

Summary of UMSN's Diversity, Equity & Inclusion Strategic Plan, 2016-2021

The School of Nursing's mandate of education, research, and service requires that we work continuously to foster an environment of equity and inclusion and a diverse community in our school. The profession of nursing further requires the ability to seek and create a caring connection with each patient. These rigors are the foundation on which we build our strategic plan for diversity, equity, and inclusion (DEI).

We view the implementation of our strategic plan as a robust process to further build community within the University of Michigan School of Nursing (UMSN) that strengthens the educational and workplace experience of all our students, faculty, staff and administrators and enables us to work towards a healthy population in the U. S. and globally. Building community is a philosophy, a perspective, and a set of behaviors that stretch the community to engage in a posture of inclusion – of people and ideas – that challenge our views and foster critical analyses. We anticipate that as we carry out this strategic plan – as we build community – we will be exposed to greater and wider examples of uniqueness within our citizenry whether of visible or invisible differences, of disclosed or undisclosed identities, and of perspective.

The health professions, and specifically nursing, have long recognized that improvement in health outcomes for all individuals is linked to addressing the social determinants of health: workforce diversity, health disparities, stress, and lack of access, resources, and opportunities.ⁱ The education of nurses and nursing students, the preparation of faculty and scholars, and the production of evidence and science that lead to the reduction of health disparities are methods to improve health outcomes for all. Supporting diversity, equity and inclusion is intrinsic to our scholarship and profession as well as essential to our school's infrastructure and management.

Goals of the five year plan fall under the following four categories:

- Recruitment, retention and development
- Education and scholarship
- Promoting an equitable and inclusive community
- Service

In the area of *recruitment, retention and development*, we aim to increase the number of people underrepresented in nursing (PUN)ⁱⁱ in our faculty, students, administrators, and staff populations, as well as to increase their retention and promotion/progression.

To address *education and scholarship*, goals focus on enhancing or creating new curricular requirements for students and providing opportunities for continuous learning and professional development for faculty and staff in DEI related topics.

To *promote an equitable and inclusive community*, goals are set to increase awareness of reporting mechanisms for instances of bias or discrimination, regularly hosting and promoting activities related to DEI concerns, and promoting attention to these activities or attendance at these events. We aspire to reach these goals inside and outside of class, in the clinical setting, and in our daily work environment.

Finally, as *service*, UMSN will improve methods for collecting and integrating feedback from our community and improve access to counseling prospective students and parents.

UMSN developed this strategic plan with leadership from President Schlissel and in common cause with all of the other units on campus. Collectively, we work with these definitions:

Diversity: We commit to celebrating and increasing diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual identity, socio-economic status, language, culture, national origin, religious commitments, age, ability status, and political perspective. We further commit to the creation of a culture in which all of these difference are respected and treated with dignity.

Equity: We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of equal opportunity for all persons and do not discrimination on the basis of race, color, national origin, age, marital status, gender, gender identity and expression, sexual identity, ability status, religion, height, weight, or veteran status.

Inclusion: We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion and can exercise their right to be treated with dignity. We know that by building a critical mass of people underrepresented in academia and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

UMSN welcomes the increased focus on efforts to support DEI. Diversity, equity and inclusion is intrinsic to our scholarship and profession as well as essential to our infrastructure and management. We seek, with this plan, to further build a culture of inclusivity by modeling a set of behaviors and an institutional viewpoint that actively seeks to represent the uniqueness of all persons and encourages community among us.

ⁱ Nursing in 3D: Workforce Diversity, Health Disparities, and Social Determinants of Health, HRSA, Bethesda, MD; Institute of Medicine: Capturing Social and Behavioral Domains in Electronic Health Records: Phase 1. Washington, DC: The National Academies Press, 2014.

ⁱⁱ People underrepresented in nursing include, but not limited to: *persons from African American, Asian, Hispanic, Native American descent, and other cultures; and males not limited to but specifically from PUN*. We also seek to expand opportunities to persons from working-class and low-income communities, 1st generation college-bound persons, health professional shortage areas, medically underserved areas (e.g., rural and inner-city areas) We use this metric throughout the strategic plan because it is most relevant to our field.