

# Marking the Moment: DUSON’s Racial Justice Framework

## Executive Summary

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The School of Nursing Strategic Plan 2016-2021 People & Environment pillar outlined goals and strategies to address our challenges associated with diversity and inclusion. Several goals and strategies were identified as priorities:

1. Advance all dimensions of diversity and inclusiveness as essential components of excellence at DUSON, and
2. Cultivate a culture that recognizes and respects the contributions and role of every individual at DUSON.

Since 2016, our community has worked diligently to advance these goals, and an infrastructure was developed to support these goals. The school’s Office of Diversity and Inclusion, along with its advisory committee, the Faculty Governance Association (FGA) Diversity and Inclusion Committee, and several strategic plan committees have worked to advance these strategies. We are proud of our progress as a community, recognizing that opportunities exist for the challenges that remain.

DUSON’s newly formed Racial Justice Task Force, in collaboration with the Dean’s Office and Office of Diversity and Inclusion, convened in July, 2020 to specifically address racial justice at DUSON. The task force assembled to respond to both President Price’s call to action, and Chancellor Gene Washington’s Marking the Moment initiative. As an organization, we are examining our educational, research and administrative practices within our school that disadvantage individuals and groups from equitable access, successful advancement, and feeling a sense of belonging.

Twenty-six students, faculty and staff were invited as active participants in the newly formed task force, with the goal to develop preliminary racial justice recommendations prior to September 1, 2020. The planning team defined racial injustice, developed guiding principles, and outlined the process and timeline for our phased work. Phase I (July – August 2020) planned for problem identification and preliminary recommendation development, while Phase II (Sept 2020 – March 2021) would allow for workgroup expansion, strategy and metric development, and prioritization.

In July 2020, the task force began an initial problem identification phase using the Design Thinking framework, seeking input from the entire DUSON community, as well as identifying existing data that was needed to determine our challenging areas. The task force planning team then formed these five workgroups, named by identifying and grouping common themes:

<b>Workgroup</b>	<b>Purpose</b>
Antiracism and Racial Justice Education	<i>Promoting a racially just environment at DUSON</i>
Student Admission, Sense of Belonging & Resources	<i>Increase equity across all programs for admissions, resources and sense of belonging</i>

Accountability	<i>Holding individuals responsible for individual development and behavior change related to racial justice</i>
Recruitment, Hiring, Advancement and Retention (Faculty and Staff)	<i>Creating and supporting a diverse workforce</i>
Educational Practices For Equity	<i>Plan to enhance curricular, simulation and clinical education content to promote racial equity across programs</i>

All task force members participated on a workgroup; each workgroup has a charter, objectives and key questions to be asked. The workgroups began with an aggressive timeline of three short weeks to develop preliminary draft recommendations that were reported back to the task force. Significant effort has been placed in communicating with the DUSON community, through weekly messages, and community meetings. The task force received input from the community members during each step of Phase 1 using Qualtrics surveys, and student, faculty and staff town halls.

In September, 2020, we began Phase II, and workgroups expanded to evaluate data and develop tactics, metrics and timelines prior to our Phase III implementation.