

Student-led Forums to Discuss Diversity, Equity, and Inclusion in Nursing Program Curriculum

Emily Glassman, MSN, RN, CCRN-K, EOLD
Hazel Adams, BSN, RN

with recognition and many thanks to Sierra Miller, APRN
& the CNHS Committee for Inclusive Excellence



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PDF

References

Project
Discussion

Student-led Forum Intervention & Results

What is
Diversity,
Equity &
Inclusion (DEI)?



<https://www.inclusionhub.com/articles/what-is-dei>

Background
Supportive
Evidence

Intervention
Implementation

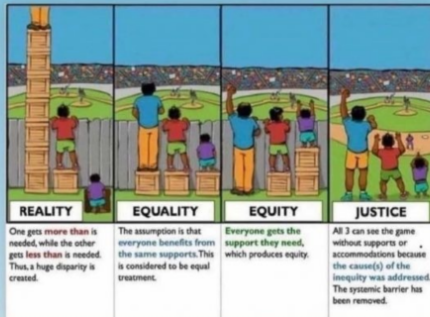
Results

Next Steps/
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Considerations



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Where Educational Requirements Meet Student Rights



@restoringracialjustice

- Experiences of racism and discrimination reported by Black, Latino, and Native students in healthcare programs impact students' academic success as well as their physical and mental health. (Dent et al, 2021)
- AACN & NAM recognize the essential role nurses play in resolving healthcare inequities and disparities for historically marginalized populations and employ healthcare education to incorporate DEI into the curriculum (AACN, 2021), (Murray, 2019).

Clinical Question:

Evaluate the overall climate and culture of the Nursing program, assess the use of inclusive content within curriculum, and the use of inclusive learning practices within undergraduate and graduate learning spaces.

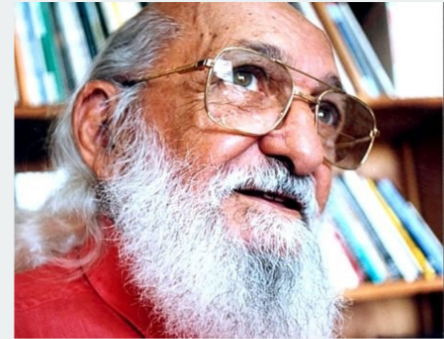
Evidence

Critical Consciousness

Transformative Educations through dialogue and reflective awareness of societal conditions and inequities.

- Encourages students to challenge pervasive injustice & increases academic achievement and engagement (El-Amin et al., 2017)
- Authentic dialogue and honest critique of programs and policies (Inheduru-Anderson, et al, 2020)
- Create spaces to listen to students from historically excluded groups and take action to change the student's experience within the healthcare profession. (Dent et al, 2021).

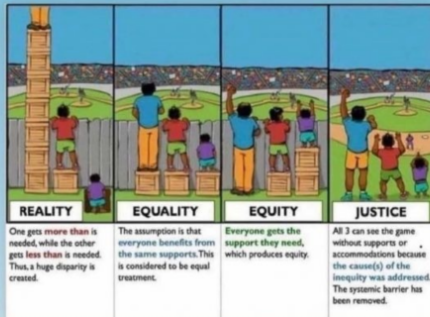
Paulo Freire



globalsocialtheory.org

“education as the practice of freedom” will come easiest “to those of us...who believe that our work is not merely to share information, but to share in the intellectual and spiritual growth of our students.” -bell hooks

