



Amplifying Equity and Cultivating Inclusion: JEDI Training Workshops

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References & Contact Information

Background

- **Justice, Equity, Diversity, and Inclusion (JEDI)** has attracted attention in higher education.
- As the demographics of the US population shift toward a majority-minority, so does the population in our classrooms.
- Lehman College is a testament to this shift in population; 56% of the student population is Hispanic, and 33% are Black. The Nursing faculty is 8% BIPOC

Problem

The diversity of the nursing faculty, student population, and the community is not reflected in the curriculum, which does not adequately address SDoH, health equity, and racism in healthcare.

Purpose

This project operationalizes JEDI into curriculum using the W.H.O.L.E. theoretical framework.

Methodology

- This project uses a mixed methods design.
- *Conversations with a purpose methodology* to evoke participants' JEDI concerns and challenges. Conversations will be analyzed for themes.
- Pre and post surveys will collect data on participants' perceived barriers and planned actions to incorporate JEDI into the curriculum.

Intervention

- Five 90-minute workshops that address SDoH, health equity, racism in healthcare, and anti-racist curriculum.

Theoretical Framework

- The **W.H.O.L.E. framework**, comprised of five elements: **Welcoming, Holistic, Open, Liberating, and Empowering**, explores JEDI issues through an iterative and intentionally experiential model.
- Subject matter experts will use the W.H.O.L.E. framework to present specific JEDI strategies and exemplars in each workshop.

Targeted Outcomes

- Intention of faculty to include JEDI in courses
- Each workshop has a specific outcome
- Published article on the process, implementation, and outcomes of the workshops

Workshop 1 The Art of Listening to Our Communities

- Dialog with community stakeholders
- **Targeted outcomes:** Incorporate community values, SDoH needs, and priorities in curriculum
- **Focus:** Justice & Inclusion
- Augst 22, 2024

Workshop 2 Cultural Humility vs. Cultural Competence: Understanding the Difference

- **Targeted outcomes:** Integrate cultural humility into clinical assessments, diagnosis, treatment planning, and patient education
- **Focus:** Diversity & Inclusion
- September 12, 2024

Workshop 3 The Legacy of Racial Inequalities and its Impact on Health Inequities

- **Targeted Outcomes:** Develop the skills and voice needed to address workplace barriers such as bias, discrimination, and lack of opportunities for professional growth.
- **Focus:** Justice & Equity
- October 10, 2024

Workshop 4 Deconstructing Racism in our Curriculum

- **Targeted Outcomes:** Curricula addresses intersection of race and other social categories
- **Focus:** Justice, Equity, & Inclusion
- November 7, 2024

Workshop 5 Artificial Intelligence and JEDI: Why it MATTERS

- **Targeted Outcomes:** Identify and address biases present in data, algorithms, and decision-making processes.
- **Focus:** Justice, Equity, Diversity, & Inclusion
- November 21, 2024



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Darcel Reyes, PhD, ANP-BC

Biography

Darcel M. Reyes, PhD, ANP-BC, AAHIVM, AACRN, is an Associate Professor of Nursing at Lehman College, City University of New York (CUNY), and a certified Adult-Gerontology Primary Care Nurse Practitioner. She is also certified as an HIV specialist by the American Academy of HIV Medicine and an advanced practice HIV nurse by the Association of Nurses in AIDS Care. Dr. Reyes received her advanced practice training at Hunter College and her PhD at the Graduate Center of CUNY, where she was named a Jonas Scholar. She received the Herman Biggs Policy Fellowship and the Globalization, Health, and Social Justice Fellowship during her doctoral studies. Dr. Reyes was awarded the CapraCare Global Nursing Award for helping establish a clinic in Le Caye, Haiti. She is the former director of the HIV specialty track at Rutgers University School of Nursing. While at Rutgers, Dr. Reyes was the Chief Clinical Officer of the Rutgers Community Health Center and was instrumental in establishing the first nurse-led federally qualified health center in New Jersey. She was awarded the Rutgers Health Group Certificate of Recognition for Outstanding Clinical Excellence for this work. In addition to her work as an HIV Specialist at the HOPE Center (Yonkers, NY), Dr. Reyes is a member of the Health Equity Institute of the NYS AIDS Institute. She is also the Editor in Chief of NJ HIVLinks, a publication for HIV healthcare workers. She continues to conduct research in HIV care with the International Nursing Network for HIV/AIDS Research. Dr. Reyes is the President-Elect of the Association of Nurses in AIDS Care.

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