

**Nell Hodgson Woodruff School of Nursing
SON-Office of Diversity, Equity, and Inclusion
2021-22 Year-End Report**

Emory University’s Nell Hodgson Emory School of Nursing Mission and Vision

NHWSN mission: (1) Educate visionary nurse leaders and scholar (2) Generate and apply knowledge that is highly collaborative (3) Transform nursing, health, and systems of healthcare within the local and global community.

NHWSN Vision: To promote optimal wellness for all by creating, changing, and leading through innovative teaching, discovery, nursing practice and social action, through our local and global communities.

The Nell Hodgson Woodruff School of Nursing is a vibrant and inclusive community that is committed to educating nurse leaders and scholars who are as diverse as the communities in which they live and serve. The varied perspectives, backgrounds, and experiences that our faculty, staff, students, and alumni bring to the school are foundational to our culture and provide an essential element in accomplishing our vision to “promote optimal health for all by creating, changing, and leading through innovative teaching, discovery, nursing practice, and social action.” Our commitment to inclusive excellence through:

- 1) Education and Awareness
- 2) Diverse Culture and Climate
- 3) Engagement, Equity, and Accountability
- 4) Practice, Scholarship, and Innovation

These tenets align with Emory’s guiding principles around diversity, equity, and inclusion.

This report outlines our contributions to Emory’s Office of Diversity, Equity, and Inclusion three guiding principles:

1. Professional Development, Education and Awareness
2. Climate and culture
3. Accountability

1. Professional Development, Education, and Awareness

Below are a list of events and programs that were hosted by the SON Office of DEI in collaboration with other campus partners as professional development and educational opportunities to build knowledge and capacity to better engage with issues related to DEI inside and outside the classroom.

- Launched DiversityEdu (three-part series) educational program for all 200+ faculty and staff members. We achieved 100% completion rate. Partnered with colleagues to now include DiversityEdu educational modules into all new student orientation requirements.

- *Hosted Social Justice Pedagogy and Difficult Conversations Faculty Series w/ Dr. Donna Troka and Emmy Corey. These workshops were designed engage faculty with practical ways to infuse justice, equity, diversity, and inclusive concepts into curriculum development and the classroom experience. Workshops Included: Decolonizing Your Syllabus/Curriculum (Part 1), Social Justice Pedagogies (Part 2), Navigating Allyship (Part 3), and Difficult Conversations in the Classroom (Part 4).*
- *Hosted professional development opportunities for all faculty, staff, and students. These workshops included Building Capacity: Expanding Knowledge of the LGBTQIA+ Community w/ Sharon Chia Claros and Understanding Islam: Dispelling Myths for Optimal Healthcare and Engagement w/ Dr. Amer Ahmed.*
- *Sponsored Art and Midwifery with artist Daniel Minter (Illustrator, The Women Who Caught the Babies: A Story of African American Midwives) and Dr. Alexis Dunn-Amore (Assistant Professor and midwife) in recognition of Black and Women's History month.*
- *Hosted Men in Nursing Round Table Panel Discussion in collaboration with Morehouse College School of Medicine. Panel consisted of nursing faculty, administrators, and alumni. This program was established as a part of a pipeline initiative to attract nursing students from historically underrepresented groups (Ex. men, students of colors, etc.).*
- *Created SON Food Pantry to address food insecurity amongst nursing students. The program has distributed close to 40 local grocery store gift cards to students needing assistance. In addition, we established a physical non-perishable food depository. Since the launch, we received over 750 generous donations from faculty, staff, and alumni, that are being utilized daily by students.*
- *Co-sponsored in collaboration the Goizueta Business School, The Sum of Us: An Emory Community Conversation with Heather McGhee. Subsequently, we hosted two book discussions at the School of Nursing to dive deeper into relevant themes and concepts.*
- *Co-sponsored with Emory University Healthcare Power to Heal documentary film screening that attracted over 300 viewers.*
- *Co-Sponsor a panel discussion on the Power to Heal documentary film in collaboration with Emory School of Medicine, Woodruff Health Sciences Center, and Grady Health System.*

2. Climate and Culture

Below is a list of events and initiatives designed to respond to our community needs and build a more welcoming environment for all within the SON.

- *Convened Kyle Rittenhouse verdict and Ahmaud Arbery Debrief Session to anticipate community concerns and provide support.*

- Created and piloted the Community Connections Initiative to address issues of isolation and disconnection with the new summer MN+MSN cohort. The program paired 34 faculty and staff volunteers to engaged with over 150 students. The pairs hosted group meeting, dinner, and lunches.
- Hosted SON-ODEI Open House – interfaced with over 200 members of the SON community.
- Supported the development of a community herb garden created by faculty, staff, and students. An effort that was spearheaded by our Community Engagement Committee.
- Hosted Affinity Faculty Dinners with the Dean of the college. This was a part of ongoing efforts to engage and build mechanism for retention of historically underrepresented faculty in nursing.
- Co-sponsored 2021 MLK, Jr. Community Service Awards. This event attracted over 280 guests in attendance.
- Co-sponsored 2021 SON 1st GEN Program held in sync with big Emory First-Gen Week alongside the national First-Generation College Celebration on November 8. November 8 was selected as the date for the annual National First-Generation College Celebration to honor the anniversary of the signing of the Higher Education Act of 1965.
- Hosted appreciation luncheon for members voluntarily serving on SON Diversity, Equity, and Inclusion Subcommittees (Formerly Division Committee on Community and Diversity [DDCD]).
- Piloted **Fellowship in Nursing Development (FIND)** to provide pathways into nursing for six students that are interested in a Nursing career and working with underserved and marginalized populations. FIND represents an intentional recruitment effort to diversify the NHWSN pipeline of individuals, inclusive of gender, racial and ethnic minorities. This two-week fellowship allowed fellows to explore roles and functions in the field of nursing and witness firsthand of nurses reshaping the care of vulnerable individuals and communities. Five students were chosen from neighboring HBCUs and one from Emory College as our inaugural fellows.
- Hosted *Roe v. Wade: Implications of Nursing Practice in Modern Times* panel discussion comprised of nationally recognize scholars in reproductive rights and social justice.

