



Vivienne Friday, EdD, MSN, RN, MSOL
Goodwin University

Executive Summary

Healthcare professionals serve a diverse population. Nursing faculty help to prepare graduates who provide high quality, equitable, and culturally competent health care. This professional development initiative will be a series of workshops where participants will assess their awareness of cultural values, beliefs and behaviors and engage in critical discussions about DEIB. Data from a pre-survey will help to identify the required learning needs. An evaluation at the end of the series will serve to identify areas of growth and opportunities for improvement.

Introduction

Goodwin University:
Strategic Plan: to “Develop and Promote the institution as a “Best Place to Work.”
Strategy-“Create a climate of value and belonging for all employees:”
Purpose: to “Educate students in an environment that celebrates diverse cultures, age, experiences, and opinions.” (<https://www.goodwin.edu/about/mission>).
The AACN Mandate:
Addressing concepts such as, a) structural racism, b) discrimination, c) bias, d) systemic inequity, and e) social justice in curriculum.
Faculty: Increased knowledgeable of DEI concepts to be able to challenge their own biases and guide critical conversations about DEIB.

Objectives

- Enhance faculty awareness of DEIB concepts and principles
- Foster an inclusive campus culture where all members feel valued and supported
- Provide practical strategies for incorporating DEIB principles and concepts into teaching and service.

