

# Diversity, Equity, Inclusion in the Nursing Curriculum at Cape Cod Community College

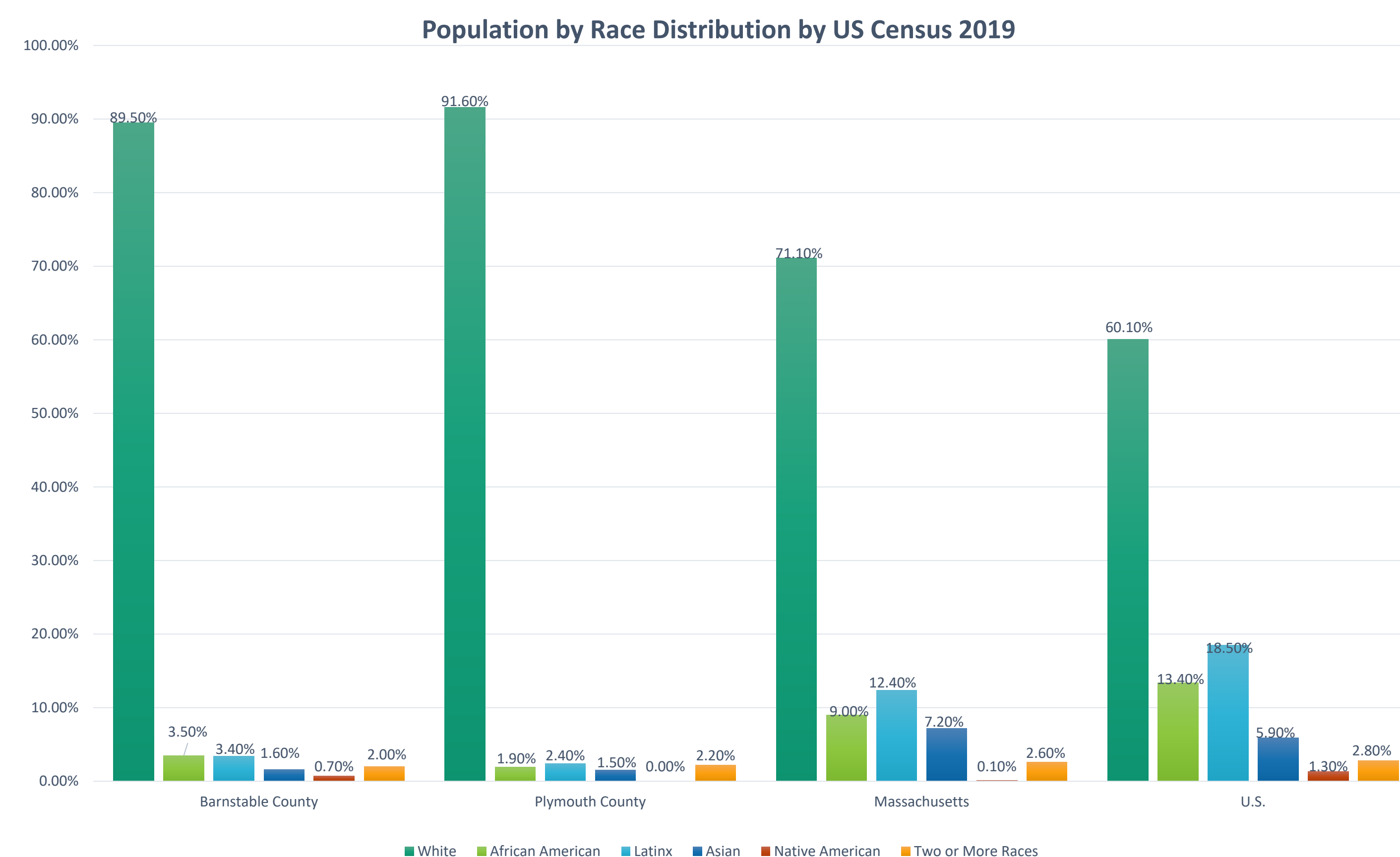
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## Purpose

