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Offering a Path to Success for Everyone: Creating an Inclusive Environment in Nursing Education

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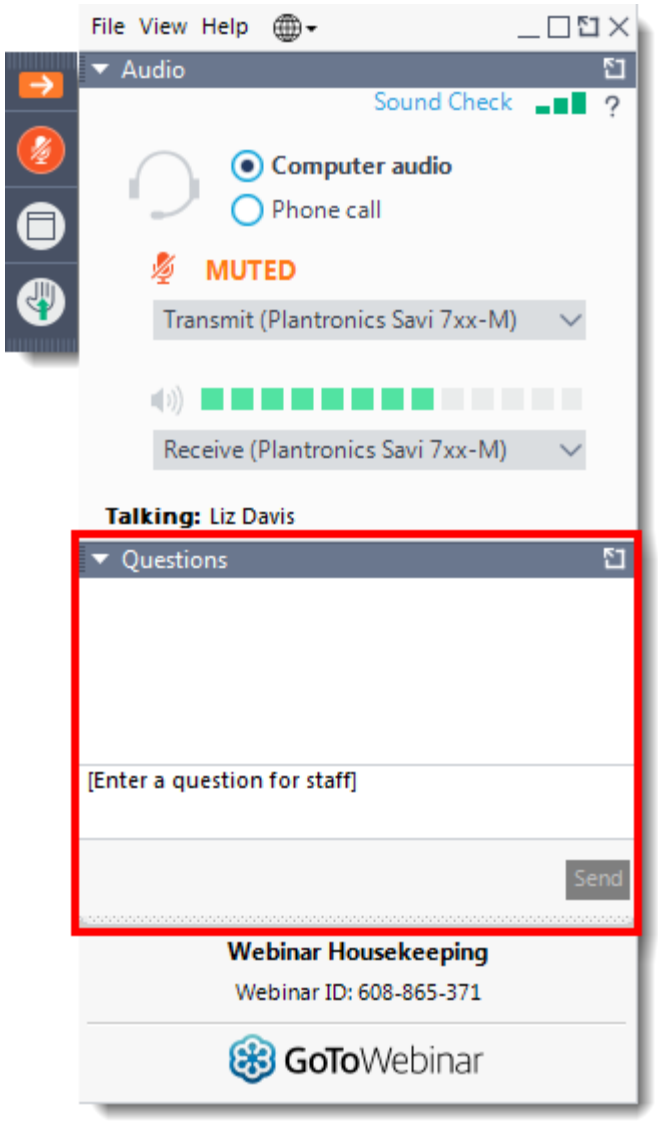

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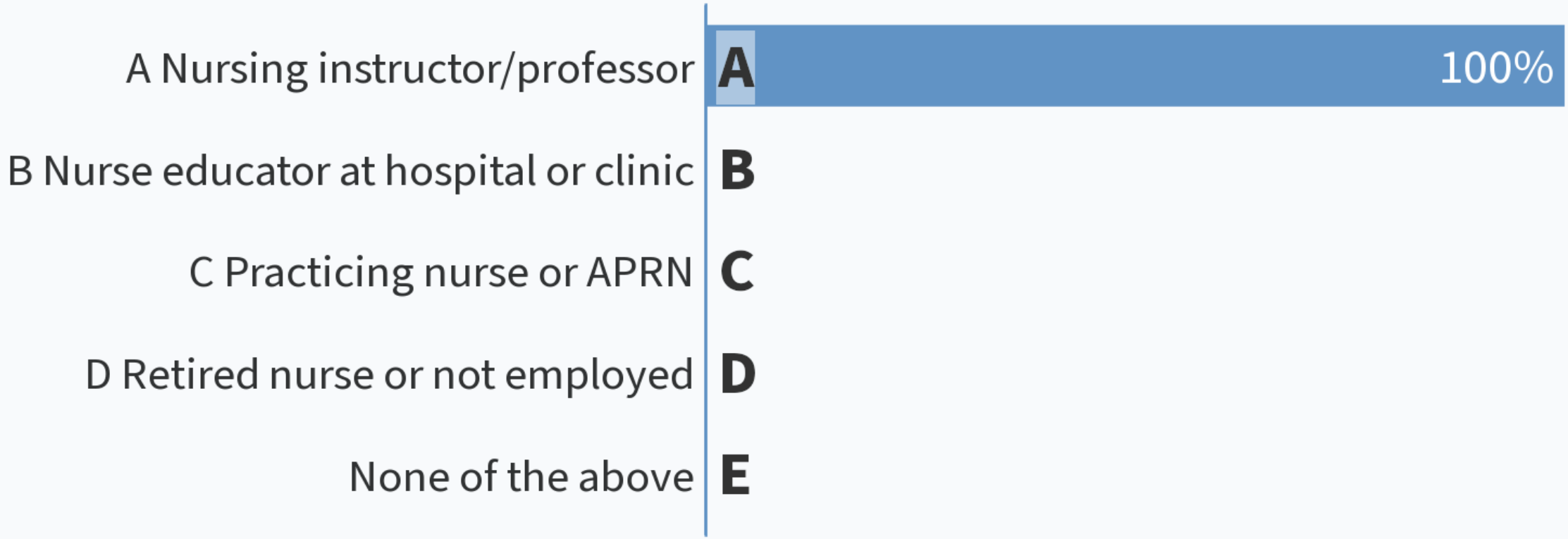