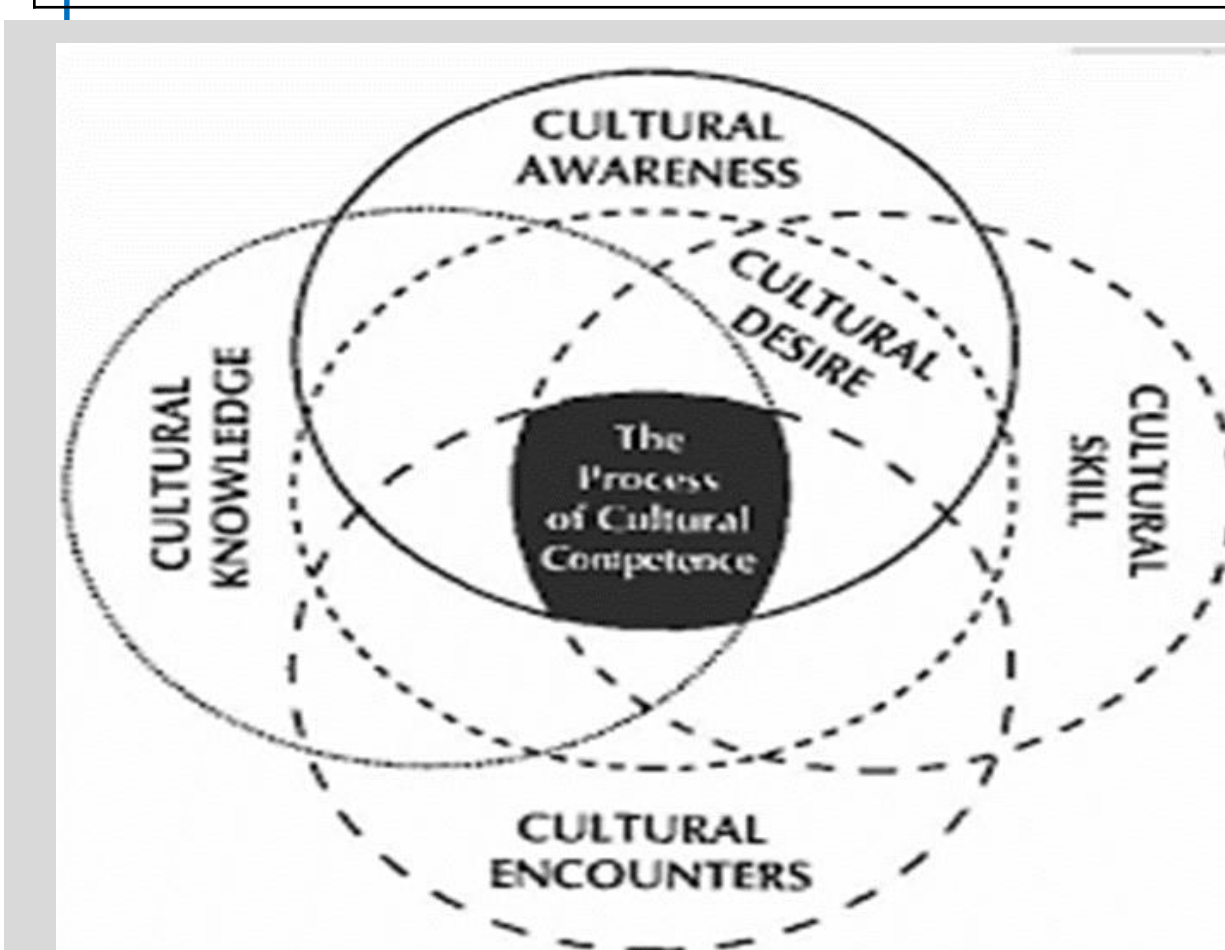
Target Audience

- All nursing faculty
- Faculty across all schools

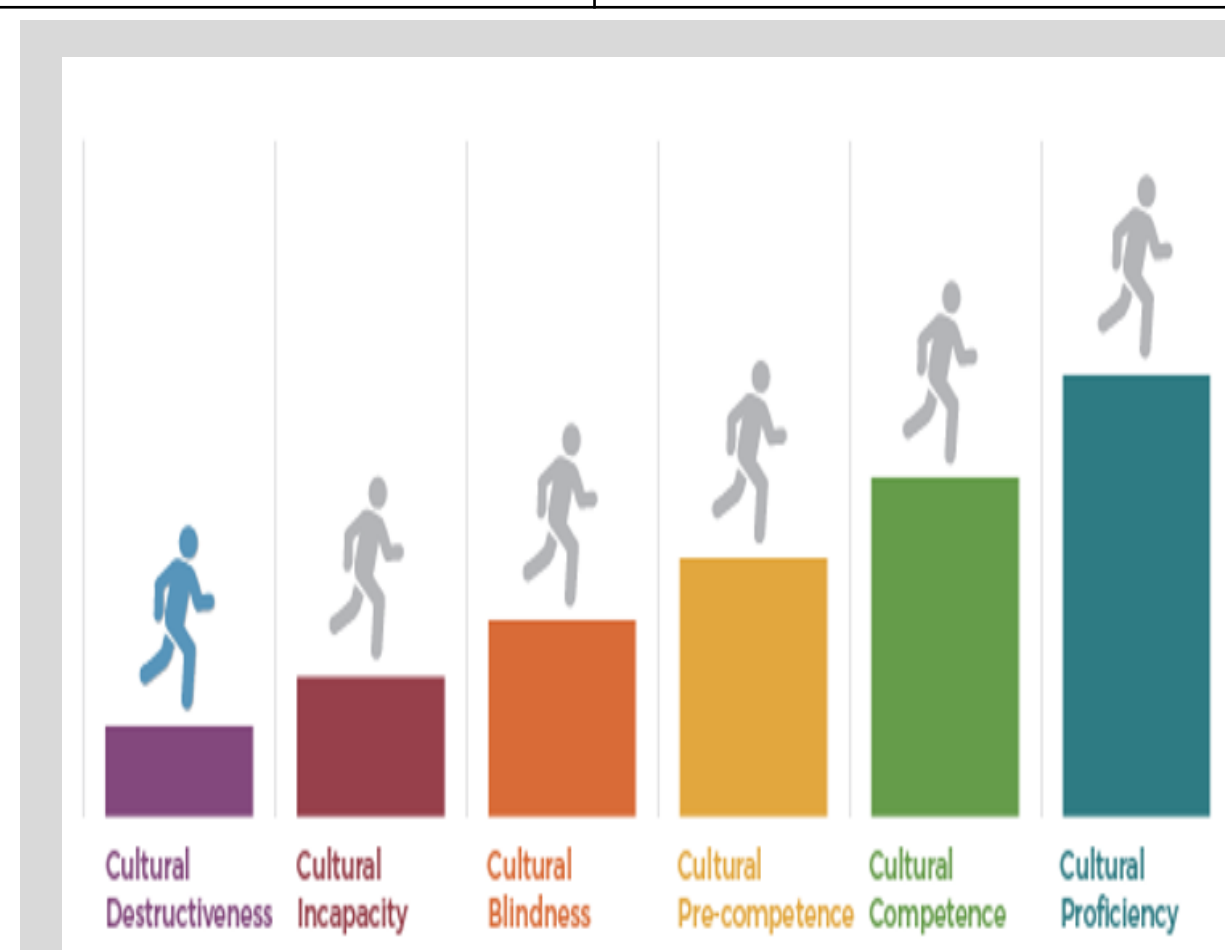
Topics and Tools

These are suggested topics that will be confirmed after analysis of the pre-survey data.

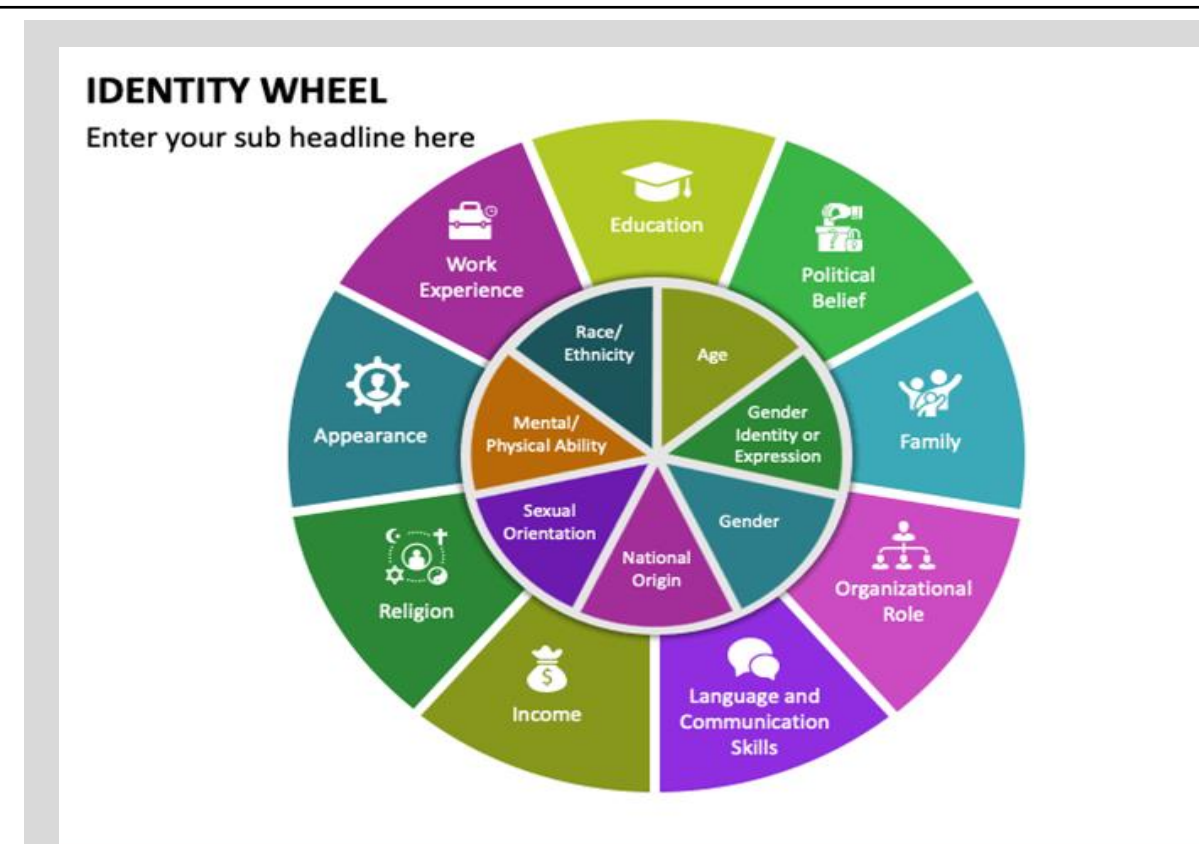
Concepts: Suggested	Tools: Suggested
<ul style="list-style-type: none"> • Structural Racism & Systemic inequality 	<ul style="list-style-type: none"> • Cultural Assessment-Awareness of own culture, values, beliefs and behaviors
<ul style="list-style-type: none"> • Discrimination and discrimination related stress • Exclusion • Bias 	<ul style="list-style-type: none"> • Social Identity Wheel-Recognizes ones I/D and tolerance of others
<ul style="list-style-type: none"> • Cultural competence 	<ul style="list-style-type: none"> • Cultural Intelligence (CI)-Ability to relate and work effectively in culturally diverse situation
<ul style="list-style-type: none"> • Health disparity and healthcare disparity 	<ul style="list-style-type: none"> • The Belonging Framework-I/D degree of involvement and contribution
<ul style="list-style-type: none"> • Stereotyping 	<ul style="list-style-type: none"> • The Ally ship Model-I/D levels of support in the workplace



