



Arkansas State University  
College of Nursing and Health Professions  
5-Year Diversity, Equity, Inclusion, and Belonging Plan  
2023-2028

*Created in collaboration between the CNHP Diversity, Equity, Inclusion, and Belonging Committee and the CNHP Executive Council.  
Approved in final form by a vote of the CNHP Executive Council, May 11, 2023.*

## **Definition**

Diversity, equity, inclusion, and belonging (DEIB) embrace the ideal of treating each person as an equal and valued member of Arkansas State University (A-State) and the College of Nursing and Health Professions (CNHP). A-State defines diversity as “a process embracing the ideal of inclusion and social justice, constantly moving towards that ideal by generating special attention and sensitivity to such factors as gender, race, ethnicity, ability, sexual orientation, age, and religion while accepting these differences as positive and enriching.”

## **Rationale**

All students, faculty and staff have a right to see a consistent and meaningful reflection of themselves, and of those from whom they differ, in the people, programs, and activities in the College of Nursing and Health Professions. The estimated July 2022 demographics of the State of Arkansas reflect a population that is approximately 71.3% White/not Hispanic or Latino, 15.7% Black, and 13.9% other races/ethnicities. Among those numbers, 8.3% of residents identify as Hispanic or Latino and 2.3% identify as two or more races (U.S. Census Bureau, 2022). According to the data collected from the A-State Office of Institutional Research in fall 2022, 79% of CNHP faculty identified as female and 21% identified as male; 89% of faculty identified as White, 6% identified as Black, and 5% identified as other races/ethnicities. Of CNHP staff, 87% identified as female and 13% identified as male; 87% of staff identified as White, 4% identified as Black, and 8% identified as races/other ethnicities. Of the CNHP students, 84% identified as female, 16% identified as male, 71% identified as White, 17% identified as Black, and 12% identified as other races/ethnicities. Individuals within the other ethnicity categories include American Indian, Asian, Hispanic, Native Hawaiian, Nonresidents, Unknown Race, and Two or More Races. It is important to note that Craighead County, Arkansas, in which Arkansas State University’s main campus is located, has an estimated Black population of approximately 17.5% (U.S. Census Bureau, 2022).

Race/ethnicity, the data for which are readily available, is only one portion of demographics; it does not encompass all areas of diversity. Therefore, it is imperative that the College of Nursing and Health Professions strives to create an environment that accurately reflects the world in which our students, faculty, and staff live, learn, and lead. As the world continues to become more diverse and interdependent, the marketplace demands that universities prepare students with skills to lead, work with, or be led by those who may differ from them.

The College of Nursing and Health Professions has developed a 5-year plan to effectively enhance DEIB among our programs, faculty, staff, and students. The College of Nursing and Health Professions DEIB Plan targets the following strategies:

**(1) Appropriate Representation**

Goal 1a: CNHP students will reflect the diversity of the healthcare population that we serve within the Mississippi Delta region.

Goal 1b: CNHP faculty and staff will reflect the diversity of the Mississippi Delta region.

**(2) Inclusion**

Goal 2: The CNHP will continuously develop and foster a welcoming, and supportive environment for faculty, staff, and students from a variety of backgrounds.

**(3) Curriculum**

Goal 3a: Create an environment which accurately reflects the world in which our students will live, learn, and lead.

Goal 3b: Prepare students to recognize the significance and validity of differing values, experiences, and healthcare needs of a diverse society.

**(4) Awareness**

Goal 4: The CNHP will be involved in on- and off-campus activities, which promote cultural awareness and collaboration.

**(5) Assessment**

Goal 5: The CNHP will regularly assess and improve DEIB initiatives and efforts.

**Prerequisites for Success**

- (1) The College of Nursing and Health Professions should continue to make significant financial investments in people and programs, most notably in the areas of recruitment, inclusion, retention, and development of all students, staff, and faculty.
- (2) The challenges surrounding the issues of diversity, equity, inclusion, and belonging should be identified and addressed by all College of Nursing and Health Professions members.
- (3) Diversity, equity, inclusion, and belonging are the result of coordinated and sustained efforts by all members of the College of Nursing and Health Professions. The College should be innovative and willing to take perceived risks and implement different strategies to build and sustain diversity, equity, inclusion, and belonging throughout its units.
- (4) All members of the College of Nursing and Health Professions should be willing to embrace different people, ideas, values, and methods in significant and meaningful ways throughout the campus community.

