



**Linfield  
University**  
School of Nursing

# **Diversity, Equity, and Inclusion**

**Definitions, Reflection, & Resources**



# Definitions

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## Unconscious or Implicit Bias

A tendency or inclination that results in judgment without question.

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## Health Disparities

Preventable differences in the burden of disease, injury, violence, or opportunities experienced by socially disadvantaged.

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## Prejudice

A preconceived opinion or belief about a person or group.

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## Discrimination

A differential treatment of a person or group based on prejudice.

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## Racism

A system of inequality in which discrimination on the basis of race is institutionalized.

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# Definitions

Pt.2

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## Homophobia

Homophobia encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being part of the LGBTQIA+

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## Ableism

Ableism is discrimination and social prejudice against people with disabilities or who are perceived to be disabled.

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## Disability

A physical or mental condition that limits a person's movements, senses, or activities.

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## Perspective / Lens

A particular attitude toward or way of regarding something; a point of view.

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## Systems

A system is a collection of interrelated parts or elements that we can think of as a functioning whole.

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# Definitions

Pt.3

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## Diversity

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

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## Equity

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

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## Inclusion

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

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## Social Justice

Social justice refers to a fair and equitable division of resources, opportunities, and privileges in society.

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## Power

Power is the ability to influence the behavior of others or the course of events.

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# Linfield University's Mission

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The mission of Linfield-Good Samaritan School of Nursing is to create an inclusive community of learning grounded in the liberal arts values of social justice and life-long learning. The program prepares caring nurses who are committed to the profession and responsive to the needs of the global community in an ever-changing healthcare environment. Evidence-based practice and research guide student learning within a culture that promotes professional excellence and scholarship.



# Diversity, Equity, & Inclusion (DEI): Why it Matters.

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Implementing DEI into our roles is important because we all deserve to work in an environment where we are supported and cared for. Our patients are also expecting that treatment. As nurses, we have the opportunity to make our patients' experience a safe and caring environment.

## Complementary Sources:

- *The Importance of Diversity, Equity, and Inclusion in Nursing* (2022).

<https://minoritynurse.com/the-importance-of-diversity-equity-and-inclusion-in-nursing/>

- Harris, Shawntay (2023). *Diversity, Equity and Inclusion: Why It Matters to Me*.

[https://www.aacn.org/blog/diversity-equity-and-inclusion-why-it-matters-to-me?](https://www.aacn.org/blog/diversity-equity-and-inclusion-why-it-matters-to-me?sc_camp=2459A1C37A064E53817C1C98D2594B0B&_zs=Mjxofd&_zl=m1WR3)

[sc\\_camp=2459A1C37A064E53817C1C98D2594B0B&\\_zs=Mjxofd&\\_zl=m1WR3](https://www.aacn.org/blog/diversity-equity-and-inclusion-why-it-matters-to-me?sc_camp=2459A1C37A064E53817C1C98D2594B0B&_zs=Mjxofd&_zl=m1WR3)

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# Individual, Interpersonal, and Systems of Power

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## Individual

- Banaji, & Greenwald, A. G. (2016). *Blindspot: hidden biases of good people.*

[https://orbiscascade-linfield.primo.exlibrisgroup.com/permalink/01ALLIANCE\\_LINF/1gso0t7/cdi\\_askewshots\\_vlebooks\\_9780440423294](https://orbiscascade-linfield.primo.exlibrisgroup.com/permalink/01ALLIANCE_LINF/1gso0t7/cdi_askewshots_vlebooks_9780440423294)

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## Interpersonal

- Bourne, Levy, D. A., et.al., (2022). *Allies: real talk about showing up, screwing up, and trying again.*

[https://orbiscascade-linfield.primo.exlibrisgroup.com/permalink/01ALLIANCE\\_LINF/holbc0/alma99335104585101451](https://orbiscascade-linfield.primo.exlibrisgroup.com/permalink/01ALLIANCE_LINF/holbc0/alma99335104585101451)

