



# Duke Health

## *Moments to Movement* Town Hall

Duke University School of Nursing spotlight  
November 2, 2020





## Advancing Health Together

### *Moments to Movement:* Advancing Racial, Social and Health Equity

PEOPLE & ENVIRONMENT Sustain a place where everyone thrives and is valued	PATIENT CARE Deliver tomorrow's health care today	RESEARCH Accelerate research and its translation	EDUCATION Create education that is transforming	COMMUNITY HEALTH Build healthy communities
<b>Goals</b> <ul style="list-style-type: none"><li>• Establish a differentiating vision and ensure values align.</li><li>• Strengthen leadership capabilities to engage and connect with team members.</li><li>• Ensure systems, policies and procedures promote the desired culture.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Establish health equity as a “mission critical” element of our quality work.</li><li>• Eliminate inequities in clinical care.</li><li>• Reduce social barriers to a healthy life through population health management.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Engage community members as equitable partners in research.</li><li>• Build anti-racist and health equity processes into our research systems and enhance diversity in research participation.</li><li>• Promote translation of evidence-based scientific discoveries to improve minority health.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Implement holistic admissions process for all academic programs.</li><li>• Train current and future health professions workforce that is intentionally anti-racist and anti-bias.</li><li>• Advance future careers in science and technology among underrepresented groups.</li></ul>	<b>Goals</b> <ul style="list-style-type: none"><li>• Improve socioeconomic determinants of health through Healthy Durham and other partnerships.</li><li>• Advance health equity, racial equity and social justice through community engagement.</li><li>• Enhance behavioral health and well-being for all in the communities we serve.</li></ul>



# Duke University School of Nursing Moments to Movement Plans

# DUSON M2M Racial Justice Plan: Purpose



1

Eliminate systemic and systematic practices of racism which have fostered structural inequalities, challenges and deficiencies in DUSON.

