

Committing to a culture of equity, diversity and inclusion: Building a pathway towards the development of culturally competent nurses.

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Background

Educational institutions continue to be called upon to acknowledge their role in colonization. Despite professional obligations, most health professional programs are criticized for their inattention to issues of racism and equity. The UBC Okanagan BSN program has historically focused largely on western biomedical healthcare models and theories, with minimal content on decolonizing, anti-racism practices, understanding their role of social position and power as nurses, and delivering culturally safe nursing care to Indigenous, Black, People of Colour, or those who identify as 2SLGBTQIA+.

"Because of the lack of diversity, I've gone through the program experiencing ignorance and microaggressions every single day."
BSN graduate student 2020

Project Goals

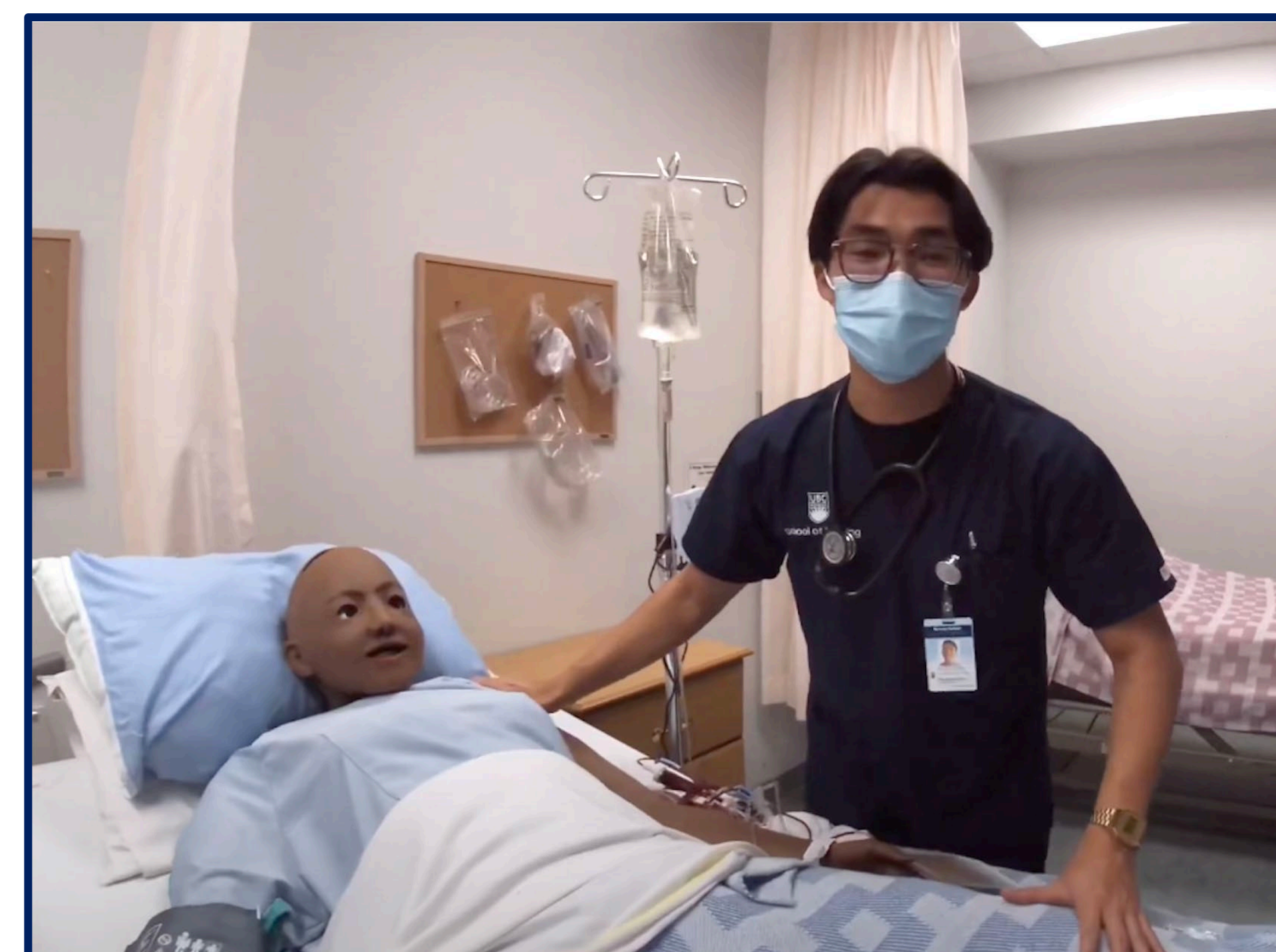
Facilitate the development of culturally competent BSN graduates by:

- 1) Undergoing a critical analysis of the curriculum to incorporate foundational learning outcomes that explicitly address equity, diversity and inclusion (EDI).
- 2) Providing equity and inclusion training for teachers.
- 3) Ensuring that the School of Nursing (SoN) has the educational resources available to support a truly inclusive, diverse and equitable curriculum.

1. Curriculum Revisions

- The SoN Equity and Social Justice Committee, in consultation with SoN faculty, conducted a full review of the BSN program using an equity and anti-racism lens.
- BSN NRSNG courses are now required to have a minimum of one learning outcome that explicitly and intentionally addresses equity, anti-racism and/or anti-oppression.
- In the process of evaluating the impact of these learning objectives.
- Next steps include a full review of the MSN curriculum using a similar process.

