

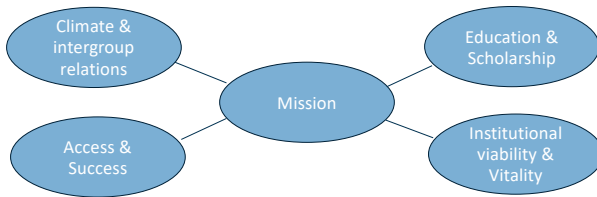


Y'all In!!! American Association of Colleges of Nursing Diversity Leadership Institute 2021 Capstone Project

RACHEL HIRSCHHEY, PHD, RN

BACKGROUND

Informed by the Framework for Diversity¹ that specifies 4 dimensions that operate around an institutional mission.



UNC School of Nursing Mission:
Distinctly empowered to advance health for ALL

Dimensions	Examples of structures & activities in place at UNC SON
Institutional Viability & Vitality	<ul style="list-style-type: none"> Associate Dean of Inclusive Excellence Office of Inclusive Excellence (OIE) OIE Advisory board Staff organization and events
Access & Success	<ul style="list-style-type: none"> Holistic admissions Student organizations (e.g. United We Stand)
Education & Scholarship	<ul style="list-style-type: none"> Curriculum redesign Syndemic research focus
Climate & Intergroup Relations	<ul style="list-style-type: none"> Courageous dialogs Levine Wellness Center Y'all In!!!

Y'all In! DEI is the Work of ALL

A program focused on climate & intergroup relations to facilitate and sustain faculty, staff, and students to lead activities through the Office of Inclusive Excellence

Y'ALL IN PROCESS

1. Complete intent form & send to OIE Associate Dean
2. Discuss & plan with OIE Associate Dean and/or OIE advisory board (Associate Dean will determine if advisory board input is warranted)
3. Refine proposal (if necessary)
4. Complete activity
5. Submit evaluation to OIE
 - Written reflective summary about experience with the activity (<200 words). May include reflections on what was difficult, what one enjoyed or learned from leading activity.
 - If formal assessment from participants completed, attach results
 - Will be used to help OIE track & evaluate activities
6. Post participation sign to help create visual commitment to DEI in the SON



Y'ALL IN PILOT PROJECT: Stopping Microaggressions in the SON

Y'all In! DEI is the Work of ALL

EXAMPLE INTENT FORM

Describe activity (<100 words): Interactive workshop to practice identifying, interrupting and recovering from being made aware you committed a micro-aggression. One hour session (10 min overview of microaggressions and steps to follow when you experience or witness one; 4 x 10 min case examples in which facilitators will role play a microaggression and intervention, followed by open discussion of all participants). After the first scenario, participants will be invited to play the role of the person who intervenes. If no one volunteers, the facilitators will play all roles.

Proposed timeline of planning, execution and evaluation:
2021 Aug-Sept: Planning meetings, Oct-Nov: hold 2 workshops

OIE support requested:
At least 2 people to help plan details and execute
Assistance with scheduling and promoting

Describe evaluation / feedback plan if applicable (<100 words):
Post workshop participant survey (1=not at all – 5=a great deal):
This workshop...

1. increased my ability to identify microaggressions.
2. helped me identify strategies to interrupt microaggressions.
3. helped me identify strategies to accept feedback when I am made aware that I committed a microaggression.
4. Please share any general feedback you have about this workshop.

REFERENCES

Worthington, R. L., Stanley, C. A., & Smith, D. G. (2020). Advancing the professionalization of diversity officers in higher education: Report of the Presidential Task Force on the Revision of the NADHOE standards of professional practice. *Journal of Diversity in Higher Education*, 13(1), 1–22. <https://doi.org/10.1037/dhe0000175>