

Utilization of DEI Teaching Strategies in a Diverse, Urban University For Pre-licensure Nursing Students

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INTRODUCTION

Nursing education is in a crucial time to address the initiatives of Diversity, Equity and Inclusion (DEI) into their programs and curriculum. DEI initiatives are essential for preparing and educating nursing students to provide high quality care to diverse client populations. Nursing organizations such as the American Nurses Association (ANA), have addressed and set standards to incorporate the importance of cultural competence and diversity in nursing practice. The National League of Nursing (NLN) stresses the importance of DEI education in nursing by establishing DEI competencies and resources to assist nursing faculty integrate DEI content into their curricula.

The incorporation of DEI strategies into nursing education is important for several reasons. The US population is becoming increasingly diverse with growing number of people from different cultures, races, ethnicities, and linguistic backgrounds. Racial and ethnic minorities experience disproportionate health disparities which must be addressed by the nursing profession. Nursing students must be educated on how to care for vulnerable and marginalized populations including LGBTQIA+, disabilities, and those from different religious and cultural backgrounds. Threading the concepts of DEI into nursing curricula can help nursing students gain insight and knowledge to providing care to clients that is safe, competent and culturally sensitive.

BACKGROUND

St. John's University B.S. in Nursing Program is located in the heart of Queens, NY. The borough of Queens is the most ethnically diverse urban area in the world with over 160 languages spoken. As a diverse institution, we are suited to meet the challenge of AACN's call for diversity in the nursing workforce. In the development of our nursing curriculum, we have incorporated our methods of teaching and learning based on the theory of Transcultural Nursing by Dr. Madeline Leininger. Our purpose is to educate our diverse nursing students in the concepts of DEI and provide knowledge and insight as to how these concepts impact the Social Determinants of Health and their effect on the health and wellness outcomes of the populations. Because our student body is so diverse, our goal is to promote a sense of belonging within our program and the College.

CONCLUSION

Incorporation of strategies for diversity, inclusion and inclusion in nursing curriculum is crucial for preparing future nurses to provide evidence based, quality care to patients and communities. By integrating the principles of DEI, nursing students can develop cultural competence, critical thinking, and empathy enabling them to address health disparities and inequities. An education which includes DEI helps nursing students to understand the social determinants of health, bias, and power dynamics, fostering a more inclusive and compassionate approach to nursing practice. By prioritizing DEI in nursing education, we can cultivate a workforce that delivers client centered care, advances health equity and promotes social justice.



REFERENCES AND CONTACT INFORMATION