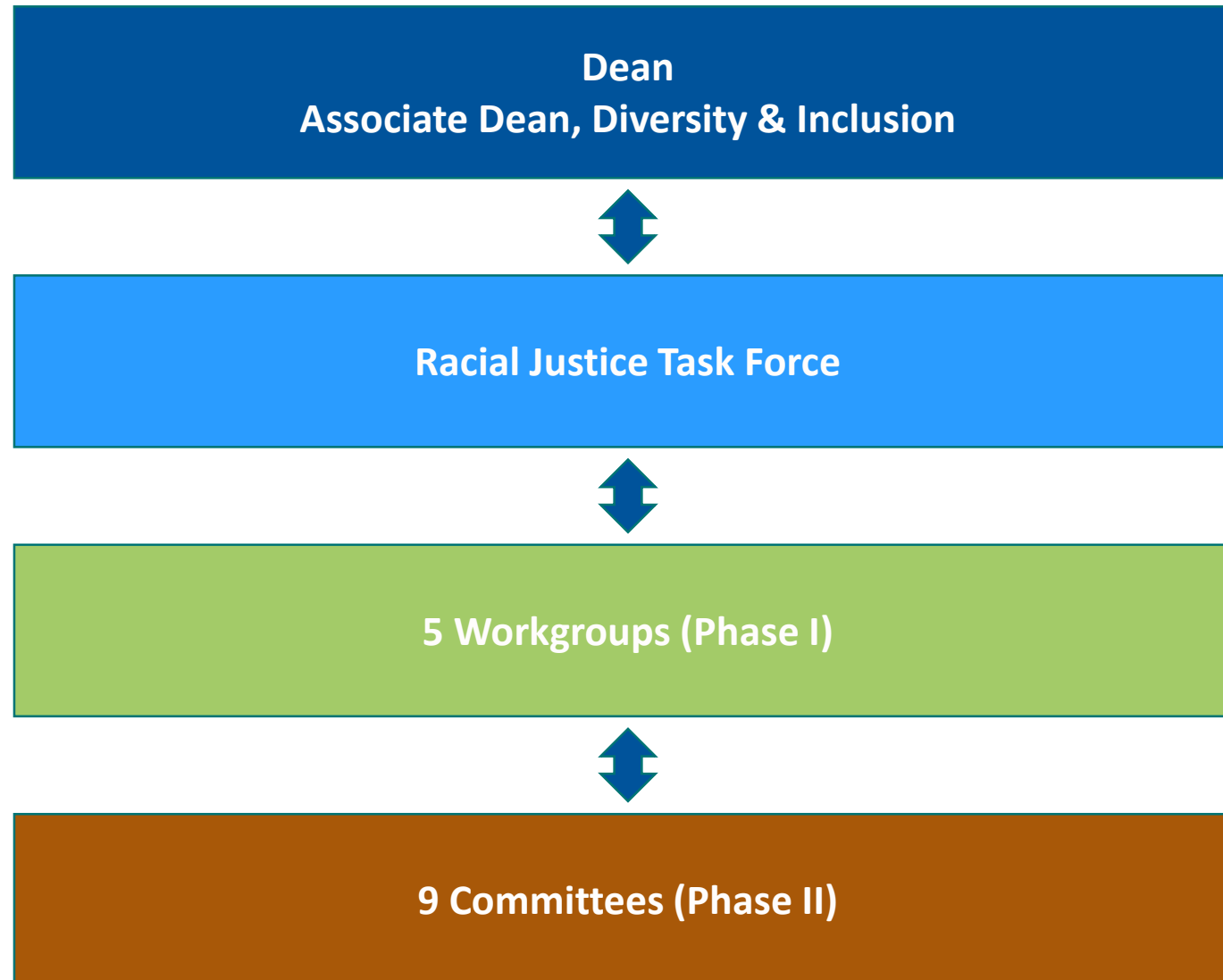
2

Target the distribution of resources and access to opportunity to racial groups that have experienced systemic and institutional discrimination and oppression.

3

Create new systems, policies, and practices that institutionalize equity and support sustainable, transformational change.

# DUSON M2M Racial Justice Frame: Structure





## Recommendation Development

5 Racial Justice Taskforce workgroups developed after clustering problems identified

Ongoing community engagement

Recommendations developed and submitted to Chancellor Washington

# Racial Justice Framework: Phase 2 (Sept 2020 – Oct 2021)



## Recommendation Development

### Strategy Development

9 Racial Justice Taskforce committees developed

Charged with developing strategies, timelines, budget and metrics

Ongoing community engagement with process







# Educational Practices for Equity

## Objectives

- Understand educational practices that currently exist in all DUSON curricula to increase the understanding of racism and racial inequities past and present
- Determine effective processes for managing micro and macro aggressions in all DUSON learning environments



# Educational Practices for Equity

## Recommendations

- Create a DUSON-wide and community-partner compact that clearly outlines our individual and collective commitment to identify and address bias, racism, and microaggressions
- **Intentionally include curricular content that addresses bias, racism, microaggressions, health disparities, and antiracist training in every semester of every DUSON program of study**
- **Provide each CI/preceptor/faculty member/staff member with training on how to recognize/address microaggressions, bias, and racism**
- Develop an organized formal system to hold faculty, clinical instructors, lab instructors, staff and preceptors accountable for behavior that is micro-/macro-aggressive, biased and racist
- Create a clear screening/reporting process for HR to evaluate and address reports of microaggressions, bias or racism



# Sense of Belonging

## Objectives

- Understand current problems related to resource allocation for minority students
- Understand barriers to sense of belonging/socialization and retaining minority students

# Sense of Belonging

## Recommendations



- Assess how the lack of a “sense of belonging” is affecting student retention or delaying program completion
- **Support activities for diverse student groups that provide opportunities for students to develop a sense of belonging**
- Facilitate development of “student belonging” informed by staff, faculty and students at DUSON
- Provide faculty, staff and students with educational and other resources that promote mentoring relationships
- Create a formal committee of staff, students and faculty with additional training in racial justice and mediation techniques, for students to use to de-escalate situations between parties perceiving racial bias
- Increase awareness of what we want the narrative at DUSON to be
- Expand the services of student success center to assist with academic progress and success and make it a hub for students to obtain resources
- Develop the structure/framework to support the advisement and mentoring needs of students within the student success center
- **Create a formal reporting system that allows students to report any harassment or discrimination they have experience or observed, and develop a comprehensive, accountable, and transparent process for undertaking investigations**



# Accountability

## Objectives

- Examine our practices of holding community members responsible for racial injustices in all programs and settings
- Determine practices to ensure that community members continue racial justice knowledge development



# Accountability

## Recommendations

- **Develop a process for holding all community members accountable for racial justice behavior during their annual/semester evaluations**
- Develop a process for evaluating all community members' participation in annual training/semester activities as part of their annual evaluation
- **Develop alternate approaches for managing injustices as they occur**