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Learning Outcomes

By the end of this presentation the learner will be able to…

1. Identify the necessity to purposefully create an inclusive learning environment in a nursing education.
2. Recognize potential roadblocks to inclusivity in current practices in nursing education.
3. Learn strategies to constructing an inclusive learning environment to implement in their own practice to foster success for all nursing students.

What is inclusion?

the practice of providing equal access to opportunities and resources for **all** people

Why is inclusion important in nursing education?

National drop out rate for all nursing programs is 20% in U.S.-most in 1st semester (NLN, 2019)

By 2022, it is predicted a need for 1,000,000 new nursing graduates in U.S. (ANA, 2019)

By 2030, there is a projected shortage of 5.7 million nurses globally (WHO, 2021)

Why is inclusion important in nursing education?

Students from all underrepresented racial groups in a nursing major was 36.5% in U.S. in Fall of 2020 (AACN, 2021)

Male students in nursing were 10.8% in U.S. and 9.8% internationally in 2020 (AACN, 2021; WHO, 2020)

Creating inclusive and diverse nursing education classrooms is important to a diverse workforce and solving health inequities (NLN, 2016)

What are some roadblocks to fostering inclusion?

Roadblock # 1: Not Knowing Thyself

- What thoughts come to your mind?

- What assumptions do you have about this
- student's ability to learn?

- Do you think this student will perform well in
  - class?

- Do you think this student will be a
- successful nurse?

Our Biases lead to Micro-Inequities

Ways in which people are singled out, overlooked, ignored or otherwise discounted

Examples:

- Ignoring a student when they raise their hand or email you
- Calling a student by another student's name who is the same ethnicity
- Being on your phone or looking at your watch while someone else is speaking
- Tells "inside jokes"-known intent of joke is only for certain groups of people

Our Biases Lead to Micro-Inequities

- Applauding a male student for paraphrasing the same thing a female student just said
- Using a light-hearted greeting for one student by not for another student
- Sayings like “You should know better” or “This is so simple everyone should know this”
- Making broad statements in class about groups of people

Effects of Our Micro-Inequities

- Students do not participate
- Do not have relationships with faculty or other students
- Verbalize that they feel discriminated against
- Quit trying hard on assignments
- Students “feel invisible” or “less than”
- Withdraw from program

Roadblock #2: Not Fostering Collaboration

- Fostering social connectedness among students is essential to creating an inclusive environment

Successful collaboration **does not happen by accident** or by simply putting people together in groups

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Which answer best describes how you divide your students for group work or assignments?

- A Biographical differences
- B Alphabetical order
- C Eenie meenie minee mo
- D Count 1, 2, 3, 4
- E I don't use group work or assignments

Total Results: 0

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Current methods of creating groups…

- Keep students together by clinical groups
- Randomized by computer
- Count off “1, 2, 3…” or number off of sheet
- Boys on one side and girls on the other
- Alphabetical order
- Students pick their own groups or partners

Ways group work is commonly assigned…

- Offer objectives to guide the assignment
- Rubric for the entire assignment
- Give timeline for the assignment to be finished
- Write instructions to do the assignment
- Suggest resources to use for the assignment