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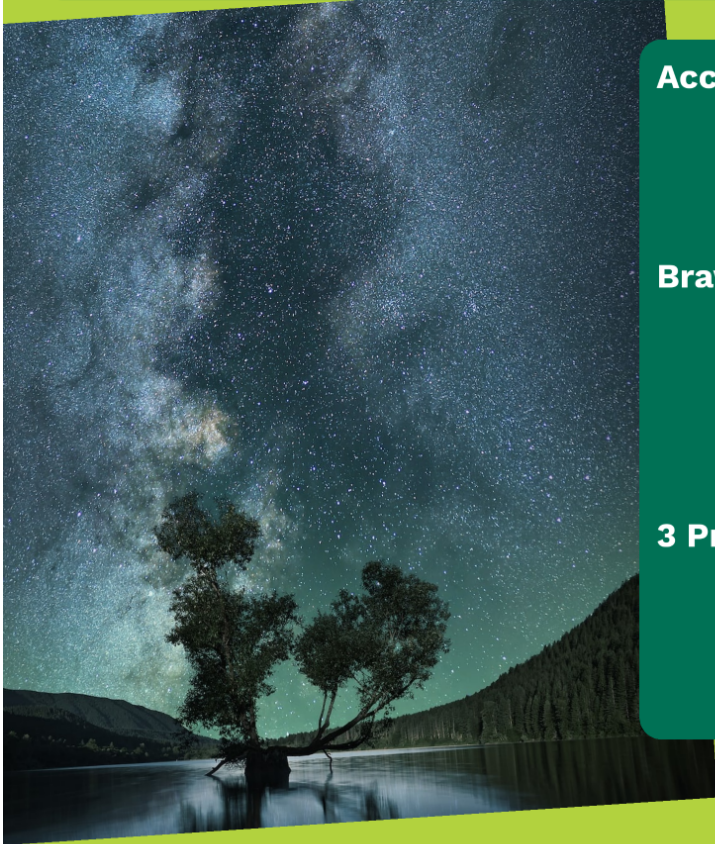
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Intervention Implementation



Accessibility

- google form option
- zoom format or google form
- captioning services

Brave space

- faculty absent/student moderated
- anti-oppressive engagement principles
(adapted from UVM College of Education and Social Services)
- practice of intellectual humility
- anonymity

3 Prompts

- DEI topics within curriculum-list supplied
- Program use of inclusive learning practices
- Program climate/culture

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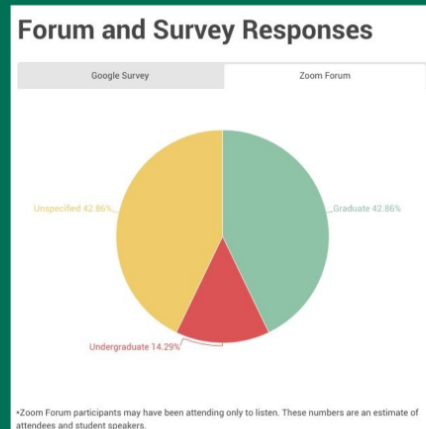
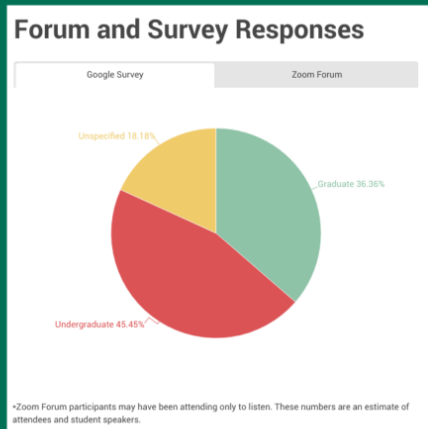
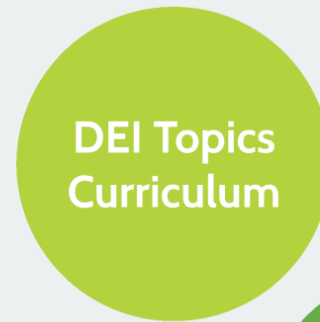
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Evaluation & Results

- 23 students participated (n = 12 via Zoom; n = 11 via Google form)
- Thematic analysis completed
 - Three sections: inclusive content, inclusive practices, and climate.
 - Within those sections, we highlighted the most common responses and student recommendations



DEI Topic Coverage

- Subjects students have seen in nursing courses:
 - care of LGBTQ+ population, gender and sexuality diversity
 - specifically appreciated guest speaker from Pride Center
 - implicit bias, SDOH (SES, age, race), Racism, health disparities, cultural and linguistic diversity
 - in addition to list: depiction of skin conditions on different skin tones

Most Common Message:

Limited coverage of these topics, students feel more in depth discussion needed.