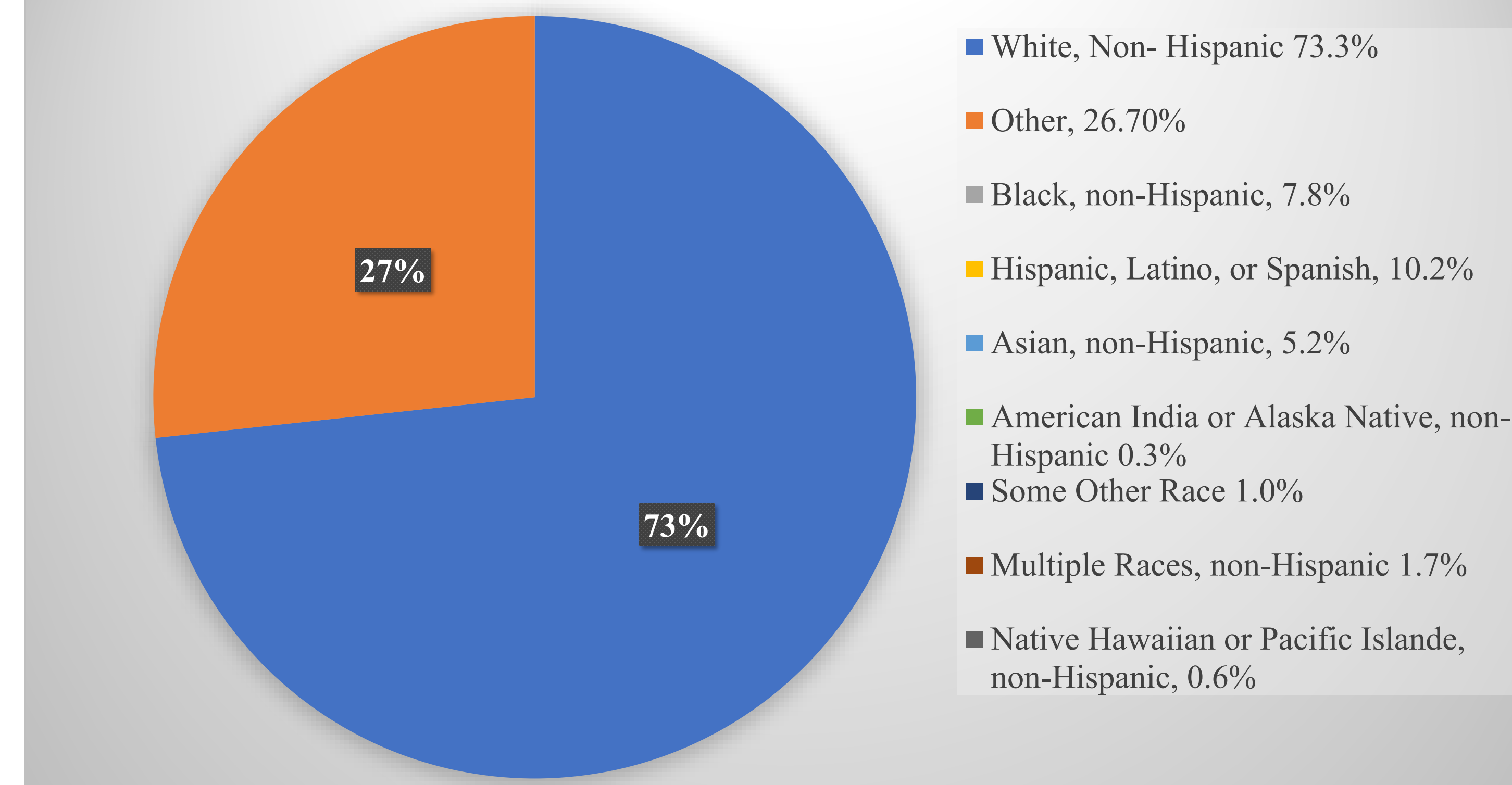
- Cape Cod Community College Nursing program recognizes the importance of a relevant curriculum.
- Nursing curriculum needs to adapt and incorporate tools to help nursing students.
- Incorporating Diversity, Equity, and Inclusion (DEI) in the nursing curriculum is the key to prepare educated DEI nurses for the future. This was as an identified need in the Cape Cod & Islands region of Massachusetts.

## Background

- Over 80% of RNs in MA are white non-Hispanic, making the nursing workforce considerably less diverse than the state population.
- Increased numbers of students from diverse backgrounds will be needed to improve diversity of regional nursing workforce.



Distribution of RN's by Race and Ethnicity



## Method

Sample of Integrating DEI in Nursing Curriculum

Threads in Curriculum	<ul style="list-style-type: none"> <li>• Communication: Therapeutic and Professional</li> <li>• Cultural Competence</li> </ul>	
Semester	Student Learning Outcome	Methodology: Didactic/Clinical/Simulation Lab
Semester 1	Use patient/client focused communication to establish a nurse/patient relationship. Demonstrate awareness that the individual has varying values and beliefs and is a member of a family and a community.	Lecture with DEI integrated Research Paper including DEI Clinical Care Plan Map Laboratory Simulation DEI Case Study
Semester 2	Develop skill in communicating with the individual and family across the lifespan	Lecture with DEI integrated Clinical Care Plan/Map Laboratory Simulation DEI Case Study
Semester 3	Demonstrate a caring and therapeutic nurse/patient/ client relationship Consider the patients/clients relationship to family, community, and their cultural background in providing direct care in a structured acute care setting.	Lecture with DEI integrated Research Paper including DEI Clinical Care Plan/Map Laboratory Simulation DEI Case Study
Semester 4	Develop a therapeutic nurse/patient/ client relationship considering advocacy and ethical principles. Integrate knowledge of the patient/ client relationship to family, community and external environment while providing culturally competent nursing care.	Lecture with DEI integrated Clinical Reasoning/Case Studies Including DEI Laboratory Simulation DEI Case Study Community Clinical Forum with DEI integrated

- Integrating DEI throughout the Nursing curriculum.
- Educating faculty on what & how to teach DEI to students.
- Faculty yearly continue education in DEI

## Results

- Student Survey
- Faculty Survey
- Impact of DEI in the nursing curriculum
- Overall curriculum impact and acceptability survey
- Faculty coaching students effectively
- Resilience – Nursing students will utilize tools to handle difficult situation



## Conclusion

- Nursing programs have the responsibility and ethics to implementing DEI in their curriculum.
- Including and teaching DEI throughout the Nursing Curriculum helps equip future nurses to promote an inclusive environment, with equity in health care, respect and acceptance of diversity.