- **Notice the common word…all about the ASSIGNMENT.**

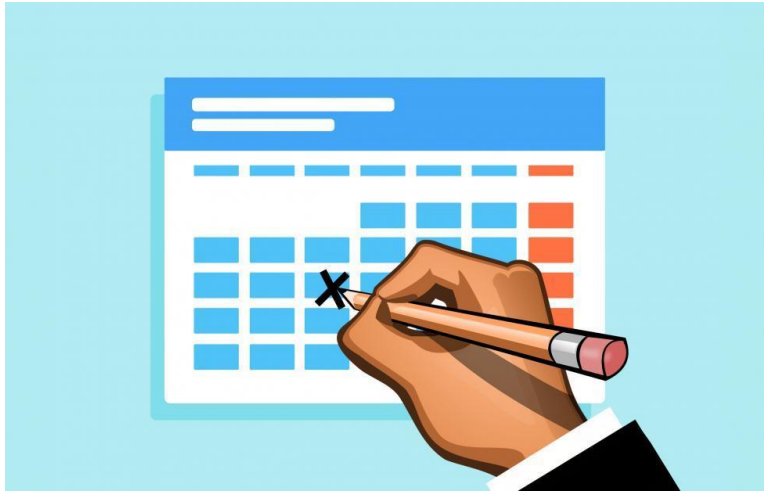
Roadblock #3: Distant Faculty

- In a qualitative study by Elkins, 2020, BSN nursing students cited the following reasons they perceived they were unsuccessful:
  - Lack of support from faculty
  - Lack of relationship with faculty

Do you…..?

- Not have office hours (by appointment only)
- Have policies on when to contact faculty
- Not return emails or phone calls or do it late
- Have a personality that is “unapproachable”
- Interact with students inside and outside of class
- Reach out to students
- Behave uncivilly

Roadblock #4 High Stake Policies



Other Roadblocks…

- High stakes standardized testing
- Abbreviations/medical terminology
- No active learning
- Poor access to textbooks
- Lexile score of textbooks to high
- Not allowing student to record
- No mentorship program
- 3 R’s help (writing, reading and arithmetic/math)
- Too much change
- No mention of other people groups that nuclear, white, American family

What are some practical ways to foster inclusion in your classroom?

Detour #1: Know Thyself

- Do an assessment of yourself
- Listen to what you are thinking and saying about others-What stereotypes do you believe?
- Challenge the thoughts
- Realize everyone is not like you
- Watch your repeated phrases and words
- Read about micro-inequities and micro-aggressions
- Watch making “blanket statements” about groups of people

Detour #2 Foster Collaboration

- Create purposefully diverse groups
- Give rubrics that outline components of collaboration and gives grades for collaboration
- Check in on their progress often
- Use a pre and post collaboration agreement contract as part of their grade
- Give an anonymous midterm survey

Detour #3 Faculty Presence

- Set office hours
- Set virtual open hours
- Send out a weekly email
- Respond to emails and calls ASAP
- Come early to class or stay late
- Respond to discussion posts
- Give prompt feedback
- Be a student of your students

Detour #4 Turn down the high-stake policies

- Create program late policies that are forgiving
  - Class
  - Clinical
  - Tests
  - Assignments
- Make policies for body art that are realistic-talk with clinical partners
- Evaluate high stakes standardized testing use

Other Detours to foster inclusion….

- Examine high-stake test, assignment, exam policies
- Give resources for medical terminology, avoid abbreviations
- Use teaching strategies that reach all styles of learning
- Evaluate the costs of textbooks and resources you are having students buy
- Allow students to record you

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Do you allow students to record you?

Yes

No

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Other Detours to foster inclusion….

- Work on a mentorship program for your students
- Be aware students may have difficulties with 3 Rs, partner with other schools
- Keep changes to a minimum and when you do change, keep damages to a minimum
- Include all people groups in case studies, examples, storytelling
- Watch use of pronouns (she for a nurse, he for a physician, etc.)

Why is inclusion important to me?

From this presentation, what will you implement in your practice as an educator in one word to be more inclusive?

yes

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Questions??

