

## JOHNS HOPKINS SCHOOL OF NURSING

### COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Committee on Teaching and Learning as Pathway to Diversity, Equity and Inclusion  
Established December 2019

As members of the Johns Hopkins School of Nursing Committee on Teaching and Learning as Pathway to Diversity, Equity and Inclusion, we want to update the SON community on the work of our committee. Dean Davidson charged this group in December 2019 to review and articulate the SON teaching and learning philosophy of inclusive excellence and the values of Diversity, Equity and Inclusion as key priorities while modeling the profession's commitment to health equity and social justice. The committee works to engage faculty, staff, students and community members in cultural change and collectively create an environment based on respect, integrity and civility, where all individuals can thrive and have their contributions valued.

The Committee consists of five (5) workgroups.

The major functions and work undertaken during the past six (6) months by each committee are as follows:

**Workgroup 1 - Assessing and Addressing our Biases** – intrapersonal and interpersonal awareness. We seek to be transformative and inclusive of all perspectives – both individual and collective (faculty, staff, students and community members).

- Identified an expert to develop an assessment strategy and work with any data or information collected to help us analyze it and develop strategies to address any gaps and embedded biases within our curriculum and culture.

**Workgroup 2 - Assessing Teaching and Learning Processes and Practices** – systematic curricular review process, establish best practice and monitor with regular assessments.

- Textbook review project underway. Assessing for race/ethnicity and LGBTQ+ using keyword methodology to determine if certain textbooks should be discontinued.
- Curriculum review regarding race/ethnicity health topics.

**Workgroup 3 - Collecting and Creating DEI Teaching and Learning Resources** – workshops, T/L strategies, speakers.

- Generate support and resources for faculty, clinical instructor, and TA training institute to support coaching, and education that address the root causes of ideologies, and practices that reinforce systems of oppressions within the teaching and learning.
- Producing documents and other support tools that provide guidance, recommendations, best practices, and activities that incorporate pedagogical frameworks and models for inclusive learning.

**Workgroup 4 - Determining Measures and Impact at JHSON.**

- Developed a list of outcomes and measures from exemplars from other Universities.
- Measures/Indicators and citations generated for Diversity (representational student and faculty diversity), Inclusive learning environments, and Equity
- Working with other T/L Pathway to DEI workgroups to identify outcomes/measures from their work

**Workgroup 5 - Communication and Dissemination of Findings, Initiatives, and new Teaching and Learning Processes and Practices.**

- Creating website for dissemination of committee work

We know this is just the start of our ongoing commitment and responsibility to create an inclusive teaching and learning environment with a special focus on our individual and collective commitment to health equity and social justice.

This work done by the committee will address racism and oppression within the nursing curriculum, impacting faculty, staff, students, and nursing practice at Johns Hopkins University and beyond. This initiative will create long-term structural change, training future nursing practitioners, leaders, and researchers to have an anti-racist and anti-oppressive lens in their practice and research. This will have a direct impact on communities with histories with adverse health outcomes due to medical mistrust and marginalized care. The work done by the committee will serve as a nursing education model to address race-based oppression and other forms of oppression (women and other gendered oppression, race/ethnicity, LGBTQIA, religion, and ability) within systems of nursing education.

We are being thoughtful and intentional in our review; analysis and approach to creating long-term, sustainable change that impact the School of Nursing for generations to come. We are completely committed to inclusivity, diversity, and equity and we continue to build on our efforts across school for students, faculty and staff with even greater transparency and efficacy for our SON and broader community.

We have a lot of work to do. We are listening, learning, and committed to long-term change. If you are interested in joining us in this very important work, please contact Julia Wilson at [jwils189@jhu.edu](mailto:jwils189@jhu.edu).

Sincerely,  
Committee on Teaching and Learning as Pathway to Diversity, Equity and Inclusion

Members Include: (please note vacancies and we invite you to join us)

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