The University of Texas at Austin
DIVERSITY & INCLUSION COMMITTEE

Report to Faculty Organization

2019

Members: Chris Abbyad, Gayle Acton (co-chair), Charla Carrington, Jane Champion, Sergio Delgado, Karen Johnson (co-chair), Miyong Kim, Carly Melancon (student representative), Danica Sumpter, Julie Zuniga (co-chair).

The School of Nursing Diversity and Inclusion Committee completed or is in the process of completing the following during the 2018-19 academic year:

1. Climate survey: Drawing on other schools and universities’ climate surveys, we developed a school climate survey intended to assess a variety of opinions and experiences related to diversity and inclusion in the School of Nursing, with a particular focus on historically marginalized groups who have experienced inequities and are most underrepresented in nursing. Special thanks to Julie Zuniga for creating the survey in Qualtrics once the committee finalized the items. The survey is currently in progress; results are forthcoming.

2. Monthly book club: For the second straight year, Danica Sumpter facilitated a Faculty/Staff book club. We finished reading “So You Want to Talk About Race” by Ijeoma Oluo in fall of 2018 and then read to “White Fragility: Why It’s So Hard for White People to Talk about Racism” by Robin DiAngelo in the spring of 2019.

3. Second annual movie night: Danica Sumpter and Karen Johnson, faculty advisors for a new student organization called Nurses for Racial Justice (NRJ), worked in partnership with NRJ to screen the movie “White Fragility: Race, Racism, and White Privilege in America” on April 25, 2019 and lead a group discussion about the movie. We had approximately 55 students and faculty in attendance. We gratefully thank the faculty who encouraged their students to attend for class credit and/or participation points in their student organizations and helped to make this event a great success!

4. Committee co-chairs met with Dean Stuifbergen to discuss ideas raised during a fall committee meeting related to improving diversity and inclusion, including:
   a) Acquiring a gender inclusive bathroom sign for the second floor single stall bathroom near the faculty mailboxes: COMPLETED
   b) Removing item from peer evaluation regarding “distracting accents”: COMPLETED

5. Workshop on interrupting oppression around gender and sexuality in the classroom: Sherry Hendrickson (leader), Karen Johnson, and Grayson Hunt from LGBT studies facilitated a two-hour workshop on May 1, 2019 for faculty to learn how to interrupt oppression around gender and sexuality. Grayson facilitates these workshops around campus, with funding from the Graduate School and DDCE. Lunch was provided by Dean Stuifbergen. Per the recommendations of Grayson, 15 clinical faculty were invited to participate in the workshop. We hope to expand efforts to more faculty in the future.

6. Julie Zuniga and Gayle Acton represented the SoN committee at university-wide meetings of Diversity and Inclusion Committee chairs to share resources and information.

7. We participated in the MLK Day March

8. We continue to explore faculty diversity and inclusion training resources.

We gratefully thank all who worked tirelessly this year to the continual goal of improving diversity and inclusion.

Submitted by:
Karen E. Johnson, PhD, RN, FSAHM, Associate Professor