# PASSAGES TO FOSTERING INCLUSIVENESS, ACADEMIC EXCELLENCE, COLLEGIALITY, AND STUDENT SUCCESS

VGarr 2013
CON Diversity Committee

The University of Iowa
College of Nursing
*Inspiring Excellence, Exceeding Expectations*

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# Definition of Pillars (October 2013)

**Respect:** Accepting and empowering individuals and perspectives regardless of differences with mutual civility, decency, dignity, and accountability for our attitudes, behaviors, and words.

**Integrity:** Consistency in ethical thought and conduct according to the College, UI, and Nursing profession's values/standards, characterized by transparency, honesty, reliability, humility and stewardship.

**Caring:** Relating to and assisting others anchored by knowing, understanding and embracing another's reality, conveyed through actions that enhance valuing others in a way that fully benefits each individual's unique qualities and abilities.

**Learning:** the knowledge and/or skills of cultural understanding continuously acquired and integrated into the study and practice of nursing.

**Awareness:** A continuous process of perceiving how diversity is defined at the CON, as well as a growing mindfulness of how we as individuals evolve in our understanding of identities different from our own.

**Collaboration:** working together across disciplines, rank, and backgrounds, seeking to understand and value differences as assets to attain a common goal.

**Cultural Humility:** an understanding of internalized assumptions , beliefs, and privileges that require a life-long commitment to self-awareness, reflection, and critique in order to embrace the intersections of multidimensional identities.

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# The Seven Pillars Reinforce Synergy For CON Growth

Build a more inclusive and collegial community to support and sustain a diverse environment

Establish mutually beneficial relationships and partnerships with reciprocal accountability

AWARENESS

INTEGRITY

CARING

RESPECT

LEARNING

COLLABORATION

CULTURAL HUMILITY

Model to nursing students the value of integrating cultural competence, diversity, and Inclusiveness into our profession and lives

Grow with the fulfillment and strengthening of our vision and mission as a College

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# Seven Pillars of Diversity Supports:

## College of Nursing Strategic Plan 2010-2015

**Goal #5:** ***Foster an Environment that Promotes Diversity & Inclusiveness***

- ***Strategy #3*:** Cultivate a culture of respect and equal opportunity
- ***Tactic:*** Implement Seven Pillars of Diversity by CON Diversity Committee to enhance and sustain the welcoming environment of the College with intentional and active messages, or key words that can help foster inclusion, and impactful success for all members of the CON.

## Renewing the Iowa Promise: Strategic Plan for University of Iowa 2010-2016

***Foundational Commitments***

- **Inclusion and internationalization**

Across the strategic focus areas and in all that we do, the University will continue to advance the core values and priorities of inclusion and internationalization. Domestic and global diversity are essential to excellence . (p.3)

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# Seven Pillars of Diversity Supports:

## American Association of Colleges of Nursing (AACN)

***The Essentials of Baccalaureate Education for Professional Nursing Practice—***
***Five Competencies (pp.3-8):***

- **Competency 1**: Apply knowledge of social and cultural factors that affect nursing and health care across multiple contexts
- **Competency 2:** Use relevant data sources and best evidence in providing culturally competent care
- **Competency 3**: Promote achievement of safe and quality outcomes of care for diverse populations
- **Competency 4:** Advocate for social justice, including commitment to the health of vulnerable populations and the elimination of health disparities
- **Competency 5:** Participates in continuous cultural competence development.

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***Establishing a Culturally Competent Master's and Doctorally Prepared Nursing Workforce (p.1)***

**Development of the leadership role in eliminating health disparities**

- Socially and empirically derived understanding of complex causes of disparities
- Implementing culturally competent nursing care
- Addressing social justice
- Advocating for patients and policies that advance health care
- Developing competency in collaboration with patients, key persons, agencies, and various stakeholders
- Attitude modification and personal transformation
- Contributing to culturally competent scholarship.