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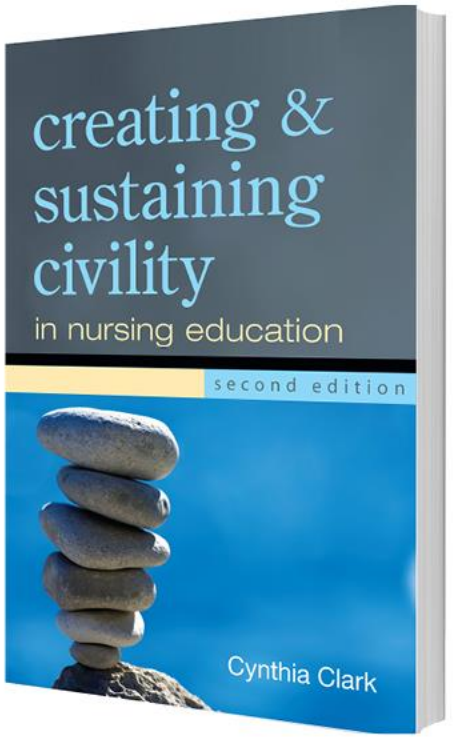

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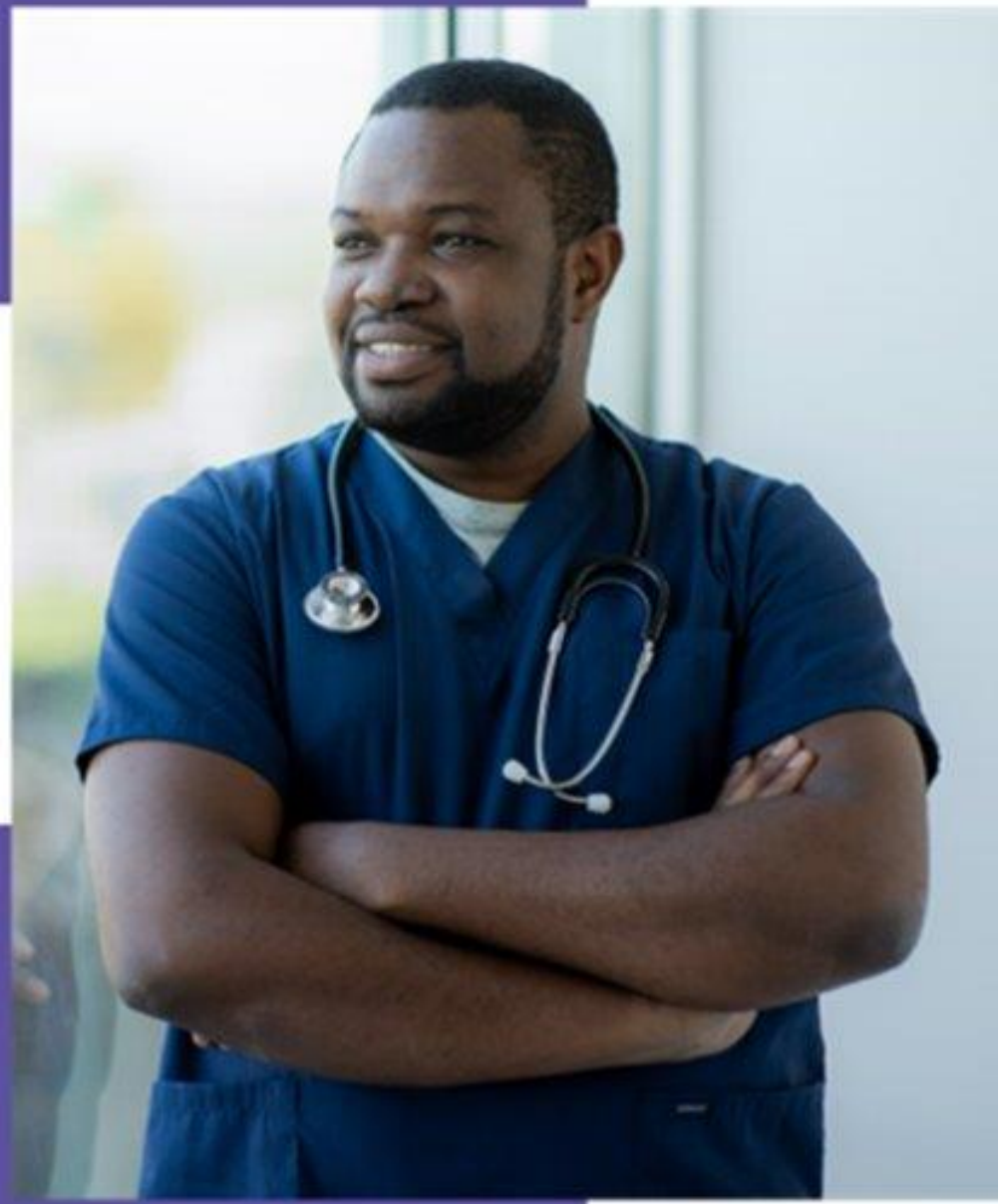

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