Student
Observations

Topic
Suggestions

Student Suggestions DEI Topic Coverage

More support of faculty

- Faculty seem stressed
- Do not appear to have enough time for professional development
- Do not appear to have enough time to prepare these materials for their class

Ensure students are tested on these topics, less meaning if they are not part of the course grade, told not to take notes=less worthy topic

More guest speakers to deliver expert knowledge on these subjects, topics about radical social justice related to race to be delivered from someone who identifies as POC

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More Topics to Cover

- Address gendered language in courses
- Student concern for bias around treatment for Substance Use Disorder (SUD)
- Approaching a health assessment of individuals in conservative clothing



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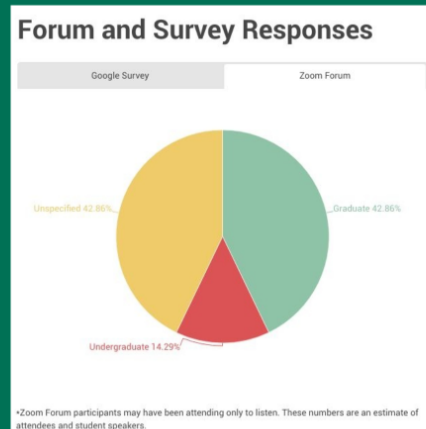
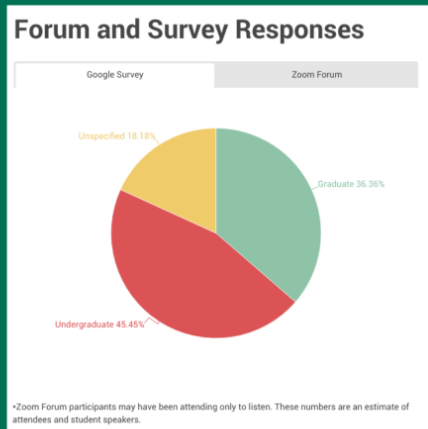
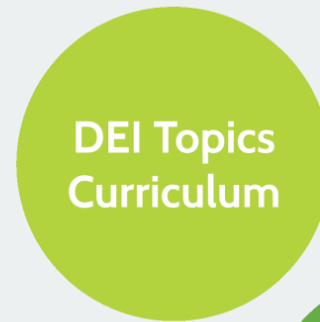
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“Although the nursing program covers topics of implicit bias, SDOH, racism, health disparities, etc., I don’t think it is enough. I have heard many of my classmates make comments about someone’s weight or sexual orientation and I have even been called a slur by a classmate in the program. There should be one entire semester long class that is dedicated to all the topics of diversity and equity. Not just parts of some classes. **It takes a lot more.**”

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Inclusive Learning Environments & Accessibility

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Most Common Message:

Transparency and consideration of unforeseen costs (travel expenses, fees, etc)

Inclusive Learning Environments & Accessibility

Other student messages and suggestions:

- Inconsistency among professors whether videos are captioned
- More communication across program of significant due dates
- More variety in modality of courses and class materials
- Being stationary for hours under fluorescent lights is difficult for neurodiverse learners

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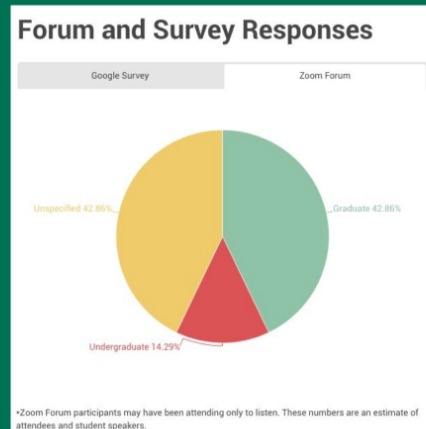
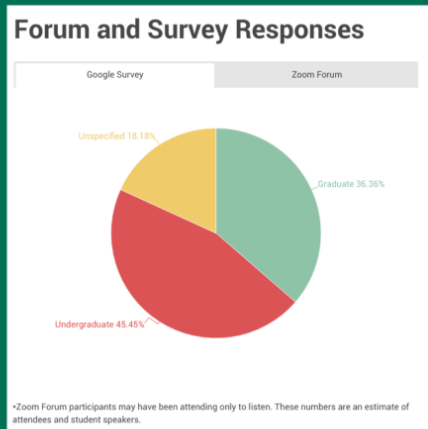
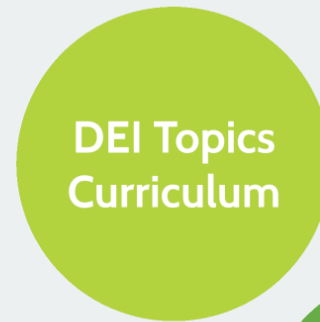
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"not enough consideration in the development of the curriculum when it comes to individuals who have alternative learning needs"

