

ACE Innovations for Building a Diversity, Equity, & Belonging Presence in an Online SON

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Purpose

To develop a culture of equitable and inclusive excellence for students and faculty in an online school of nursing environment.

Background/Overview

- ❖ A gap exists between intentions and movement as it relates to equity and social justice in online schools of nursing
- ❖ Nursing professionals must improve health outcomes linked to addressing transcultural issues
- ❖ Preparing diverse students and nursing faculty to address issues of health disparities and social determinants of health helps reduce health inequities.
- ❖ Recognizing and addressing social determinants of education would bring education policy discussions together around a shared language of fairness

Objectives

- Develop systems to support racial equity among faculty and students
- Develop innovative approaches for fostering a diverse, equity-minded inclusive culture
- Recommend effective strategies for moving beyond diversity to a sense of belonging
- Introduce strategies that promote collaborative and inclusive efforts between faculty and students that create a sense of belonging.

Assessment

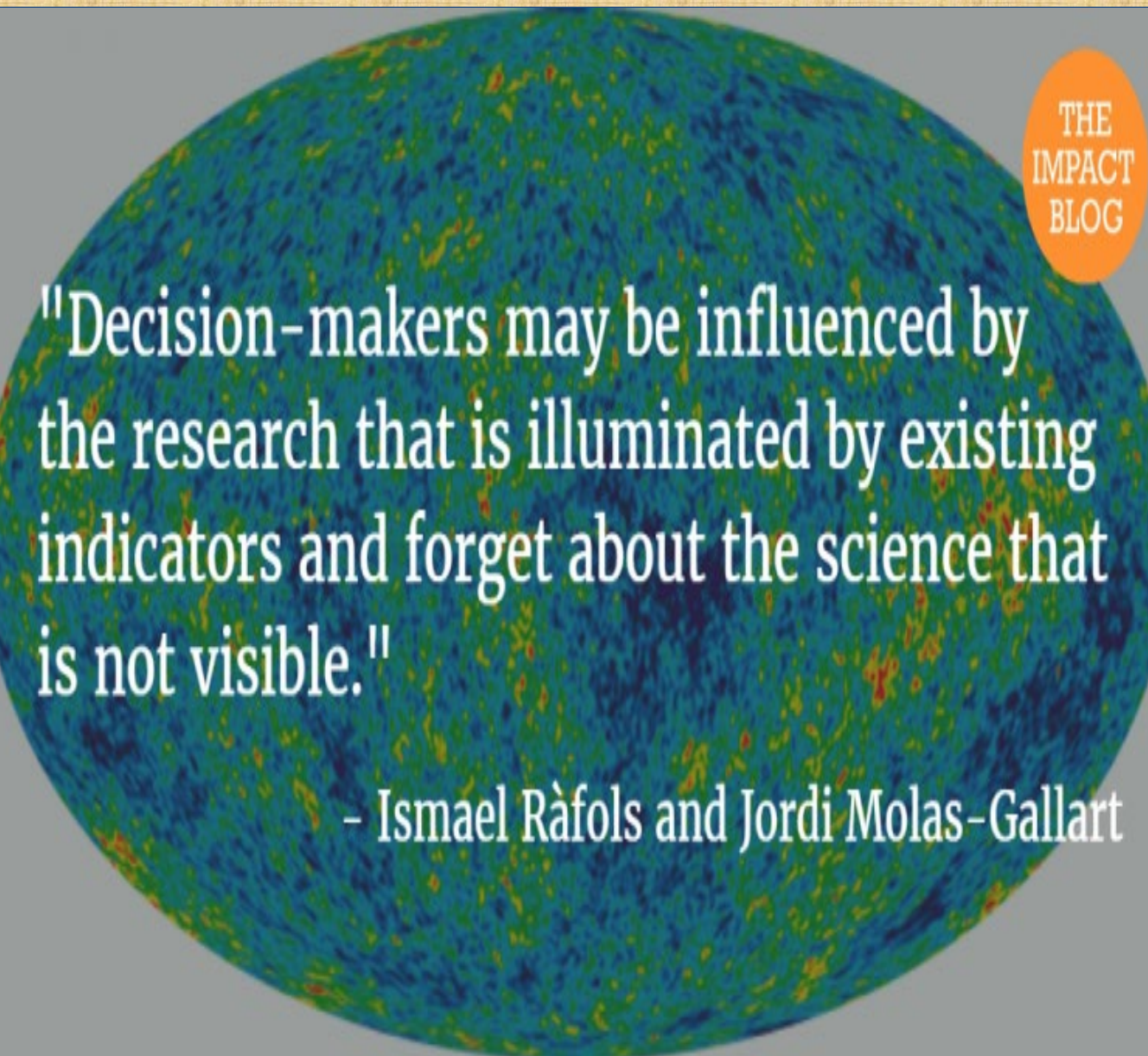
An assessment was conducted to determine if there was a need for developing a presence of diversity, equity, and inclusion and a method for measuring belonging among students and faculty. The findings demonstrated a need for both. While Aspen's scored far beyond the national average (271 out of 2,718) for ethnic diversity in student composition, racial diversity of faculty is below national average at 75.4% White, 16.9% Black or African American, and 7.7% other.

Plan

Determine Financial Impact

Develop 3 – 5 Year Strategic Plan

Create Timeline for Implementation



Diverse, but let's increase the number of males in nursing

To DEI Walk

From DEI Talk



Expected Outcomes

- Gain stakeholder buy-in from administration, faculty and students
- Identify diverse equity champions among faculty and students in the school of nursing
- Demonstrate equity excellence by action
- Apply inclusive excellence model

Ongoing Improvement

- Climate surveys of institutional culture
- Establish DEI Committee/hire diversity officer
- Embed DEI and transcultural pedagogy throughout curricula
- Diversity & implicit bias training for faculty
- Inclusive collaboration with students
- Measurement tool that captures a sense of belonging amongst faculty and students
- Multicultural calendar to celebrate differences
- Diversify faculty by mentoring graduate students and collaborating with diverse nursing organizations

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Acknowledge Diversity

Choose Equity

Embrace Inclusivity

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Strategies for Supporting Racial Equity

- Engage in advocacy/ally with victims of hate crimes
- Practice cultural humility
- Gain racial understanding
- Make policy and institutional changes

Suggestions for a Sense of Belonging

- Foster a sense of community (respect and fair treatment)
- Develop activities that promote inclusive interaction
- Create methods that increase a sense of worth

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