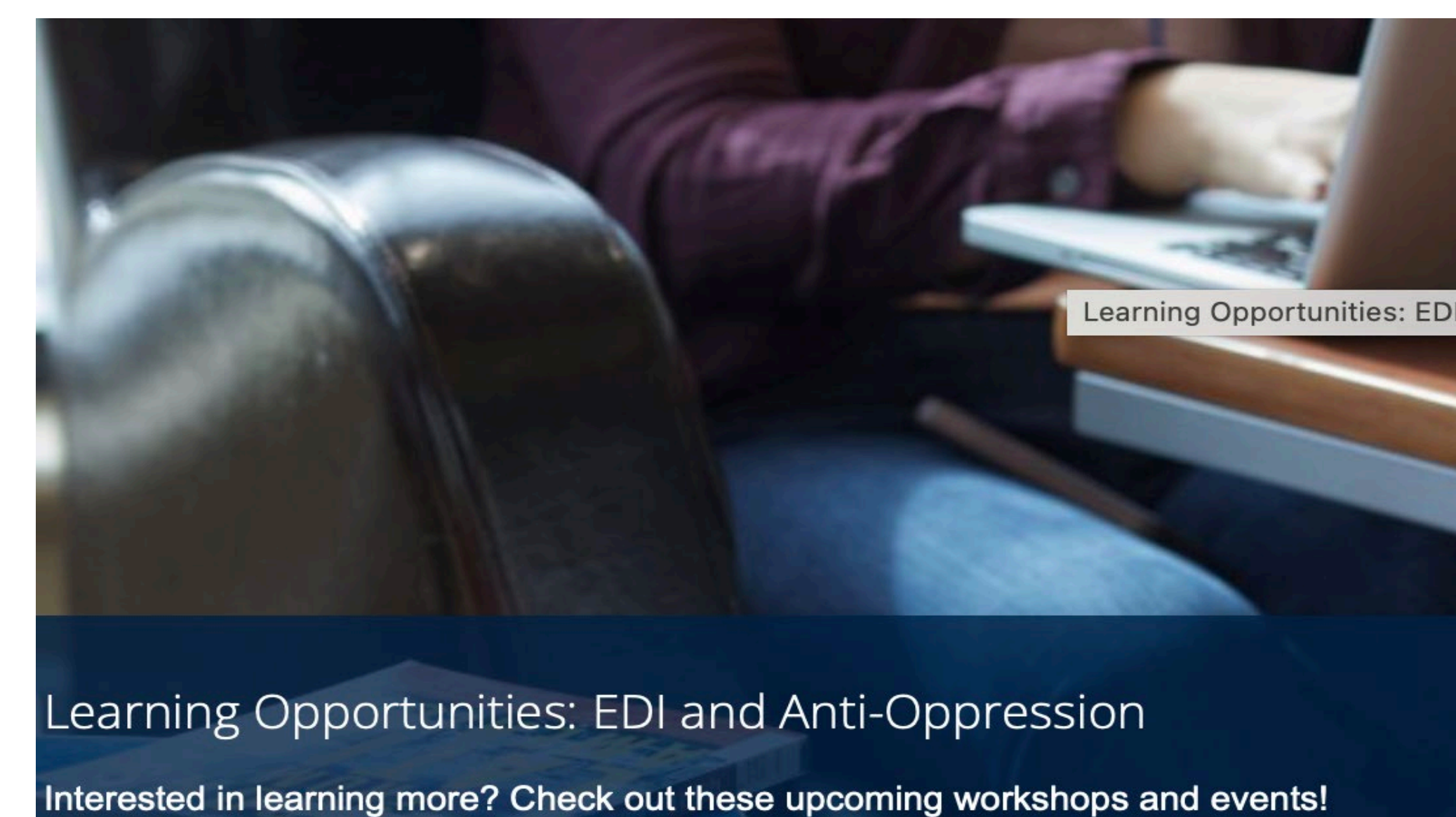
"I'm genuinely happy and proud to be part of a school that strives to educate its students on racial injustices and offer perspectives from non-white significant figures within the history of Nursing. As someone who is part of the BIPOC community, thank you for seeing me. Thank you for hearing my voice."
Year 1 student 2021/22



Project Deliverables

2. Continuing Education

- The Faculty has developed an equity website that provides resources and training for faculty, staff and students: <https://fhds.ok.ubc.ca/equity/>.
- Professional development opportunities for all faculty and instructors have been implemented. Examples have included, the delivery of cultural safety modules (led by Okanagan Syilx Elders), equity training workshops, EDI lunch and learns, and EDI monthly updates.
- Equity training workshops led to a series of critically reflective dialogues to decolonize the curriculum and ensuring cultural competencies are threaded through the BSN program.



Acknowledgments

- This project is funded by the ALT 2040 Learning Transformations Fund.
- We are thankful to the students who inspired this project and to our colleagues who actively contribute to this meaningful work.

3. Scholarly Outputs

- Disseminated findings at three (3) peer reviewed nursing conferences (i.e., local, national & international). Conference themes focused on anti-racism and educational pedagogies to create safer teaching and learning spaces.
- Conducted a scoping review. Manuscript submitted to a peer reviewed journal.
- Critical discourse research project completed with first year nursing educators on cultural safety. Manuscript in process.
- All scholarly activities included student participation as research assistants and co-authors.

Lessons Learned

- We acknowledge that this work needs to be a collective effort and that it is an ongoing process.
- Educators and students need a common understanding of inclusive language and guiding principles.

Moving Forward

- Complete of a fulsome evaluation on the impact of the revised learning outcomes.
- Continue to work with educators to ensure they are adequately addressing and evaluating the learning outcomes.
- Continue to provide opportunities for professional development.