The Journey to Building a Healthy Work Environment Through Promoting Diversity, Equity and Inclusion

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Objectives

- Discuss the application of Diversity, Equity and Inclusion to enhance workplace climate and culture
- Explore ways to express and promote civility and to honor differences
- Examine how legal and compliance obligations, values and pedagogies work to drive policy, programming and practice
The Meaning

Diversity
A broad range of characteristics, including but not limited to: age, sex, race, ethnicity, sexual orientation, gender identity, family structures, geographic locations, national origin, immigrants and refugees, language, physical, functional and learning abilities, religious beliefs, and socioeconomic status.

Equity
Providing all people with fair opportunities to achieve their full potential.

Inclusion
Represents organizational cultures where people with diverse characteristics can thrive.

Diversity
Everyone is individual and different.

Equity
Equal access to opportunities.

Inclusion
Inclusion is a sense of belonging: feeling respected, valued for who you are, feeling a level of supportive energy and commitment from others so that you can do your best work.
Message from the Provost

Increase Diversity

Create a More Inclusive Environment

Become More Equitable
Charge from the Dean

Diversity Advisory Council
Established to:

Create a School of Nursing Diversity Statement

Develop a Strategic Plan

Develop an Evaluation Plan
School of Nursing Diversity Statement

The George Washington University School of Nursing cultivates excellence in teaching and learning, research and service through equal access to resources, opportunities and advancement for all members of our community. We foster a culture in which we acknowledge, discuss and address privilege to increase success among marginalized people. Our community commits to engaging in the dynamic process of promoting equity and social justice.
Strategic Plan

Social Transformation

Recruitment and Retention

Leadership and Accountability

Education, Research, Scholarship and Service
Strategic Plan
2018-2020

1. Curriculum and Technology
   Leverage technology and best practices in education to build a student-centered culture of excellence and continual growth.

2. Health Policy
   Advance policy and public health locally, nationally and internationally through education, research, media engagement and public forums.

3. Research and Scholarship
   Refine the school’s scope of research and scholarship that contributes to the state of the science.

4. Culture Transformation
   Establish and sustain a culture in which students, faculty and staff are open and respectful to create an environment for growth.

5. Infrastructure, Governance and Fiscal Responsibility
   Develop and implement standardized and transparent policies and processes to create a culture of accountability.

6. Diversity
   Cultivate a representative and inclusive community through recruitment, programs and outreach.

7. Collaboration and Partnerships
   Foster, maintain and invest in national and international partnerships and collaborative relationships.
The Student Success Center

- Academic Advising
- Degree Clearance
- Success Workshops
- Graduation events
- Progression
- Retention

- Student Interest groups
- Career Services
- Mentoring
- Counseling Services
- Wellness Initiative
- Student Organizations

- Tutoring
- Guided Study Sessions
- Writing Support
- DSS

- VBSN
- Culturally and Linguistically Diverse
- International

Diversity, Equity, and Inclusion
Success Coach
Student Engagement & Wellness
Special Population Initiatives
Academic Support
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| Restorative  
Responsibility  
Futuristic  
Positivity  
Developer | Restorative  
Arranger  
Connectedness  
Learner  
Input | Achiever  
Strategic  
Connectedness  
Relator  
Individualization |

**Strengths-Based Culture**
Promoting Civility and Honoring Differences

Town Hall
- Council
- Website
- Initiatives
- Pot luck

Retreat
- Clinical Care
- Macroaggressions
- Privilege

Lunch & Learn Series
- Race & Privilege
- Confronting Bias

Multicultural Event
External Requirements

- **Joint Commission & the National Committee for Quality Assurance (NCQA)** have standards that focus on the ability to deliver multi-cultural sensitive health care eliminate health disparities and increased health equity.

- **Title VI of the Civil Rights Act of 1962** requires the creating of a school climate that is safe for all students. Providing resources and information for students and parents who have diverse requirements. Increase focus on gender equity.

- **OSHA Injury and Illness Prevention Programs** are based on a common set of key elements. These include: management leadership, worker participation, hazard identification, hazard prevention and control, education and training, and program evaluation and improvement.
• American Association of Critical Care Nurses’ standards related to Authentic Leadership that focus on Faculty and staff leaders fully embrace the imperative of a healthy work environment, authentically live it, and engage others in its achievement. Standard related to Self Care focus on Faculty and staff engage and are supported in developing self-care as foundational to the creation of a healthy work and learning environment in which all members of the academic community can thrive.

• NLN has recently updated its Diversity & Inclusion toolkit which provides evidence-based, exemplary practices to inform diversity and inclusion initiatives at schools of nursing. It contains resources for administrators and faculty to promote a sustainable culture of inclusive excellence within the nurse educator workforce.

• American Association of Colleges of Nurses has identified the characteristics or “hallmarks” of the environmental conditions of a practice setting that best support professional nursing practice allowing nurses to practice to their full potential.

• QSEN focus on the preparation of future nurses who will have the knowledge, skills and attitudes (KSAs) necessary to continuously improve the quality and safety of the healthcare systems within which they work. A focus is on the attitude of valuing learning opportunities with patients who represent all aspects of human diversity and seeking to understand one’s personally held attitudes about working with patients from different ethnic, cultural and social backgrounds.
Multicultural Day, July 19, 2018
Multicultural Day, July 19, 2018
Lessons Learned

• Leadership support
• Strategic alignment
• Multi-faceted approaches
• Inclusion of all in development and implementation
  • Administration, faculty, staff, students
• Clear goals and objectives
• Resources
References


