



COLLEGE OF NURSING

College Of Nursing Diversity: Philosophy, Goals and Initiatives

Philosophy:

The College of Nursing embraces differences in ideas, and acknowledges the value of learning, working, and social experiences that promote acceptance of human diversity related to age, color, ethnicity, gender, religion, disability, socio-economic status, sexual orientation, gender identity, race, and national origin. Within this framework, a diversity of engagements will foster faculty, staff, and student respect for each other. The College of Nursing is committed to creating a learning environment where students provide healthcare for diverse populations in a spectrum of settings.

Goals and Initiatives:

1. **Goal:** Continually strives to create a welcoming atmosphere to learn and develop cultural competency.

Initiatives:

- a. Assure staff and faculty complete university diversity training
- b. Engage students, staff, and faculty in community outreach with partner agencies

2. **Goal:** Assure students gain a broad understanding of the needs and the potentials of diverse populations.

Initiatives:

- a. Introduce students to concepts of diversity within the profession
- b. Provide supervised opportunities for therapeutic communication
- c. Involve students in interdisciplinary healthcare interactions
- d. Seek diversity in clinical populations (underrepresented, underserved, transcultural)

3. **Goal:** Continue to attract and retain a diverse student, staff, and faculty population.

Initiatives:

- a. Assess opportunities to promote nursing regionally that serve a variety of learner populations
- b. Continue to develop an understanding of our populations and what fosters success and retention in the major
- c. Develop a social organization that provides role modeling and mentoring
- d. Assure that information regarding open positions is widely disseminated to include diverse and special population media
- e. Initiate a diversity committee comprised of students, faculty, staff, and alumni to assist with assessment and diversity program development

4. **Goal:** Develop and strengthen partnerships with diverse communities in Ohio and globally

Initiatives:

- a. Seek clinical placements in diverse communities (i.e. migrant families, mission work, potentially foreign countries/sister campuses) as well as seek opportunities for faculty practice in these same communities
- b. Work closely with initiatives on Main Campus

For further inclusion in this report and for the website:

1. Specific recruitment efforts for students Undergraduate and Graduate
2. Tables containing student demographics related to diversity

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