# DUSON's Parallel Racial Justice Work



## EDUCATION

Prepare nursing leaders  
who will shape the future

**Goal:** Create a diverse, inclusive and equitable *learning* environment within our academic programs and the DUSON Academic Affairs

- Curricular review for evidence of bias
- Strengthen holistic admissions process in all programs
- Expand offerings of Student Services Center for BIPOC students
- Evaluation of diversity, social justice and anti-racism in all simulations
- Mentor faculty for manuscript development and educational research projects r/t diversity, equity & inclusion

## RESEARCH

Lead and accelerate nursing science  
and its translation

### Goals

- Generate new knowledge on interventions that prevent health disparities and promote health and scientific equity, especially for underrepresented groups in research
- Engage community members as equitable partners and ensure SON research benefits the communities
- Embed a racial equity lens throughout the research lifecycle
- Build anti-racist and health equity processes into our research systems to eliminate bias in data collection, analysis, and reporting and improve the participant experience

## DEVELOPMENT & ALUMNI AFFAIRS

### Commitments

- I. Team Commitment
- II. Understanding our Alumni Population
- III. Reflecting Diversity of our Alumni Population on Volunteer Boards
- IV. Inclusive Engagement Strategies
- V. Developing Fundraising Opportunities

# Racial Justice Framework: Phase 3 (Oct 2021 – )



Recommendation Development

Strategy Development

Implementation

The Racial Justice Implementation Team will be charged with implementation and evaluation of the designed strategies.

The charge for Phase 3 will be developed after conversations with the current RJTF and community.



# Thank you to our DUSON Community



## Racial Justice Task Force

*Chip Bailey • Lacrechia Bell • Corey Brown • Sofia Mendoza Bruno • Ebony Burns • Michael Cary • Nicole Caviness-Ashe • Vivian Nwahiri-Chimexie • Nancy Crego • Maralis Mercado Emerson • Christian Falyar • Nicole Forlan • Angie Keith • Isaac Lipkus • Najla McClain • Heather Mountz • Molly Petri • Monica Russell • Valerie Sabol • Rosa Solorzano • Dori Steinberg • Hideyo Tsumura • Diane Uzarski • Tedrick Vernon • Qing Yang*

## Racial Justice Committees (October – January)

*Jacqueline Allen • Crystal Arthur • Cherie Barnes • Lacrechia Bell • Jill Brennan-Cook • Ebony Burns • Nicole Calhoun • Miram Camacho Stokes • Danett Cantey • Michael Cary • Charnetta Cooper • Jill Cordell • Nancy Crego • Shydai Dean • Sharron Docherty • Bonita Douglas • Christian Falyar • Nicole Forlan • Stephanie Gedzyk-Nieman • Alex Gualtieri • Michelle Hartman • Janice Humphreys • Carrie Isley • Tomi Jegede • Ragan Johnson • Ryan Jones • Harmeet Kaur • Mariam Kayle • Vickey Keathley • Angie Keith • Amie Koch • Annette Lancaster • Lisa Lewis • Amanda Lund • Jessica Marcello • Bintou Marong • Najla McClain • Kara McGee • Sofia Mendoza • Jen Meyer Dare • Anthony Morrow • Heather Mountz • Chris Muckler • Brooke Murphy • Carla Nichols • Vivian Nwahiri-Chimezie • Tolu Oyesanya • Iris Padilla • Michele Palopli • Wei Pan • Wendy Perry • Beth Phillips • Jessica Pitman • Holly Porter • Angela Richard-Eaglin • Rose Roark • Ernie Rushing • Valerie Sabol • Malissa Sampson • Lemuel Scott • Sophia Smith • Tony Snipes • Anita Stallings • Eleanor Stevenson • Malinda Teague • Carolina Tennyson • Roy Thompson • Maya Tureaud • Sarah Vega • Michelle Webb • Katelyn Yanes*



Jackie Shelton Green  
North Carolina's Ninth Poet Laureate

this i know for sure

we are the breath

the skin

the muscles

the heart

the hands

the unmeasurable bones

whispering across the atlantic ocean

From *The River Speaks of Thirst*

# QUESTIONS & ANSWERS

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To submit your questions:

**Q&A function at the bottom of the Zoom**

or

**Email [M2M@duke.edu](mailto:M2M@duke.edu)**