Creating and Implementing a One Hour Inclusive Excellence Training for Faculty and Instructors

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Why we’re here

Impact of exclusion - themes identified by students

– Students feel that they are “not allowed to make a mistake,” e.g. judged more harshly
– Students feel that less is expected of them; that they are “in the way”
– Students feel invisible, ignored; have to fight harder for opportunities
– Students may be left out of group work by peers

Levett-Jones et al., 2009.
Objectives for today’s session

• To discuss learning challenges faced by diverse students, including international and first generation college graduates
• To discuss (clinical) situations where difficulties have arisen
• To share strategies to prepare our students to succeed
Changing US demographics

• US population is becoming more diverse
• Ethnic minority patients who are served by providers of like culture have better outcomes
• Nursing students from minority or disadvantaged backgrounds are more likely to practice in underserved neighborhoods

Degazon & Mancha, 2012; Brookings Institution, 2013
IHP ABSN Nursing Student & Faculty Ethnicity

Student:
- Asian 8%
- Black 3%
- HPI 1%
- Hispanic 8%
- White 69%

Faculty:
- Black 1.6%
- Hispanic 1.6%
- White 97%

http://www.mghihp.edu/about-us/who-we-are/fact-book/students/enrollment/race-ethnicity.aspx
Buzz group exercise!
Group goals

• Identify challenges for our diverse students
  – Financial
  – Academic & Social

• Identify inclusive teaching strategies
  – For international students
  – For first generation and diverse students of all backgrounds
Financial Constraints?
Financial constraints

- Working full time
- Cost of living, transportation
- Student loans
- Expectation to provide family financial support

Degazon & Mancha, 2012
Academic & Social Challenges?
Academic and social challenges

• Underlying educational disparities
• Word gap; children of parents who have not gone to college start out with a vocabulary one third the size of their peers whose parents did go to college
• Feelings of isolation; lack of support
• Lack of role models

Betances, 2013;
Degazon & Mancha, 2012
Teaching strategies for international students?
Strategies for successful learning with international students

• Learn correct pronunciation of students’ names
• Speak clearly, with an even pace, and with a minimum of jargon
• Post your contact information
• Provide feedback early in the semester
• Ask students to keep clinical log with questions
• Assign “clinical buddy” for first days in clinical, or for difficult cases

Thompson, 2013
Inclusion Strategies for First Generation Students?
Inclusion Strategies

• Invite students to share their own cultural perspectives
• Provide successful ethnic role models
• Validate reality of student experience; permit expression of problems related to discrimination or prejudice
• Engage in collaborative problem solving; role play how to handle ethnic conflict situations

Yoder, 2001
The Tolerance Scale™

This scale describes ways we respond to others in terms of our attitudes towards differences:

• Appreciation
• Acceptance
• Tolerance
• Avoidance
• Repulsion
Examples of Nursing Clinical Vignettes for Role Play

Student success – bed bath

Student mistake – ginger ale for NPO patient

Vignettes created by Angela MacDonald; NPO is Latin for nil per os or nothing by mouth
Brainstorm vignettes for your program!
Post Role Play Debriefing
References


References


