



Be The JEDI in Nursing Academia: Development of a DEI Toolkit

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PURPOSE

To develop and test the utility of a DEI toolkit to help nursing faculty integrate DEI principles within the new competency-based nursing curriculum

BACKGROUND/ SIGNIFICANCE

- Need to address Health inequity and disparities
- Nursing workforce should replicate the population served
- Lack of Diversity:
 - Student
 - Faculty
- AACN's charge to integrate the Competency Based Education nursing curriculum:
 - Domain 10: Social justice
 - Concept: DEI

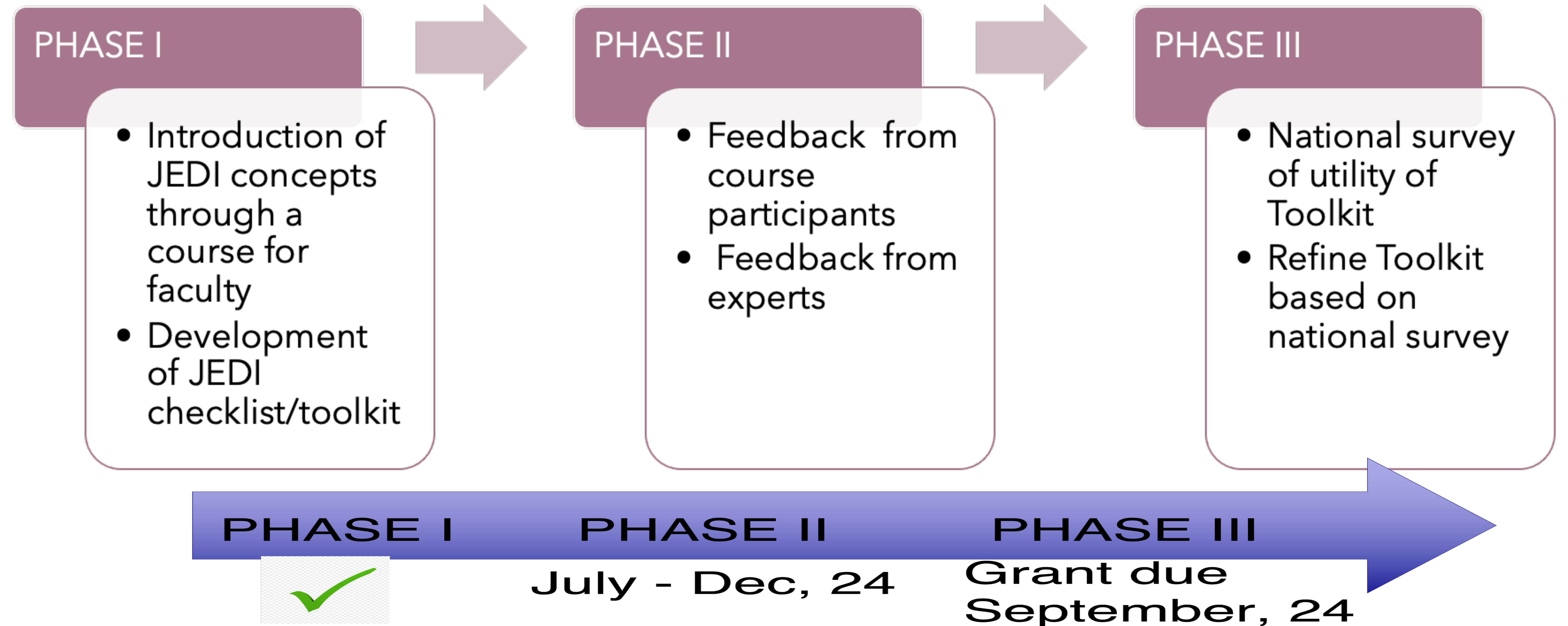
Framework



Adapted from Smith, D.G. (2020) Diversity's Promise for Higher Education

IMPLEMENTATION

Design: Multiphase Scaffolding



PHASE I – Course Content



PHASE I – Checklist/Toolkit

Online Course Inclusivity Check		
Category/Inclusivity Guideline	Resources	
#1 Inclusive Course Content	<ul style="list-style-type: none"> • University of Washington: Making Course Content Inclusive • Northwestern Distance Learning: Inclusive Course Content and Universal Design 	
<input type="checkbox"/> Course materials include readings, videos, and resources representing diverse perspectives, identities, and backgrounds.		
<input type="checkbox"/> Guest speakers and examples used in the course reflect a range of demographic diversity.		
<input type="checkbox"/> Course content integrates concepts of population health/social determinants of health/health equities/health disparities/rural health		
<input type="checkbox"/> Course content addresses disparities and unique needs among diverse populations, such as varying assessments based on skin tone, differing neonatal death rates among minorities, and specific needs of underrepresented groups relevant to the subject matter.		
<input type="checkbox"/> Syllabus and content avoid gaps or biases in representation.		
<input type="checkbox"/> Discussions and/or assignments are in place that explicitly explore issues of equity, social justice, and inclusion related to the course topic.		
#2 Culturally Responsive Andragogy	<ul style="list-style-type: none"> • Education Week: What is Culturally Responsive Teaching? • Edutopia: Getting Started with Culturally Responsive Teaching • National Equity Project: Culturally Responsive Teaching 	
<input type="checkbox"/> Course avoids stereotypes or assumptions about cultural norms in lectures, discussions, and assignments.		
<input type="checkbox"/> Course incorporates examples and case studies from various cultural contexts to illustrate key concepts.		
<input type="checkbox"/> Course encourages students to share their cultural backgrounds and perspectives in class discussions and assignments.		
<input type="checkbox"/> Course provides opportunities for students to engage with course material in ways that honor their cultural identities and experiences.		

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Biography

Dr. Nancy Dias is an Associate Professor in the Nurse Science Department at the College of Nursing. Her work experience in nursing includes both experiences in the United States and internationally (India and Oman) as a clinician, educator, administrator, and a researcher. She completed her PhD at Duke University School of Nursing and a 1-year T32 post-doctoral fellowship from Indiana University School of Nursing. As an Asian American immigrant, her lived experiences have inspired her passion and advocacy for justice, equity, diversity, and inclusion (JEDI). She has developed valuable JEDI skills that are exemplified through her research, teaching, service, and leadership. As a researcher, she has a niche for a very significant and innovative aspect of pediatric palliative care services that includes parent caregiver health outcomes, their bereavement processes, and innovative techno. She strives to lay the foundations to develop a body of research that can make innovative and significant contributions in palliative, end of life care, and bereavement care with a focus on developing and testing interventions to improve health outcomes of parents and families of children with life-limiting and life-threatening conditions. She received several research grants and is the recipient of the Research Nurse of the Year Award 2020, from North Carolina Nurses Association. She has also been recognized with several other awards including, East Carolina University College of Nursing Outstanding Faculty award (2022), Outstanding Mentor award from Sigma Theta Tau's Beta Nu chapter (2024) and nominated for Diversity Equity and Inclusion ECU's Chancellor's award (2023). She is instrumental and leads DEI initiatives within the College of Nursing at ECU and in professional organizations where she holds leadership roles. She has international collaborations with nurses in India and Egypt and mentors these nurse scientists with whom she shares common research and scholarship interest. Her career goal as a nurse leader is two-fold: (1) to be a change agent, as a nurse academician and researcher to address disparities in minority representation in the healthcare arena and (2) to address disparities and make palliative/bereavement care affordable and accessible, specifically for the underserved populations.

Contact Information



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