

Community is Essential:

Using community-engaged curriculum design to incorporate the AACN Essentials



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Background

- **Drivers of Curriculum Change:**
 - FNU Mission Statement
 - DEI President's Task Force
 - AACN Essentials
 - Students
 - Health Outcomes
 - Community



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Problem

- Lack of diversity
- Power
- Privilege
- Traditional curriculum
change process: administrative approach
- Hierarchy of learning
- Silo



Purpose

- Implement a community-engaged curriculum process that identified the strengths, weaknesses, opportunities, and threats to incorporating a **health equity curricular thread** at a nursing university.



Methods

Community engaged curriculum development

1. Social accountability/ diversity mandate
2. Inclusion
3. Identify curricular gaps via SWOT analysis in diverse focus groups
4. Evaluate for themes
5. Recommendations for curricular change



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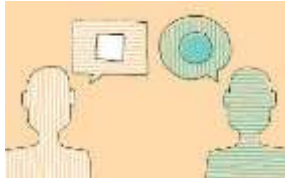
Focus Group Guiding topics:

- Concept of health equity
- Experiences with health equity in current curriculum
- Experiences with health equity curriculum in other learning settings
- EPSLO related to health equity curricular thread
- Institutional **strengths/ opportunities/ barriers/ threats/gaps** for further integration of health equity curricular threads



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Focus group: Shared language & concepts



- Community definition of health equity
- Community definition of curriculum

Results: SWOT for Health Equity Curriculum Change

Strengths:

- Leadership investment
- Transparency regarding university history
- Office of DEI
- Community driven mission
- Diversity of faculty
- Faculty, staff, students invested

Weaknesses:

- Lack of shared mental model
- Lack of “safe” spaces
- Need for mental health services
- Lack of curricular scaffolding
- Intentionality of organization
- Siloed communications
- Lack of diversity
- Lack of a cohesive institutional support structure



Results: SWOT for Health Equity Curriculum Change

Opportunities:

- Partnerships
- Curriculum mapping software
- Tutoring services grants
- Continuing Education
- Trauma-informed, strength based education
- AACN Essentials
- Future of Nursing report

Threats:

- Equity burnout
- Program change standards
- Accreditation
- External partners
- Recruitment/ retention



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Crosswalk community concepts of Health Equity with AACN Concepts

AACN Concepts:

- Clinical Judgement, Communication, Compassionate care, DEI, Ethics, EBP, Health Policy, SDOH

Community Concepts:

- Anti-racism & Cultural Safety
 - action oriented concepts critical to Health Equity



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Recommendations

Curriculum

- Transparency regarding our story
- Curricular threads
- Scaffolded curriculum
- Experiential learning experiences
- Faculty development
- Tools to create inclusive learning environments

Institutional

- Create welcoming affinity spaces
- Mental health services
- Equity sustained community dialogue
- Expand holistic student services
- Enhance community partnerships



Continuous Improvement

- Students:
 - SIGs (Special Interest Groups)
 - Increased mental health services
 - Increased experiential learning experiences
 - Mission driven community dialogue
 - Listening sessions
 - Tutoring and writing services expanded
 - Professional mentoring program expanding
 - DEI course statement
 - Curriculum suggestion process
 - Bias reporting



Continuous Improvement

- Faculty/ Staff:
 - Support/ growth/ CE
 - DEI Faculty Fellows Program
 - Equitable Teaching Sustained Dialogue Series
 - Listening Sessions
 - DEI Awards
 - Equity measures integrated into yearly performance
 - Continuing education
 - DEI corner
 - Circle Way



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Continuous Improvement

- Community:
 - Curriculum mapping, review and evaluation
 - Inclusive curriculum committee
 - Align curriculum committee with AACN Essentials
 - Listening sessions/ sharing for validation
 - Com



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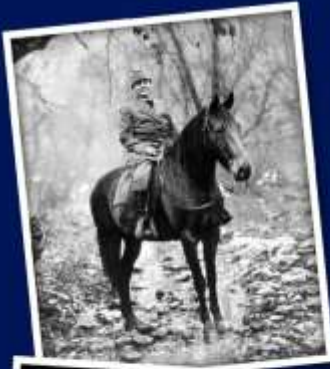
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