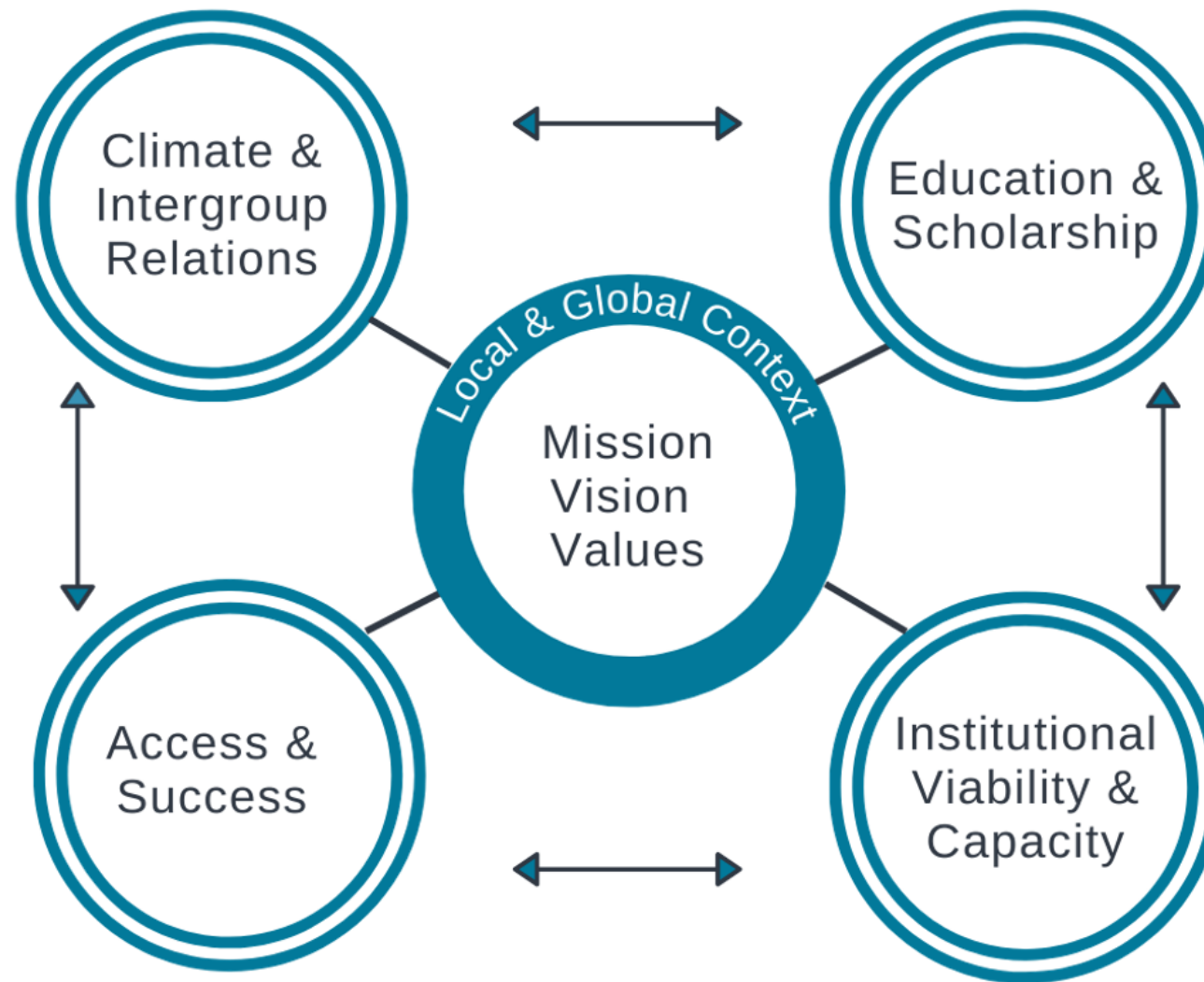


STRATEGIC CONCEPTUAL FRAMEWORK



Adopted from Smith, D.G. (2020) Diversity's Promise for Higher Education

ACCESS AND SUCCESS



Access and Success is concerned with access to the nursing school, inclusion and belonging, and success of historically underrepresented and marginalized groups. Nursing schools must critically examine the structures, policies, practices, and attitudes to ensure access, retention and success for all faculty, students, and staff.

EDUCATION AND SCHOLARSHIP

Education and Scholarship is the core of the Toolbox because AACN is the voice of Academic Nursing. It is essential that nursing faculty develop the competencies, capacity, pedagogy and curricular strategies that embody diversity, equity, and inclusion. The structure of these processes determines the educational experiences of all students who are invited to participate in the learning environment.

CAMPUS CLIMATE AND INTERGROUP DIALOGUE



Institutional **Climate and Intergroup Relations** is critical to the experience of faculty, staff, and students within nursing schools. Fostering environments where diverse backgrounds are valued and respected is an imperative for achieving the mission driven DEI commitments and then creating spaces and opportunities for dialogue and across groups to promote health equity and social justice.

INSTITUTIONAL VIABILITY AND CAPACITY



A focus on **Institutional Viability and Capacity** is necessary to examine the nursing school's infrastructure and utilization of resources needed to realignment to build and support the capacity for diversity, equity, and inclusion. Leadership, accountability, strategic planning, and metrics are key drivers of sustainability, excellence, transformation, and success.