



# Creating, Implementing, and Sustaining a Culture of Equity, Inclusivity, and Belonging at SUNY Downstate Health Sciences University College of Nursing

Barbara Kitchener, PhD, RN



## Introduction:

Despite a longstanding history of diversity, there is an opportunity to strengthen AACN Essentials for DEI concepts into the CON curriculum. There is a need to foster a culture of equity and inclusion, measured by senses of fair-treatment, cohesion, and community, among students and faculty. The University's [Office of Equity & Inclusion](#) offers impressive resources that are under utilized by CON students and faculty.

## Background:

The 2023 AACN LAMP® Culture & Climate Survey of CON students (n=257) and faculty (n=29), showed:

- strong agreement that students and faculty were treated fairly.
- fair treatment of Americans Indians, physically disabled, and LGBTQ people was less favorable than other groups.

## Students:

- 22.5% (n=58) did not feel a strong sense of cohesion
- 15.6% (n=40) disagreed that a sense of community was fostered

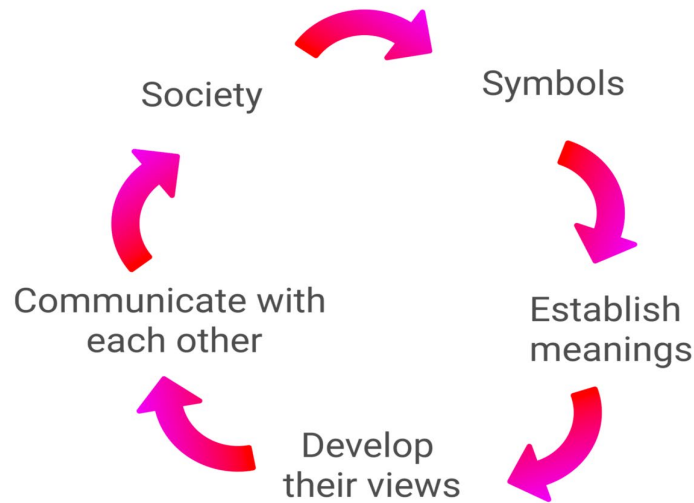
## Faculty:

- 24% (n=7) did not feel a strong sense of cohesion
- 20% (n=6) disagreed that a sense of community

**Purpose Statement:** Together, CON students and faculty will cooperate to ensure that everyone has the opportunity to reach their full potential with dignity, while enjoying a sense of belonging, inclusion, respect, & acceptance.



## Symbolic Interactionism



## Plans & Goals

- Create a work group committed to facilitate actions aimed to fostering a sense of belonging & inclusion among CON students and faculty.
- Engage Curriculum Committee & Faculty to create a focused DEI Module for EL program.
- Heighten Awareness of current DEI initiatives.
- Design and facilitate an annual DEI lecture series.
- Recommend DEI champions in CON.



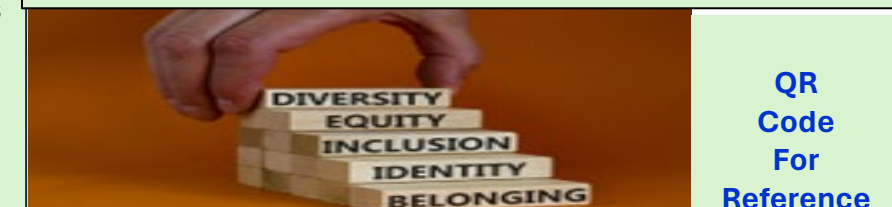
## Theoretical Framework

### Currently in Place

- AACN Essentials for DEI concepts are sprinkled throughout the Entry-Level (EL) curriculum
- Focused DEI Module in Advanced-Level curriculum
- AACN LAMP® Culture & Climate Survey results
- A vibrant shared-governance model in which students are active members
- Active Nursing Student Counsel (NSC)
- CON faculty & students' collaboration to engage in scholarly work and with external communities
- University-wide Office of Equity & Inclusion

### QI for Expanding What's Currently in Place

- Integrate DEI Module in Entry Level Leadership Course
- Monthly meeting of CON work group for DEI action
- Faculty development for equity & inclusion once per semester
- Continue AACN Lamp Survey biannually to track performance.



QR Code For Reference



## Creating, Implementing, and Sustaining a Culture of Equity, Inclusivity, and Belonging at SUNY Downstate Health Sciences University College of Nursing

Barbara Kitchener, PhD, MA, BSN, RN

### Biography

---

Barbara J. Kitchener, PhD, RN is an Assistant Professor and Tract Director, RN-BS Program in the College of Nursing SUNY Downstate Health Sciences University. She obtained her nursing education from Seton Hall University, New York University, Medgar Evers College, and the University Hospital of the WI. Her area of research interest is in spiritual care in nursing, with the philosophical perspective that in administering truly holistic patient-centered care, nurses should be just as competent in providing spiritual care, as they are in providing physiological, psychological, developmental, and sociocultural care to patients in all healthcare settings. Dr. Kitchener has presented her research findings on Spiritual Care among Acute Care Nurses in conferences at the local, national, and international levels.

She has served as Project Mentor in the NYU Leadership Institute for Black Nurses for 5 consecutive years; and was a recipient of The Jonas Leadership Scholarship for 2014-2016. Her clinical background is in Pediatrics, Medical-Surgical, Critical Care, and Nursing Administration. During her years in academia, Dr. Kitchener has maintained a passionate interest in educating Entry-Level nursing students in the art and science of delivering evidence-based holistic patient-centered care. In 2015 she was the recipient of the Feigelson Award, in recognition of her excellence in teaching, and commitment to facilitate best-practices in nursing education at the highest quality. She feels blessed for the opportunity to be serving in a position where she can support and mentor both faculty and students in their involvement and aspirations for life-long learning.

In addition to her role as educator she has served her in various roles in the College of Nursing and University-wide. She is an active member of the Church of God of Prophecy and over the years has served her faith community in multiple roles.

### Contact Information

---



Barbara Kitchener, PhD, MA, BSN, RN  
Assistant Professor, Director, RN-BS Nursing Program  
SUNY Downstate Health Sciences University College of Nursing  
Barbara.Kitchener@Downstate.edu