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**Nell Hodgson Woodruff School of Nursing
SON-Office of Diversity, Equity, and Inclusion
2022-23 Year-End Report**

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

NHWSN mission: (1) Educate visionary nurse leaders and scholars (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, and 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

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 (Year-2) Refresher course for all faculty and staff. This educational program for all 250+ faculty and staff members. We achieved 85% average completion rate.
 - Launched an Inclusion and Social Justice general education course in the summer 2023 for all incoming nursing students, 99% completion rate.

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- *Hosted Social Justice Pedagogy (4-part Faculty Series) w/ Dr. Donna Troka and Kelly Duquette. 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: Exploring Ways to Address Mental Health Concern..., Managing Student Classroom Disruptions, Gender Diversity in the Class & Workplace, and Indigenous Pedagogies: Exploring Alternatives to 'the Canon'*
- Hosted professional development opportunities for all faculty, staff, and students. These workshops included a 2-part series on religious diversity: *Developing Religious Pluralism with Eduardo Pazos and Understanding Judaism & Dismantling Antisemitism with Rabbi Jordan Braunig*. We also hosted a 2-part series entitled, *Leaning In: Developing Knowledge & Tools for an Inclusive Workplace* with Dr. Sherard Robbins.
- In recognition of Latinx Heritage Month we hosted three engagement events, including a panel discussion entitled *Recognizing Latinx Nurses & Their Journey's to Make a Difference* with local and nationally recognized Latinx nurses.
- SON Food Pantry distributed close to 5000 non-perishable food items and gift cards to local grocery stores to students needing assistance. We continue to receive generous donations from faculty, staff, and alumni.
- In collaboration with Emory's schools of Business, Medicine, Law, and Public Health to host Racism, *Public Health Crisis: How the politics of Racial resentment Undermine Individual & Societal Well-Being* with Dr. Jonathan Metzl.
- Co-sponsored the department of African American Studies Dr. Martin Luther King Jr. lecture with Attorney Fred Gray.
- Co-sponsored Emory's *MLK, Jr. Community Service Awards* with Goizuetta Business School, School of Medicine, and School of Public Health. This event attracted over 100 guests.
- Co-sponsored Emory School of Medicine, *Annual Juneteenth* event.

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.

- Hosted Nurse Practitioner to Painter: Finding Wellness Through Art and Creativity with retired nurse and fine artist Michael Cade.
- Hosted Valentine Day Giveaway to increase student engagement, morale, and sense of belonging. Distributed over 100 stress reduction care packages.
- Continue to support the development of a community herb garden created by faculty, staff, and students. An effort that was spearheaded by our Community Engagement Committee.

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- 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.
- Hosted 2nd Annual *Fellowship in Nursing Development (FIND) Program* to provide pathways into nursing for six students interested in a nursing career and working with underserved and marginalized populations. From our year-one cohort, we had four fellows get accepted into Nell H. Woodruff School of Nursing, with three beginning in the fall and one in the upcoming spring. Two of these fellows were from Spelman College, one from Morehouse College, and one from Emory College.
- Hosted over 50 faculty and staff for *Jazz on the Lawn* as a community builder at the end of spring semester.

Accountability

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

- Launched DiversityEdu (Year-2) Refresher course for all faculty and staff. This educational program for all 250+ faculty and staff members. We achieved 85% average completion rate. As a part of new employee onboarding, all are asked to complete DiversityEdu Year- 1 educational modules.
 - Launched an Inclusion and Social Justice general education course in the summer 2023 for all incoming nursing students, 98% completion rate.
- Our office conducted over 140 meetings and consultations regarding DEI related concerns and or issues.
- In partnership with our Alumni Relations office, we developed and launched a fund-raising campaign to address nursing students experiencing financial hardships.
- Hosted 1st Annual Exploring Nursing High School Visit. This initiative hosted 50 students and five administrators from a local high school to explore nursing as a career.

*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

- Launched *Nursing Teaching Fellowship*
- 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 (Year-2) Refresher course for all faculty and staff. This educational program for all 250+ faculty and staff members. We achieved 85% average

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completion rate. As a part of new employee onboarding, all are asked to complete DiversityEdu Year- 1 educational modules.

- Hosted 2nd Annual **Fellowship in Nursing Development (FIND)** program 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. From our year-1 cohort, we had four fellows get accepted into Nell H. Woodruff School of Nursing, with three beginning in the fall and one in the upcoming spring 2024. Another fellow has been employed with Emory Healthcare for the past year, with aspirations of enrolling into nursing school in the future. The final student is pursuing her doctorate in hopes of returning to Emory with a Nursing research trajectory.

Pillar Three: Innovation through Scholarship and Creative Expression

Harness imagination and discovery to address 21st-century challenges...

Updated *NHWSN FACULTY SEARCH BEST PRACTICE GUIDE* to be used by SON faculty search committees in insure inclusive and equity-minded processes and procedures.

Launched and completed the American Association of the Colleges of Nursing (AACN) LAMP© Culture and Climate Survey to assess nursing learning environments.

Published contributions to the national AACN DEI toolkit.

Selected two fellows for the inaugural Teaching Equity Fellowship designed 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.

Served as a sponsor for the *51st Annual National Black Nurses Association Conference* in Atlanta, Georgia (August 1-6).

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Sponsored Dr. Erica Moore (CRNA faculty member) participation in the AACN's DEI Leadership Program.

Hosted Spelman College's Health Careers Retreat, that attracted over 60 participants.

Collaborated with the School of Medicine's Office of Multicultural Affairs and hosted 20 of Spelman College's Health Careers and Graduates Professional Program participants.

Sponsored three nursing students to attend AACN Student Policy Summit in Washington, DC.

Sponsored two students, who were accepted for podium presentations, to attend the 2023 NYU and Howard University's *Promoting Health Equity through Nursing Science: Pathways and Partnerships conference*.

Presented in collaboration with Spelman College at the 2023 NYU and Howard University's *Promoting Health Equity through Nursing Science: Pathways and Partnerships conference*.

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

Lara McGee, Interim Program Coordinator