

Curriculum Analysis: DEI Integration



Purpose

To develop a tool to analyze the degree of integration of DEI across the nursing curriculum.

Background

- The mission statement of Elmhurst University outlines preparing nurses for practice and leadership to meet the needs of a diverse society.
- Diversity, equity, and inclusion (DEI) is one of eight featured concepts of nursing practice in the revised Essentials (AACN, 2021).
- The department's Access, Belonging, Inclusion, Diversity, and Equity (ABIDE) committee seeks to expand the intentionality of its nursing program by identifying DEI concepts that align with its mission.

Plan

Developing a framework to measure the integration of DEI concepts within nursing curriculum will provide a gap analysis from which a plan for full integration of DEI across curriculum and levels of study will be created. This process will expand the knowledge and skills of nursing faculty and students while broadening the foundational knowledge of the nursing profession.

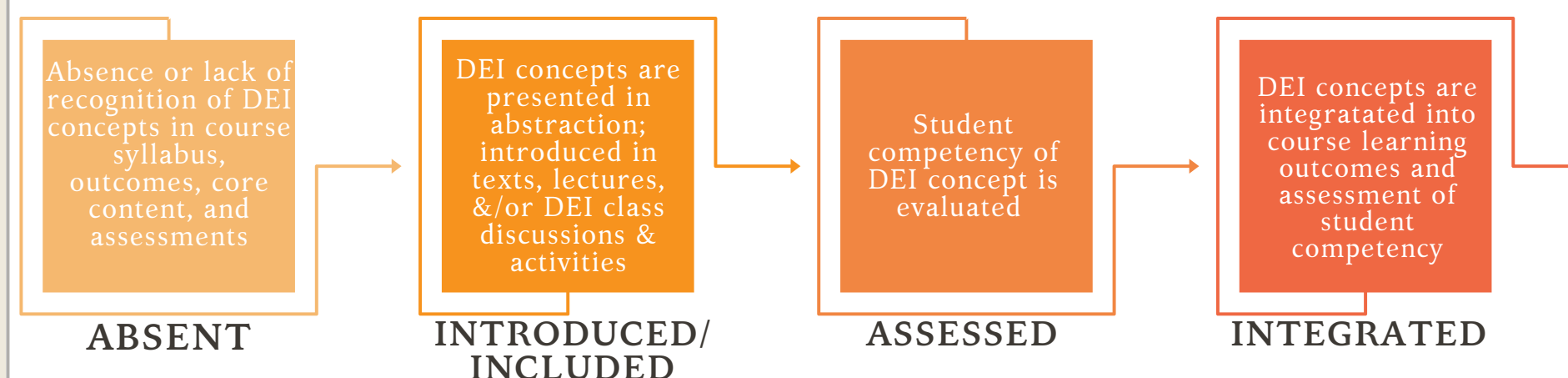
Review of Related Literature

- **Schuster & van Dyne** (1984) developed a six-stage model that moved from absence to transformation based on the inclusion of women in the curriculum.
- **Banks** (1993) created a four-part framework to measure the degree of content integration of multi-cultural perspectives.
- **Williams'** (2000) six-stage approach, adapted from Schuster & van Dyne and Banks previous work, represents degrees of increasing awareness and concern of multicultural issues.
- **New England Resource Center for Higher Education's** (NERCHE, 2016) three-point Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education was created specifically for a campus-community context.
- **Lane & Waldron** (2021) used NERCHE's rubric to guide development of a five-point rubric to assess syllabi and pedagogy in their school of nursing to explicitly promote/foster equity, diversity, and inclusion in course content.
- **Wolf et al.'s** (2022) content analysis used a four-level model of integration to analyze the extent to which DEI is included in the nursing programs.



Tool Development: Four Stages of Integration

Stages of Integration represent levels of increasing awareness and integration of DEI concepts in nursing courses and curriculum. A four-stage model of integration was created to keep a manageable number of stages and specific to the Elmhurst University context. The four stages on the continuum of integration, include:



Expected Next Steps

In conjunction with a DEI educational consultant:

- Specific DEI concepts will be identified and defined. The stages of integration will be used to analyze the MSN curriculum.
- The curriculum analysis will facilitate a structured improvement plan to integrate DEI across curriculum and levels of study.
- Professional development trainings will provide nursing faculty knowledge and skills to integrate equity, inclusivity, and belonging in their courses and pedagogy.

Scan QR code for an abbreviated reference list.





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Biography

Dr. Jessica Lamberson is an Assistant Professor in the Department of Nursing and Public Health at Elmhurst University in Elmhurst, Illinois. She teaches across the pre-licensure undergraduate, graduate-entry, and masters level programs. Dr. Lamberson holds a DNP in Advanced Population Health from University of Illinois, Chicago. She has authored three peer-reviewed articles, including being lead author of Examining Whiteness in Obstetric and Pediatric Simulations: A Content Analysis published in the Journal of Nursing Education. As a DNP student, she co-authored the first annual report to the Illinois General Assembly for the Illinois Task Force on Infant and Maternal Mortality among African Americans and continues to serve on the Task Force Systems Subcommittee. She was a Labor & Delivery nurse for over 20 years and is passionate about disrupting and reimagining nursing education, educating future generations of nurse leaders, addressing racial inequity in maternal health, and affecting policy that impacts maternal health at local, state, and national levels. In her spare time, you can find Jessica reading books and enjoying the sunshine.

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