	2018- 2019
African American	20	African American	7
American Indian	1	American Indian	0
Any 2 or More races	6	Any 2 or More races	1
Asian	19	Asian	6
Caucasian	188	Caucasian	83
Hispanic	16	Hispanic	4
International	4	International	2
Not Specified	7	Not Specified	1
Pacific Islander	0	Pacific Islander	0
Total	261	Total	105
Diversity Total	29%	Diversity Total	21%

*Data retrieved from UG Director Lynch, Diversity Trend Tables

In order to succinctly identify and address these issues, a SWOT analysis was completed to determine ways in which our nursing program can hone in on these concerns.

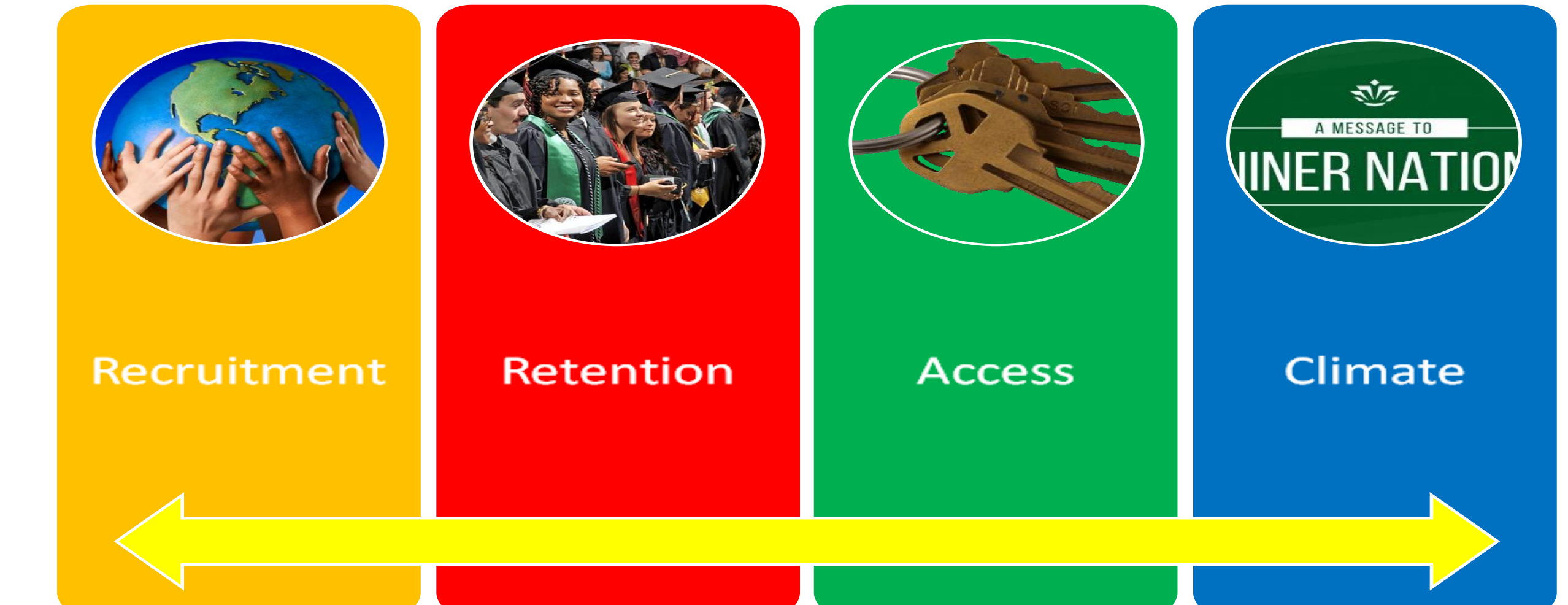


Implementation Plan

As diversity, equity and inclusion (DEI) are vital for the survival of a program, rather than appoint one person for such a monumental task; it is proposed that the next step is to establish a DEI team within the unit to formulate an Equity Scorecard utilizing this poster as a point of origin to address identified opportunities by December 2021. The team may begin by taking the Implicit Bias test found at: <https://implicit.harvard.edu/implicit/takeatest.html>

This can assist the program to know the following:

Where are we currently?
Where are we going?
How do we get there?



Acknowledgements

Special thanks to Dr. Vernell DeWitty, Dr. Brigit Carter and the AACN Diversity, Equity, and Inclusion Symposium leadership and mentoring team.

Many thanks to Dr. Dena Evans and the UNC Charlotte School of nursing leadership team for the appointment and financial support to participate in this inaugural diversity leadership institute.

References

- Bensimon, E. M., & Malcom, L. (Eds.). (2012). Confronting equity issues on campus : Implementing the equity scorecard in theory and practice. ProQuest eBook
- Institutional Research Analytics (2021). Fact book data(public access). University of North Carolina Charlotte. <https://ir-analytics.uncc.edu/tableau/fall-enrollment-trends-dashboard>
- Smith, D. (2021) Module 2. Framing Diversity as an Imperative for Institutional Excellence [PowerPoint Slides].AACN Diversity Leadership Institute

Outcomes

* **Specifically an increase in the number of diverse students graduating from the nursing program;** and to achieve the goals of our collective vision and mission statements:

- The UNC Charlotte School of Nursing prepares nursing professionals to serve as leaders, clinicians and scholars through innovative educational programs designed to meet the healthcare needs of an evolving and diverse society.
- The College of Health and Human Services is committed to fostering a workplace that values respect, diversity, access, and inclusion, and that can serve as a model for the University.
- A university community where all can work, learn, and fully participate as their true selves in an environment free from harassment, uncivil actions, and disrespect.