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**College of Nursing and Health Professions Diversity, Equity, Inclusion, and Belonging Plan (2023-2028)**

<b>Strategy</b>	<b>Rationale</b>	<b>Goal</b>	<b>Planned Approaches</b>	<b>Action Items</b>	<b>Individuals Responsible</b>	<b>Frequency</b>
<b>1) Appropriate Representation</b>	<b>Rationale 1a:</b> Ensure the students who comprise the CNHP represent the demographics of the Mississippi Delta region.	<b>Goal 1a:</b> CNHP students will reflect the diversity of the healthcare population that we serve within the Mississippi Delta region.	<p>Apply and/or enhance existing College and University programs aimed at retention, support, and success for students from diverse populations and other underrepresented groups.</p> <p>Review, revise, and/or expand efforts to recruit and retain academically well-prepared students from culturally diverse populations and other underrepresented groups, including international students.</p> <p>Improve application and admissions process support for students from diverse populations and other underrepresented groups.</p>	<p>Develop/update outreach plans with secondary schools, community colleges, and A-State International Programs to offer resources that support the recruitment, enrollment, and retention of students from diverse populations, international students, and other underrepresented groups.</p> <p>Build on successful programs and identify University policies and practices that inadvertently serve as barriers to academic progress and achievements of students from diverse populations and other underrepresented groups.</p> <p>Increase enrollment of underrepresented students in the CNHP by 10% by 2028.</p>	<p>Academic Advisors</p> <p>College DEIB Committee</p> <p>College Recruitment Committee</p> <p>Division of Enrollment Management</p>	Annually

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Strategy	Rationale	Goal	Planned Approaches	Action Items	Individuals Responsible	Frequency
<b>1) Appropriate Representation (cont.)</b>	<b>Rationale 1b:</b> Ensure the faculty and staff who comprise the CNHP represent the demographics of the population we serve.	<b>Goal 1b:</b> CNHP faculty and staff will reflect the diversity of the Mississippi Delta region.	<p>Review, revise, and/or expand efforts to recruit and retain faculty and staff from culturally diverse, international, and other underrepresented populations.</p> <p>Apply and/or enhance existing efforts to recruit and retain qualified candidates from culturally diverse, international, and other underrepresented populations for employment opportunities within the College.</p> <p>Retain at least 90% of faculty from culturally diverse, international, and other underrepresented populations annually, excluding those who retire.</p>	<p>Collaborate with the Office of Diversity, Inclusion, and Community Engagement to ensure that search committee members are trained in equitable search and hiring practices.</p> <p>Develop targeted advertising and recruitment plans to ensure underrepresented groups are aware of CNHP employment opportunities.</p> <p>Ensure that the wording and advertising of job announcements are inclusionary in nature.</p> <p>Ensure that all employees in the CNHP are knowledgeable and have access to available resources and programs for their professional development.</p> <p>Build and maximize available community support resources for recruitment of employees, and professional development opportunities.</p> <p>Develop faculty and staff mentorship programs and other support mechanisms that continue beyond onboarding.</p>	<p>Search Committees</p> <p>College DEIB Committee</p> <p>Department Chairs/ Program Directors</p> <p>Dean</p> <p>Office of Diversity, Inclusion, and Community Engagement</p> <p>Human Resources</p>	During all faculty and staff hiring searches

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<b>2) Inclusion</b>	Ensure that the environment supports the needs of a diverse community.	The CNHP will continuously develop and foster a welcoming, and supportive environment for faculty, staff, and students from a variety of backgrounds.	<p>Foster interactions and collaboration among CNHP departments and programs.</p> <p>Promote student organizations in which students can network, support, and learn from each other's backgrounds, experiences, and perspectives.</p> <p>Ensure signage and artwork throughout the CNHP buildings reflect a culture of inclusivity.</p>	<p>Create and highlight interactive and collaborative opportunities among departments at college-wide faculty meetings.</p> <p>Promote clubs and club activities that integrate students from all backgrounds in multimedia outlets (e.g., CNHP website, social media, A-State Daily Digest, etc.).</p> <p>Schedule various diversity, equity, inclusion, and belonging trainings (safe zone) for faculty, staff, and students.</p> <p>Display materials on informational boards, social media, any signage and main offices that identify and reflect a culture that values diversity, equity, inclusion, and belonging throughout the CNHP.</p> <p>Offer and/or engage in formal and informal events/social gatherings semi-annually.</p> <p>Conduct faculty department tours to learn about new advances, research, and opportunities for collaboration.</p>	<p>College DEIB Committee</p> <p>College Social Media Committee</p> <p>Department Chairs/ Program Directors</p> <p>Dean</p> <p>CNHP Faculty and Staff</p> <p>Student Leadership Center</p> <p>Multicultural Center</p>	Annually