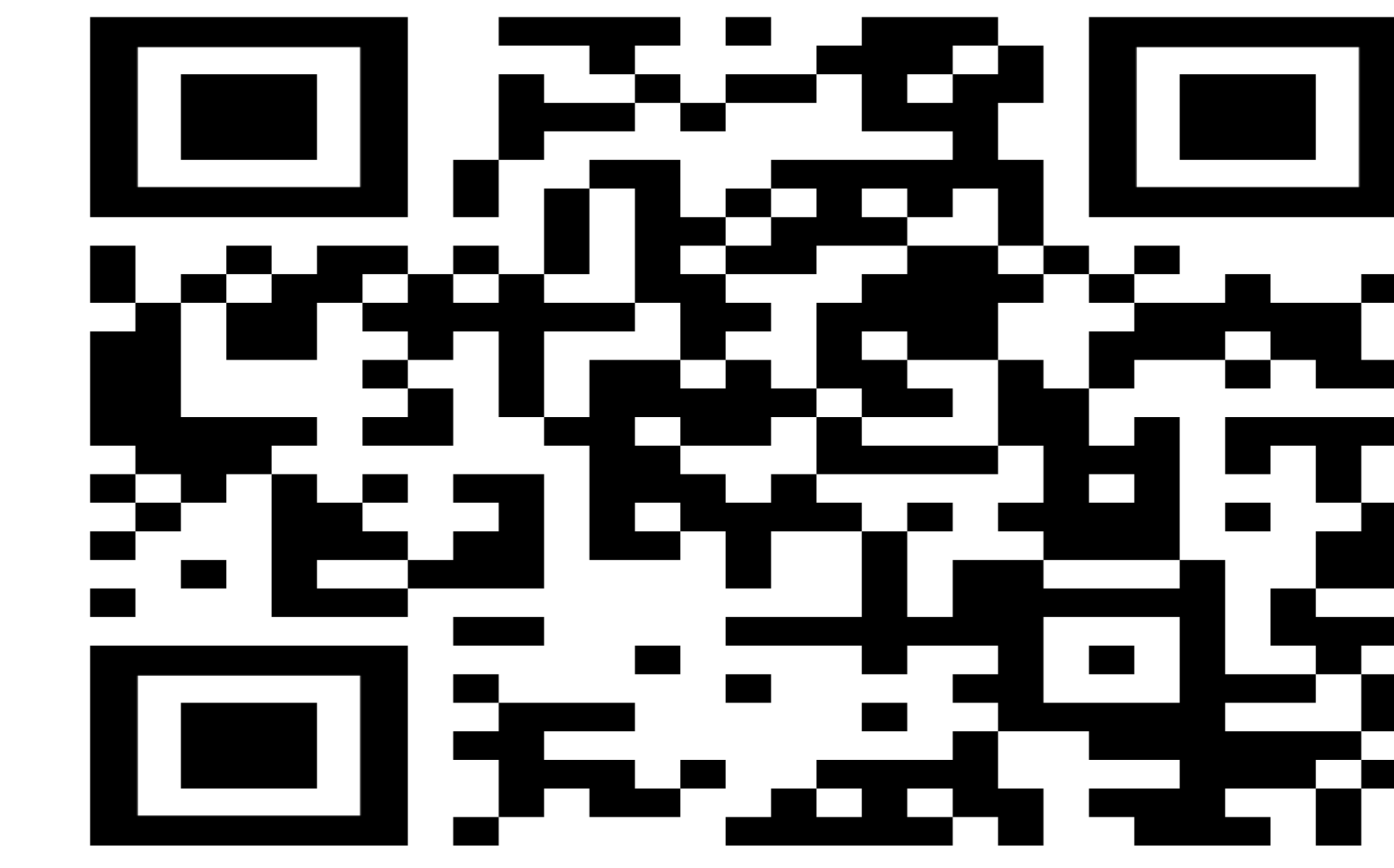
Campinha-Bacote model of Cultural Competence. <http://www.transculturalcare.net/>



