

Developing the School of Nursing's Diversity, Equity and Inclusion Strategic Plan

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SCHOOL OF NURSING
UNIVERSITY *of* WASHINGTON



HISTORICAL CONTEXT OF DIVERSITY EFFORTS IN SON

- SoN had a Diversity Committee for the past 17 years focused on activities, but no structural power
- Our own research examining whiteness in Nursing education: The sociopolitical climate project
- Challenges due to the Great Recession and change in leadership led to decentralized diversity efforts
- President Cauce's launch of the UW Race & Equity Initiative
- Dean Emami's prioritization of equity and inclusion in the SoN's goals

SON DEI STRATEGIC PLAN DEVELOPMENT

- A very committed and collaborative SoN Diversity Committee (faculty, staff, & students)
- SoN Diversity Council reps worked on the UW Strategic Plan Draft Summer Workgroup
- Autumn of 2015, Dean Emami appointed the Diversity Committee to develop the strategic plan



DEI STRATEGIC PLAN DEVELOPMENT

- Diversity Committee wanted to ensure UW Diversity Blueprint alignment
- We recognized Nursing has its own challenges and nuances
- Looked at other Schools and found there was not much out there
- University of Illinois-Chicago based their current strategic plan on ours from years ago

DEI STRATEGIC PLAN COMPARISON AND ALIGNMENT

UW Diversity Blueprint DRAFT Goals in Summer 2015	University of Illinois- Chicago School of Nursing	UW School of Nursing Strategic Plan Goals
Goal 1: Faculty and Staff Initiatives	Goal 1: Organizational Structure	Goal 1: Accountability
Goal 2: Tri-Campus Initiatives	Goal 2: Data Collection	Goal 2: Data Collection
Goal 3: Campus Climate	Goal 3: Student, Faculty and Staff Recruitment	Goal 3: Student, Faculty and Staff Recruitment
Goal 4: Dissemination of Best Practices	Goal 4: Student Faculty and Staff Retention	Goal 4: Student Faculty and Staff Retention
Goal 5: Accountability	Goal 5: Climate	Goal 5: Climate
	Goal 6: Curriculum	Goal 6: Curriculum
		Goal 7: Research



DEI STRATEGIC PLAN WORKGROUPS

Goals 1 Accountability	Goals 2 – data	Goal 3 & 4 Recruitment and Retention	Goal 5 Climate	Goal 6 Curriculum
Nancy*	Carolyn *	Jillian *	Rebecca *	Wendy *
Shawn	June	David	Jenny	June
David	Yoriko	Aaron	Monique	Janet
	Sarah		Wendy	Michelle
				Eunjung

EXAMPLE STRATEGIES WITH TIMELINE

UW SON Diversity Plan Strategy Timeline	by 6 months	by 12 months	by 24 months
1.1 Appoint a Diversity Director to the SON Executive Team.	✓		
1.2 Review and modify Diversity Committee governance structure to maximize effectiveness in shaping institutional structures, practices, and pedagogy to foster diversity, equity, and inclusion within the SON.	✓		
1.3 Allocate an annual budget for activities to support diversity, equity, and inclusion in the SON.	✓		
3.1 Develop and execute comprehensive and sustainable plans to recruit a diverse faculty, staff, and student body to the SON.	✓		
3.2 Monitor SON application and enrollment rates of students from underrepresented groups*.	✓		
4.2 Monitor retention/graduation rates of SON faculty, staff, and students from underrepresented groups*.	✓		
5.1 Modify faculty, staff, and student orientation materials, procedures, and processes to include training in diversity, equity, and inclusion.	✓		

DEI STRATEGIC PLAN DRAFT FEEDBACK

- Sent draft out to SoN community to review and comment
 - 4 student-led, student only town halls (led by members of the Diversity Committee)
 - 3 staff and faculty fireside chats
 - All SoN meetings, faculty meeting
 - Discussion board

DEI STRATEGIC PLAN DRAFT FEEDBACK

- Made revisions based on feedback and sent out to external partners to review
- Sent to other SoNs (UC Davis, UIC)
- Sent to Community Organizations: Mary Mahoney Professional Nurses Organization, Washington Chapter— National Association of Hispanic Nurses, Asian-Pacific Islander Nursing Association
- Consultant Dr. Kenya Beard

DEI STRATEGIC PLAN DISSEMINATION

- Enhancement of UW SoN website's DEI-specific webpage and content
- DEI Strategic Plan is posted on the website
- Plan is shared with community stakeholders
- Multiple presentations throughout UW, at regional, national, and international conferences



CHANGES AND SUCCESSES

- Joint effort by faculty, staff and students
- Multi-faceted, integrated approach
- Immediate, transparent and authentic communications
- Graduates are better prepared to fight for health equity and provide the highest of quality care

DIVERSITY TRAINING AT THE UW SCHOOL OF NURSING



ONGOING ACTIVITIES: CURRICULUM IMPROVEMENT



ONGOING ACTIVITIES: SAFE SPACES





NEXT STEPS

- Ongoing implementation of Strategic Action Plan for Diversity, Equity and Inclusion
- Hire a permanent Associate Dean for Diversity, Equity and Inclusion
- Refine our process for annually reviewing, reporting and disseminating our efforts
- Create an inventory of data elements to measure progress
- Ensure ongoing alignment with the UW Diversity Blueprint



THANK YOU



QUESTIONS?

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