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<b>3) Curriculum</b>	The CNHP curricula promotes and reflects the inclusive values of the healthcare environment.	<p><b>Goal 3a:</b> Create an environment which accurately reflects the world in which our students will live, learn, and lead.</p> <p><b>Goal 3b:</b> Prepare students to recognize the significance and validity of differing values, experiences, and healthcare needs of a diverse society.</p>	<p>Include course content across CNHP curricula that expose students to the experiences and healthcare needs of diverse sections of society.</p> <p>Introduce students to, and increase their awareness of, values which may be different from their own.</p>	<p>Complete a mapping review for diverse and inclusive curriculum content appropriate for health professions coursework.</p> <p>Allow for in-depth class discussions moderated by the instructor that will expand the students' views of diverse and inclusive societal values.</p> <p>Invite guest lecturers and speakers from diverse sectors of society.</p> <p>Identify ways in which individual programs can integrate diversity, equity, inclusion, and belonging training into educational experiences beyond the classroom (e.g., workshops, professional development, etc.).</p>	<p>CNHP Faculty</p> <p>Academic Advisors</p> <p>College DEIB Committee</p> <p>Department Chairs/ Program Directors</p> <p>Program Curriculum Committees</p>	Annually

Strategy	Rationale	Goal	Planned Approaches	Action Items	Individuals Responsible	Frequency
<b>4) Awareness</b>	The marketplace demands health professionals with the skills to lead, work with, or be led by those who may differ from them.	The CNHP will be involved in on- and off-campus activities, which promote cultural awareness and collaboration.	<p>Promote activities within the CNHP, which expand our faculty, staff and students' awareness and collaboration with diverse individuals.</p> <p>Promote on-campus and off-campus activities which introduce students to diverse groups, expand their views, and increase their knowledge of the challenges faced by (other) underrepresented groups.</p>	<p>Include clinical and/or field experiences that place students in environments to interact with diverse communities and enhance cultural humility.</p> <p>Promote student participation with registered student organizations that represent minority groups (HOLA, LGBTQIA+, BSA, etc.).</p> <p>Invite students, faculty, and staff to participate in activities with underrepresented groups outside of A-State (Hispanic Center, Miracle League of Jonesboro, etc.).</p>	<p>CNHP Faculty and Staff</p> <p>Clinical/ Field Work Coordinators</p> <p>Academic Advisors</p> <p>College DEIB Committee</p> <p>Department Chairs/ Program Directors</p> <p>Dean</p> <p>Multicultural Center</p>	Annually

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<b>5) Assessment</b>	Continuous assessment ensures diversity, equity, inclusion, and belonging efforts are effective.	The CNHP will regularly assess and improve DEIB initiatives and efforts.	<p>Design and distribute an annual CNHP DEIB report to identify areas of strength and/or areas of concern.</p> <p>Make data-driven suggestions for improvement.</p> <p>Administer feedback surveys after formal and informal events when appropriate and feasible.</p>	<p>Gather and analyze College DEIB and cultural climate data.</p> <p>Assess the success of DEIB initiatives (i.e., increases in diversity, equity, cultural humility, and feelings of inclusion/belonging in CNHP faculty, staff, and students).</p> <p>Take actions to improve areas identified as unwelcoming based upon the results of data analyses.</p> <p>Disseminate information and suggestions to be strategically implemented by the CNHP Department Chairs, Associate Dean, and Dean.</p>	<p>College DEIB Committee</p> <p>Department Chairs/ Program Directors</p> <p>Dean</p> <p>CNHP Faculty and Staff</p>	Annually

For more information:

Arkansas State University Mission & Strategic Plan, Institutional Priorities and Goals - <https://www.astate.edu/StrategicPlan/>.

Arkansas State University Minority Recruitment and Retention Plan - <http://www.astate.edu/a/hlc/resources/files/chapter-one/MMR-Plan.pdf>.

**References**

*U.S. Census Bureau quickfacts: Arkansas.* United States Census Bureau. (2022). Retrieved April 7, 2023, from <https://www.census.gov/quickfacts/fact/table/AR/PST045222>

*U.S. Census Bureau quickfacts: Craighead County, Arkansas.* United States Census Bureau. (2022). Retrieved April 7, 2023, from <https://www.census.gov/quickfacts/fact/table/craigheadcountyarkansas,AR/PST045222>

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