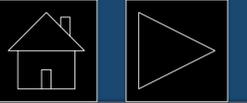


# Diversity and Inclusion of the Healthcare Team from a Academic

## Perspective

Dr. Carol Rozelle DNP, MSN, CNS, RN

Indiana University Northwest



### ABSTRACT

Increasing the racial and ethnic diversity of the health care workforce is essential for the adequate provision of culturally competent care to our nation's burgeoning minority communities. A patient's experience is influenced by the expertise and collaboration of the team members. The diversity of perspectives enhances group problem solving and creativity. In a team, focused environment diversity encompasses training and experience not just race, sex, and culture. Advancing in inclusion in nursing education is critical to developing a diverse and inclusive healthcare team (Bleich, et. al., 2015). The long-term solution to achieving adequate diversity in the health professions depends on focused and relevant education and an early introduction to student nurses on the importance of embracing a diverse healthcare team. Leveraging diverse backgrounds, experiences, and skills can assist with improving delivery of healthcare (Lightfoot, et.al. 2014).

### Introduction to Diversity and Inclusion of the Healthcare Team

Increasing the racial and ethnic diversity of the health care workforce is essential for the adequate provision of culturally competent care to our nation's burgeoning minority communities.

If hospital leaders want to properly tend to the diverse patients that populate their communities, experts believe it's important that they field an executive team that mirrors those they serve.

J. Cohen, B. Gabriel & C. Terrell, (2002), The Case For Diversity In The Health Care Workforce, *Health Affairs* 21, no.5, 90-102, doi: 10.1377/hlthaff.21.5.90

#### **Why is it important for nursing students to know the value of a diverse healthcare team**

- diversity of the healthcare team extends far beyond race, culture, and ethnicity
- helping students see the value in the diverse healthcare is key to their success as a nurse
- It also improves patient outcomes

### When and Why of Diversity and Inclusion

#### **When is a good time to introduce diversity and inclusion of the healthcare team**

- Fundamentals
- Then every nursing class after then
- Working in simulation lab is an excellent time to drive the thought of the diverse healthcare team.
- Leadership and management is a great place to further develop the idea of the diverse healthcare team.

#### **Why inclusion**

#### **INCLUSION IS KEY TO SUCCESSFUL OUTCOMES**

- Thinking points
  - An internal medicine physician trying to manage a patient that has had multiple hypertensive crisis.
  - A new nurse trying to start an iv on a known drug addict and has stuck him several times
  - This can be part of the leadership and management class

#### **Examples of ways to assist nursing students with applying the concept of the diverse and inclusive healthcare team**

- Group exercises
- Role playing
- Problem based learning

