



# BELONGING AT YALE

## Yale School of Nursing

### DIVERSITY, EQUITY + INCLUSION PLAN



#### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Ongoing comprehensive curricula reviews (CCR) across all academic programs will guide success in this action area. As gaps and areas for improvement are identified through a DEIB lens, steps will be taken to support the evolution of inclusive curricula.

CCR will be accompanied by ongoing anti-oppression andragogical training and development opportunities.



#### DIVERSITY OF THE YALE COMMUNITY

Intentionality in targeted recruiting, retention through distinct support systems, and advancing underrepresented faculty, staff, and students will continue to guide YSN's success in this action area.

In addition to diversifying the YSN community, efforts will focus on ongoing needs assessments, equitable interventions, and development and implementation of measurable actions that demonstrate regard for and advancement of all members of the community, including underrepresented members of the community. This action area seeks to cultivate a sense of belonging that fosters greater retention of individuals from underrepresented groups.



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

YSN will continue to examine policies to ensure equity in processes, procedures, and responses. Policy reviews seek to identify structural impediments that disproportionately impact marginalized faculty, students, staff, and alumni. YSN will consistently and actively engage in policy recommendations, implementing revisions as necessary.

YSN Deputy Title IX and Discrimination and Harassment Resource Coordinators will collaborate with counterparts across Yale to ensure that procedures are effective, and responsive to DEIB-related concerns.



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

The YSN community is committed to the ongoing development of faculty, staff, and students, and will continue to facilitate opportunities to improve skillsets for effective navigation of difficult conversations and experiences in ways that promote inclusive excellence.

The YSN community will engage its dynamic alumni on career and professional development opportunities.



#### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Members of the YSN community will endeavor to embed in its community high-level acknowledgement of efforts to advance DEIB.

The sense of ambient belonging will continue to be addressed through assessment of school environments and by ongoing evaluation of the YSN building structures and iconography to identify and address areas for improvement.



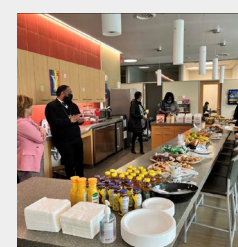
#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

The YSN DEIB plan includes specific key performance indicators and identifies accountable lead personnel and additional responsible parties for each action item. Processes for ensuring engagement by all accountable leads will be developed and implemented.

Consistent, intermittent check-ins with accountable leads will help inform measurement of progress, which will be regularly communicated to YSN faculty, staff, students, and alumni.

### ACCOMPLISHMENTS

1. A formal incident reporting and guidance process was developed for YSN.
2. Personnel who are accountable for the action items received consistent communication.
3. The YSN Curriculum Council developed and incorporated an expedited process to integrate structural competency principles into course objectives.
4. A menu of training options was rolled out in Spring 2022.
5. Inclusive classroom learning and equity principles for course design/pedagogical methods were included in a self-guided faculty course. The Associate Dean for Equity (ADE) convened a Racism in Nursing Strategic Initiative Development Group.
6. The ADE provided facilitated coaching for faculty on how to handle difficult conversations/hot moments in the classroom, and facilitated cultural intelligence, bias, and microaggressions workshops for faculty and staff. The ADE and Office of Diversity, Equity, and Inclusion re-launched the Inclusion, Equity, Actions, and Solutions (IDEAS) Council.



Community Breakfast



YSN Dean, Faculty, and Graduating Students

### PLANNING TEAM

- DR. ANGELA RICHARD-EAGLIN - LEAD; ASSOCIATE DEAN FOR EQUITY
- HEATHER REYNOLDS - ODEI STUDENT EQUITY COORDINATOR
- EDDIE QUILES - ODEI SR. ADMINISTRATIVE ASSISTANT

*"Yale School of Nursing commits as a whole community to DEIB work as the school enters its second century."*

**ANN KURTH '90 MSN, PHD, CNM, MPH, FAAN, FACNM**

*Dean and Linda Koch Lorimer Professor of Nursing*

*"Advancing equity and enriching a culture of inclusive excellence underpin DEIB priorities for the Yale School of Nursing."*

**ANGELA RICHARD-EAGLIN, DNP MSN, FNP-BC, CNE, FAANP, CDE**

*Associate Dean for Equity*