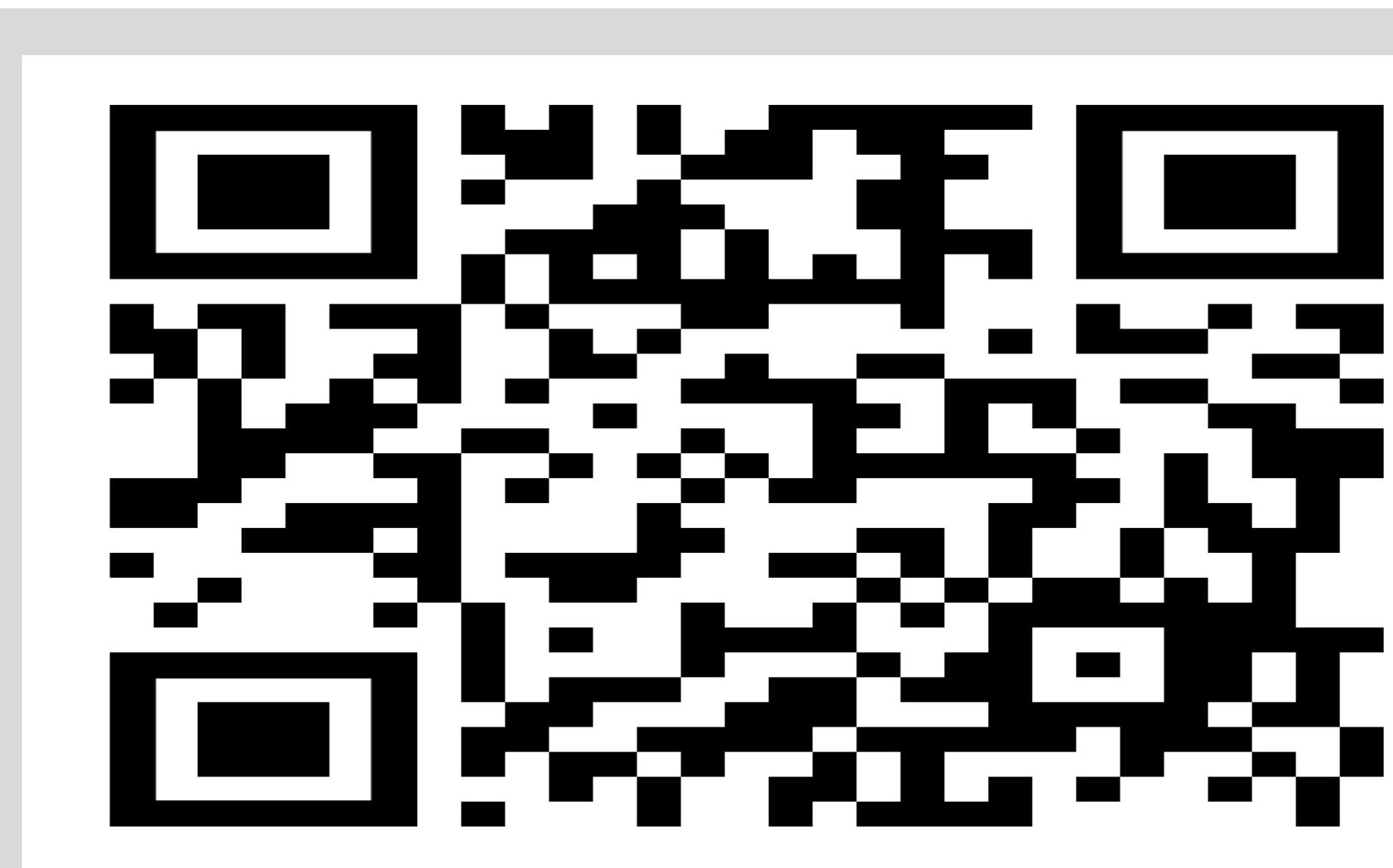
Continuum of Cultural Competency <https://images.app.goo.gl/aVG2DCHThinXT7Fx5>