3. **Accountability**

The list below are efforts that have been taken to hold our community accountable to the mission of the school.

- Launched DiversityEdu (three-part series) educational program for all faculty and staff. These asynchronous learning modules were completed by 100% of faculty and

- staff members. Partnered with our Office of Education to include DiversityEdu educational modules in all new student orientation requirements.
- Conducted over 200 meetings and consultations.
 - Developed and launched a fund-raising campaign to address nursing students experiencing financial hardships in partnership with the School of Nursing Office of Alumni Engagement.

*The **One Emory** four strategic pillars are foundational to these discussions as well.*

Pillar One: Faculty Excellence

Foster a culture of eminence that attracts and inspires scholars of the highest order

- Hosted **Sylvia Trent-Adams** (Sr. VP & Chief Strategy Officer at the University of North Texas Health Science Center and former acting US Surgeon General) as a **senior visiting scholar**. Dr. Trent-Adams 12-month appointment consists of faculty mentoring, leadership development and student engagement.
- Hosted Affinity Faculty Dinners with the Dean of the SON. This is a part of efforts to engage and cultivate mechanism for retention of historically underrepresented faculty in nursing.

Pillar Two: Academic Community of Choice

Cultivate a thriving campus and a compelling student experience

- Launched **DiversityEdu** (three-part series) educational program for all faculty and staff. These asynchronous learning modules were **completed by 100% of faculty and staff** members. Partnered with the Office of Education to include DiversityEdu educational modules in all **new student orientation requirements**.
- Piloted **Fellowship in Nursing Development (FIND)** to provide pathways into nursing for six students that are interested in a Nursing career and working with underserved and marginalized populations. FIND represents an intentional recruitment effort to diversify the NHWSN pipeline of individuals, inclusive of gender, racial and ethnic minorities. This two-week fellowship allowed fellows to explore roles and functions in the field of nursing and witness firsthand of nurses reshaping the care of vulnerable individuals and communities. Five students were chosen from neighboring HBCUs and one from Emory College as our inaugural fellows.

Pillar Three: Innovation through Scholarship and Creative Expression

Harness imagination and discovery to address 21st-century challenges

- Appointment of Dr. Fayron Epps as the Director of Community and Research Engagement. In this new role, she will lead initiatives for the new pipeline development fellowship of college students from historically underrepresented groups in nursing.
- Authored *NHWSN FACULTY SEARCH BEST PRACTICE GUIDE* to be used by SON faculty search committees to insure inclusive and equity-minded processes and procedures.
- Selected to participate in the American Association of the Colleges of Nursing (AACN) LAMP© Culture and Climate Survey to assess nursing learning environments.
- Contributed to the national AACN DEI toolkit.
- Secured Latin Youth to Nursing Project. Emory University Center for Faculty Development and Excellence. Total Funding \$1500.
- Created a Teaching Equity Fellowship to recruit faculty from historically underrepresented groups in nursing.
- Several SON faculty members have published and presented on topics related to diversity, equity, and inclusion, social determinants of health, and on health equity.

Four: Atlanta as a Gateway to the World

Unleash Emory and Atlanta's shared future to mobilize change for the world

- Worked closely with SON stakeholders, along with the manager of the Supplier Diversity Program to review and analyze the SON's spending practices. This partnership has led to intentional efforts resulting in a 7% increase in diverse spend within the school since last year. Diverse vendors are categorized as companies owned by women, racial minorities, veterans, and LGBT community members.
- Co-sponsored with Emory University Healthcare *Power to Heal* documentary film screening that attracted over 300 viewers.
- Co-Sponsor a panel discussion on the *Power to Heal* documentary film in collaboration with Emory School of Medicine, Woodruff Health Sciences Center, and Grady Health System.

- Sponsored a table at the Atlanta Black Nurses Association Scholarship Breakfast sending six faculty members to represent the Emory's School of Nursing.
- *Facilitated three NHWSN Faculty presentations inclusive of at the Spelman Grand Rounds and Clinical Case Study Seminar Series.*
- *Sponsored a faculty member to attend the Faculty Women of Color in the Academy Conference hosted by Virginia Tech.*
- *NHWSN sponsored a Emory nursing student to attend the National Association of Hispanic Nurses (NAHN) Annual Conference in Miami.*
- *Sponsored two Latinx nursing students to attend the Latin American Associations Compañeros Award Luncheon.*
- Developed a formal partnership with the National Association of Hispanic Nurses to advance recruitment of Hispanic nursing students to the NHWSN.

Thank You,

Lisa Muirhead, Associate Dean for Equity and Inclusion, Admissions, and Student Affairs

Benjamin Harris, Director for Diversity, Equity, and Inclusion

Stella Clarke-Dubose, Program Manager

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