

Building a Crosswalk: Inclusive Conversations with Academia and Clinical Partners

Problem Statement and Goals

As the number of patients with health disparities and health related social needs increase, student nurses must be prepared to care for these patients. Preparation for caring for diverse populations should be integrated into the course curriculums and practiced during training in the health care settings. Collaboration with academia and clinical partners is necessary when curriculums and organizational training development is planned and implemented. The Diversity, Equity and Inclusion (DEI) Advisory Group would provide a forum for academia and clinical practice partners to collaborate and achieve the following goals:

- Gain insight into current DEI trainings in both the academia and clinical settings
- Address current DEI training needs to meet the academic curriculum and practice partners accreditation and regulatory expectations
- Create a seamless transition to practice
- Improve the quality-of-care delivery and positively impact patient outcomes.

Evaluation Plan

- Scheduled and ongoing Diversity, Equity and Inclusion Advisory Group Meetings
- Review of existing DEI content in course curriculums
- Review of clinical organization DEI educational offerings and requirements
- Integration of clinical organization training into student orientation

Crosswalk to Inclusivity



Implementation Process

Establish a Diversity, Equity and Inclusion (DEI) Advisory group that will include students, faculty and corporate DEI leaders of two of the largest health care organizations in the region. The Diversity, Equity and Inclusion Advisory group will all access to shared knowledge.

Meetings were scheduled with DEI corporate leader representatives from each health care system. The proposal to establish the DEI Advisory group was presented and accepted by both organizations. Additional meeting dates have been set to continue discussions related to current DEI training included in the course curriculums and trainings, expectations and requirements in the health care organizations.

The inaugural DEI Advisory group meeting date has been planned. The meeting will take place on Thursday, September 26, 2024 @ 3:00 p.m. CST.

During the DEI Advisory meetings, the academic and clinical partners will collaborate to develop topics of discussions that will assist in developing a healthcare workforce that can address current and emerging needs for improving health equity and access.

Mutual goals will be established to plan and develop trainings that will provide seamless transition to practice and ensure that the curriculum aligns with current practices and expectations in the health care settings.

Literature Review

Butte, K. J., & Hristova, L. (2024). Effectiveness of Cultural Sensitivity Training on Undergraduate Students' Knowledge, Self-Efficacy, and Ethnocultural Empathy. *Nursing Education Perspectives*, 45(1), 40-42.

Muirhead, L., Brasher, S., Broadnax, D., & Chandler, R. (2022). A framework for evaluating SDOH curriculum integration. *Journal of Professional Nursing*, 3(DEI) 9, 1-9.

Robertson, B., McDermott, C., Star, J., & Clevenger, C. K. (2021). The academic-practice partnership: Educating future nurses. *Nursing Administration Quarterly*, 45(4), E1-E11.

Sumpter, D., Blodgett, N., Beard, K., & Howard, V. (2022). Transforming nursing education in response to the future of nursing 2020–2030 report. *Nursing outlook*, 70(6), S20-S31.

Wakefield, M., Williams, D. R., & Le Menestrel, S. (2021). The future of nursing 2020-2030: Charting a path to achieve health equity. *National Academy of Sciences*.

Yi, Y. J., Lee, H., & Park, K. (2020). The role of academic-practice partnerships from perspectives of nursing students: A cross-sectional study. *Nurse Education Today*, 89, 104419.





Building a Crosswalk: Inclusive Conversations with Academia and Clinical Partners

Mary Kelly, DNP, MSN, MHA, NEA-BC

Biography

Dr. Mary L Kelly is currently an Instructor of Clinical Nursing-School of Nursing Faculty at Louisiana State University (LSU) Health New Orleans-School of Nursing. As faculty and course coordinator for courses across various programs, she has the privilege of interacting with many students in didactic and clinical settings. Prior to joining Louisiana State University (LSU) Health New Orleans-School of Nursing, Dr. Kelly spent many years working in various clinical and administrative roles in health care systems within the greater New Orleans area.

Dr. Kelly has extensive experience in healthcare administration, clinical care, health care planning and development, community engagement and project planning. She currently serves on the Board of Directors of the National Black Nurses Association (NBNA), chair and participate in many NBNA committees, and is the President of the New Orleans Black Nurses Association (NOBNA).

Dr. Kelly's focus in the academia setting is providing students' information and the resources needed to advocate and care for the communities that they serve, prepare them to transition to practice and embrace leadership roles that allow them the opportunity to be present when decisions are made for nurses. The American Association of Colleges of Nursing (AACN) Diversity Leadership Institute has provided additional framework that can be used to equip students with the necessary education and tools to address diverse, underserved and underrepresented populations.

Dr. Kelly has received many professional awards and recognitions, including the 2018 National Black Nurses Association (NBNA) President's Trailblazer Award, Louisiana State University Health New Orleans School of Nursing Outstanding Alumni Award, Louisiana State University (LSU) Health Sciences Center School of Nursing Reverend Dr. James A. Ertl Executive Nurse Leader Award and New Orleans District Nurses Association (NODNA) Inaugural Mary Eliza Mahoney Award and Nurse Leadership and Excellence Beyond the Bedside Award. She has also been recognized as a Healthcare Hero by New Orleans City and Business.

Contact Information



Mary Kelly, DNP, MSN, MHA, NEA-BC
Instructor of Clinical Nursing-School of Nursing Faculty
Louisiana State University Health New Orleans-School of Nursing
mkelly@lsuhsc.edu