<https://unitedwaysem.org/wp-content/uploads/2021-21-Day-Equity-Challenge-Social-Identity-Wheel-FINAL.pdf>



<https://forms.gle/9ELGmV3wVVh8rWNG9>



<https://forms.gle/amMAM5To8QTL2ADZ7>

Implementation Plan

Timeline	10 hourly modules over two semesters
Venue	Hybrid-First and last sessions on ground, remaining virtual. Modules posted on Canvas
Materials	Based on topics.
Marketing	Announced at every faculty meeting in prior semester
Budget	\$2,000 grant funded: Learning materials
Evaluation	Tool developed. Completed on last day of course via Survey Monkey

References

- Campinha-Bacote Model. (2022). Model of Cultural Competence. Retrieved from <http://www.transculturalcare.net/>
- People Insight. (n.d.). Belong: How to measure diversity and inclusion. Retrieved <https://peopleinsight.co.uk/wp-content/uploads/2021/12/People-Insight-BELONG-Whitepaper-2023.pdf>



Cultivating Inclusive Excellence Through Faculty Development

Vivienne Friday, EdD, MSN, RN, MSOL

Biography

Dr. Friday is passionate about Diversity, Equity, Inclusion, and Belonging (DEIB), which has informed her research focus on Open Educational Resources (OER) and the Holistic Admissions Review (HAR) Process. Recently, she piloted the implementation of the HAR process in the accelerated bachelor of science in nursing (ABSN) program at her institution and will coordinate the expansion of the process in other nursing programs. She contributed to the pedagogical standards of OER as a reviewer of the resources before they were published. For example, in 2023 she partnered with OpenStax to review several chapters of the Population Health for Nursestextbook that is now published. She participates in presentations on OER at local and International conferences and is scheduled to deliver the Keynote Address at the Wise Nursing Conference in Germany on July 25-26, 2024

<https://nursingconference.mindauthors.com/speakers/>

Dr. Friday served as the Co-Chair of the National Education Progression in Nursing (NEPIN) special interest group that focuses on Diversity, Equity, and Inclusion in academic and practice settings. During her tenure on the committee, she was a contributing author to the National Education Progression in Nursing (NEPIN) white paper. She is also a member of the American Association of Colleges of Nursing (AACN) Diversity Equity and Inclusion Leadership Network (DEILN), served on the DEI committee. And as an AACN Essentials Champion. The champions contributed to the development of educational resources to assist faculty with the integration of DEI concepts in 2021 AACN New Essentials and competency-based education. She actively participates in DEIB efforts at Goodwin University, including hosting educational sessions such as workshop presentations.

Contact Information



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