Organizational Advances

New Participatory Structures for Implementation and Steering

During Year 1 over 65 students, faculty, and staff contributed to the evaluation of DEI work at SON and identification of priorities for Year 2. Committees focused on:

- DEI Plan Implementation
- Recruitment and Retention
- Mapping/Visualizing DEI at SON
- DEI Events, Programs and Professional Development

Year 2 committees include a newly established DEI Student Advisory Group and Faculty and Staff Advisory Group.

New Recruitment and Retention Strategies

During Year 1 and continuing into Year 2:

- Increased resources for recruitment at HBCU's and minority serving institutions as well as new community colleges and high schools around Michigan.
- The addition of Chief Inclusion Officer to all student admissions committees and high-level search committees.
- Additional training and evaluation strategies for faculty and staff searches.

New Opportunities for Acknowledging Faculty, Staff, and Student DEI Commitments.

- Faculty staff can list DEI relevant activities and projects in faculty productivity forms and staff evaluations.
- Moving into Year 2 a newly established Nursing Gateways Fellowship will award scholarships to students who pursue critical questions related to DEI in scholarship on Nursing.

New Mechanisms for DEI Data Collection

- Dashboards developed to track changes over time in the demographic diversity of students, faculty, and staff in various phases of the application and interview process.
- Faculty and staff data tracking via self-evaluations to understand and tightly pair DEI strategy with self-identified needs as they may change over time.
- Commitment to spend additional time Year 2 identifying additional opportunities for assessment within the mainstream processes of the School.

New DEI Positions

Rushika Patel PhD
Chief Inclusion Officer

- Evaluating and strategizing DEI work across all student, faculty, and staff domains and functions.
- Resource for support, guidance, and training for individuals and groups.
- Senior level leadership position.

Vidhya Aravind DEI GSSA

- Funded through awarded grant from Rackham for one of 6 GSSA positions
- A trans woman of color, whose background is in social justice education and organizing
- Developing a comprehensive professional development program
- Facilitating training workshops and dialogues around inclusion
- Collecting, vetting, and writing inclusion resources for classroom instructors

Kevin Leeser BSN DEI GSSA

- U of M graduate of the Second Career Nursing Program (2012)
- Initial career took him all over the world as a documentary film maker
- Enrolled in the School of Nursing MSN Systems, Population and Leadership
- Disaster Relief and helping the underserved in the field is his passion
- Heading Story Slam, a project showcasing the many underrepresented voices at UMSN

New DEI Positions

By Dr. Rushika Patel, Vidhya Aravind, & Kevin Leeser

Diversity, Equity & Inclusion
Year 1 at School of Nursing