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Climate & Culture of Learning Environment

Additional messages:

- Instances of peer bullying, lateral violence, slurs being used, peer comments about weight, sexual orientation
- Inconsistency of Professional standards

Most Common Message:

Homogeneity of student and faculty population-

"White, straight, cis-females who have money and it is not a very welcoming room to walk into"



Climate & Culture of Learning Environment

Additional messages:

- Instances of peer bullying, lateral violence, slurs being used, peer comments about weight, sexual orientation
- Inconsistency of Professional standards

“I haven't always felt like I was able to be my authentic self in class and clinical. I knew that if I [expressed] myself in some ways, or talked about certain topics important to me, I would be looked at funny and judged. So it has been easier to stay silent and hidden”

Most Common Message:

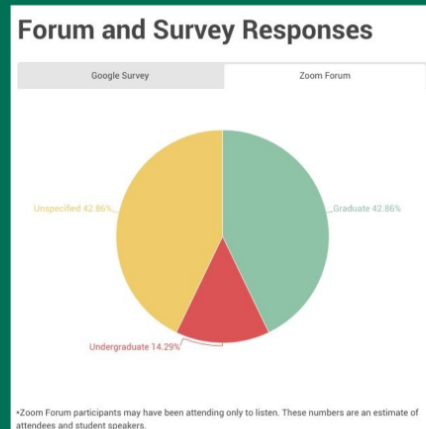
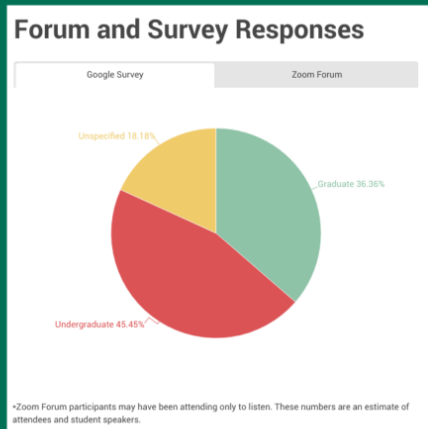
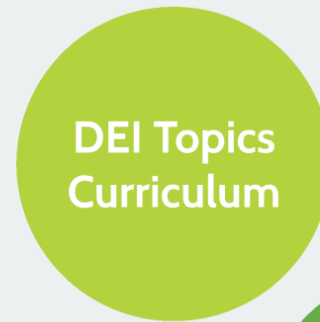
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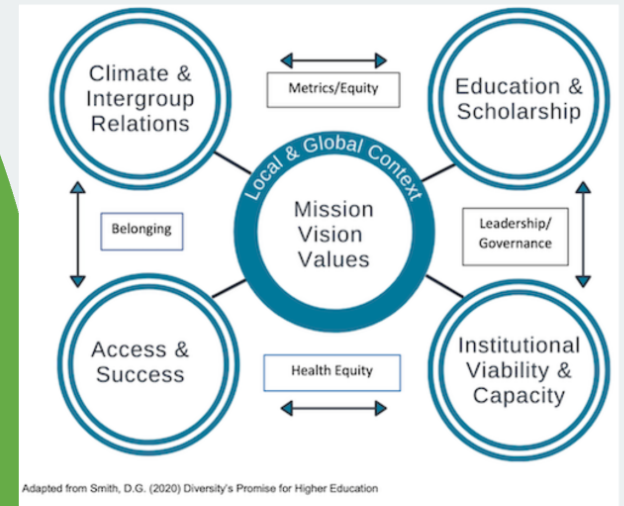
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Evaluating the Forum

- Interviews with participants
 - zoom format accessible
 - student moderated welcoming
 - advice for leadership: "Just connect. I think the nursing leadership could connect with mosaic center, prism center, and just celebrate diversity a little more. (Intellectual Humility)
 - "I normally think of DEI as BIPOC community but we talked about gender, sexuality, other things as well"
- Considerations
 - maintaining privacy
 - limited participants
 - thoughtful use of student feedback
 - align with AACN Essentials & DEI toolkit



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Summary of project



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