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

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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.

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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

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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

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## DEI STRATEGIC PLAN COMPARISON AND ALIGNMENT

<table>
<thead>
<tr>
<th>UW Diversity Blueprint DRAFT Goals in Summer 2015</th>
<th>University of Illinois-Chicago School of Nursing</th>
<th>UW School of Nursing Strategic Plan Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal 1: Faculty and Staff Initiatives</td>
<td>Goal 1: Organizational Structure</td>
<td>Goal 1: Accountability</td>
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<tr>
<td>Goal 2: Tri-Campus Initiatives</td>
<td>Goal 2: Data Collection</td>
<td>Goal 2: Data Collection</td>
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<tr>
<td>Goal 3: Campus Climate</td>
<td>Goal 3: Student, Faculty and Staff Recruitment</td>
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<td>Goal 4: Dissemination of Best Practices</td>
<td>Goal 4: Student Faculty and Staff Retention</td>
<td>Goal 4: Student Faculty and Staff Retention</td>
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<td>Goal 5: Accountability</td>
<td>Goal 5: Climate</td>
<td>Goal 5: Climate</td>
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<td>Goal 6: Curriculum</td>
<td>Goal 6: Curriculum</td>
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<td>Goal 7: Research</td>
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## DEI STRATEGIC PLAN WORKGROUPS

<table>
<thead>
<tr>
<th>Goals 1 Accountability</th>
<th>Goals 2 – data</th>
<th>Goal 3 &amp; 4 Recruitment and Retention</th>
<th>Goal 5 Climate</th>
<th>Goal 6 Curriculum</th>
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<tbody>
<tr>
<td>Nancy*</td>
<td>Carolyn *</td>
<td>Jillian *</td>
<td>Rebecca *</td>
<td>Wendy *</td>
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<tr>
<td>Shawn</td>
<td>June</td>
<td>David</td>
<td>Jenny</td>
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<td>David</td>
<td>Yoriko</td>
<td>Aaron</td>
<td>Monique</td>
<td>Janet</td>
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<td>Sarah</td>
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<td>Wendy</td>
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## EXAMPLE STRATEGIES WITH TIMELINE

<table>
<thead>
<tr>
<th>Strategy Description</th>
<th>by 6 months</th>
<th>by 12 months</th>
<th>by 24 months</th>
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<tbody>
<tr>
<td>1.1 Appoint a Diversity Director to the SON Executive Team.</td>
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<tr>
<td>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.</td>
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<td>✓</td>
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<td>1.3 Allocate an annual budget for activities to support diversity, equity, and inclusion in the SON.</td>
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<td>3.1 Develop and execute comprehensive and sustainable plans to recruit a diverse faculty, staff, and student body to the SON.</td>
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<td>✓</td>
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<td>3.2 Monitor SON application and enrollment rates of students from underrepresented groups*.</td>
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<td>✓</td>
<td></td>
</tr>
<tr>
<td>4.2 Monitor retention/graduation rates of SON faculty, staff, and students from underrepresented groups*.</td>
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<td>✓</td>
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<tr>
<td>5.1 Modify faculty, staff, and student orientation materials, procedures, and processes to include training in diversity, equity, and inclusion.</td>
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<td>✓</td>
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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

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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

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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?