

University of Kentucky
College of Nursing
Diversity and Inclusivity Ambassadors Council
2018-2019
Annual Report

Purpose:

- A. Provide advice to the Dean and the Director of Diversity and Inclusivity on Issues related to diversifying the College of Nursing (CON) Community, including students, faculty and staff.
- B. Participate in CON initiatives that are directly related to the CON Mission related to D & I to include but not limited to: faculty search committees; admissions committees, strategic planning, and grant writing.
- C. Initiate, conduct and participate in activities that promote an environment where all CON faculty, staff, students and visitors feel recognized, respected and welcomed.

Membership:

- A. The committee will be chaired by the Director of Diversity and Inclusivity.
- B. The committee will include 4 full time faculty members, 2 full time staff members, and a graduate and undergraduate student.
- C. Standing members will also include the Director of Communications and an administrative assistant.
- D. Members will be appointed by the Director of Diversity and Inclusivity in consultation with the Dean.
- E. Non student members serve a three year term that is renewable up to two times for a total of nine years, at which time they must leave the council for at least three years. Student members may serve until they graduate.

✚ 2018-2019 Diversity and Inclusivity Ambassadors Council members were Dr. Evelyn Parrish, Director; Brittany Fiero, Co-Director; Kathy Collins, Dr. Jean Edward, Dr. Amanda Fallin-Bennett, Zachery Schmidt, Dr. Lovoria Williams, Danielle Duncan, Corinna Hughes, and Sophia Weathers.

Activities:

- ✚ Dean Heath presented each member a copy of *Little Star* which is a collection of artwork, poems and stories by one of her patients who suffered great adversity related to her orientation.
- ✚ Continue to meet with different groups of undergraduate students with the Dean twice a semester to obtain view on being a minority in the CON and suggestions on areas of improvement.
- ✚ Brittany Fiero developed a recruitment plan for undergraduate and graduate students with a focus on how best to reach the minority students. Outlined below is a list of some of the diversity recruitment events the CON participated in last year.


Diversity Recruitment Events

Here are the recruitment events that the Diversity and Inclusivity Council contributed to/participated in:

- **Academies of Lexington Field Trips to the College of Nursing (High schools: Tate’s Creek, Bryan Station and Frederick Douglass)**
 - Field trips included talks with faculty/advisors, student ambassador panel session, UK admission’s new Diversity Recruiter, and participated in three faculty led simulations in the Sim Lab (CPR, Birthing, and Room of Errors)
- **LIFT | Lifting and Impacting Futures Today Conference**
 - For 13 years the Urban League has conducted a college and career readiness conference for middle and high school students and their parents. Our partners include the Fayette County Public Schools' Family University, the YMCA Black Achievers program, the local government, the Lexington Urban League Young Professionals, and Community Action Council. More than 500 students and families registered last year.
- **Whitney M. Young Scholars Program**
 - 24 rising sophomores from Louisville, KY had a panel discussion with Dr. Edwards and graduate student Corinna Hughes. Students also participated in a simulation with Dr. Walmsley and BSN student Danielle Duncan.
- **URM admitted Student Days**
Meet and greet with students who were admitted

URM Admitted Student Day/ Gatton Student Center	Tuesday, February 12, 2019
LIFT Conference/ Lexington, KY	Saturday, March 23, 2019
Academies of Lexington Field Trip/ Lexington, KY	Friday, April 12, 2019

Academies of Lexington Field Trip/ Lexington, KY	Friday April 19, 2019
Academies of Lexington Field Trip/ Lexington, KY	Wednesday, May 1, 2019
Whitney M. Young Scholars	Tuesday, June 18, 2019

 Co-hosted with the Work-Life Council a potluck for faculty and staff at Thanksgiving.

- ✚ Co-hosted with the Work-Life Council a spring potluck for faculty and staff- which was cancelled due to a conflicting event.
- ✚ Reviewed mentoring programs to assist our students in being successful. We will continue work on this and will implement in spring 2020.
- ✚ Arranged for a peer mentor to assist/support a student in the undergraduate program who was struggling with understanding medical and nursing terminology.
- ✚ Representation on the Healthcare Colleges Diversity and Inclusivity Council.
- ✚ Representation on the University Diversity Council

Goals for 2019-2020 Academic Year

- ✚ Implement mentoring program for minority students.
- ✚ Co-host with Work-Life Council a potluck or activity for faculty and staff to promote inclusivity and belonging in the CON.
- ✚ Participate in diversity recruitment events held on and off campus.
- ✚ Plan next steps for the CON from the CON fall retreat.
- ✚ Identify a common read for the council and any interested faculty and staff.

Annual report submitted by Evelyn Parrish, PhD, PMHNP-BC, FAANP