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## Systems of Power

- Hill Collins. (2000). *Black feminist thought: knowledge, consciousness, and the politics of empowerment.*

<https://doi.org/10.4324/9780203900055>

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# Institutional Inequities in Health Care

\*Not an extensive list of inequities found in health care\*

## Racism In Health Care (Complementary Sources):

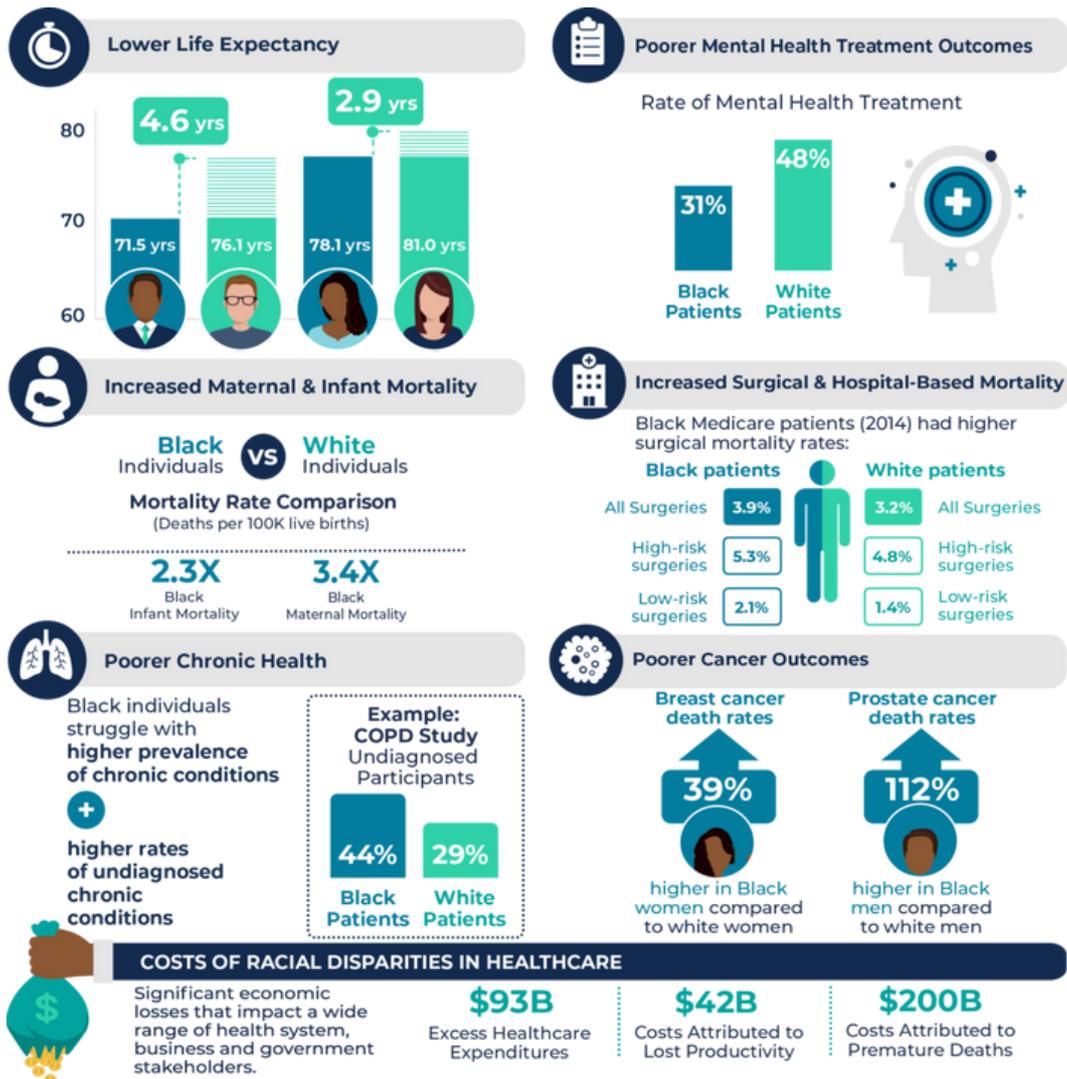
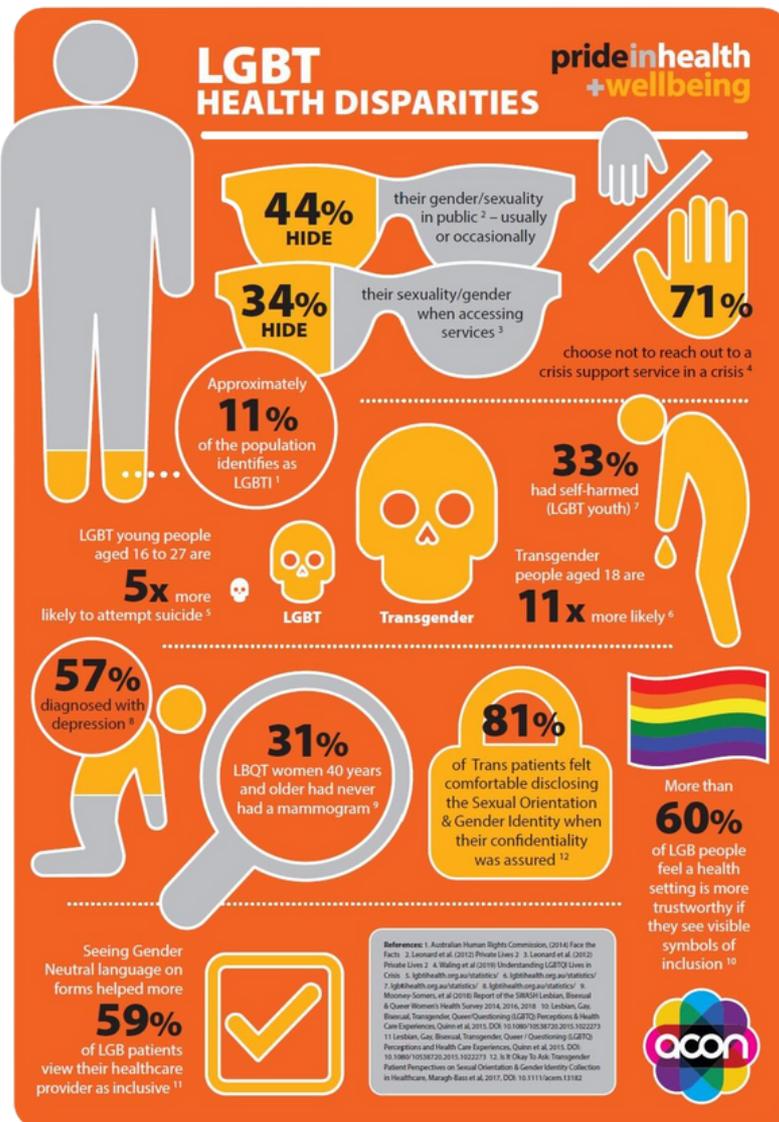


Image from Healthscope.com

- Paul-Emile K, Critchfield JM, Wheeler M, de Bourmont S, Fernandez A. (2010) *Addressing Patient Bias Toward Health Care Workers: Recommendations for Medical Centers.*
- Chapman EN, Kaatz A, Carnes M. *Physicians and implicit bias: how doctors may unwittingly perpetuate health care disparities.*
- Bailey, Zinzi D., Justin M. Feldman, and Mary T. Bassett. "How structural racism works—racist policies as a root cause of US racial health inequities."

# Homophobia In Health Care (Complementary Sources):

Image from Pridein Health+ Wellbeing.com.au



- Ş. Kaya, & Calpbınici, P. (2022). *A discriminational attitude and behavior in the healthcare field: Homophobia level in healthcare professionals working in primary health services and the affecting factors.*

<https://doi.org/10.1111/ppc.13059>

- Peterson. (1996). *Health care for lesbians and gay men: confronting homophobia and heterosexism.* Haworth Press.
- Jaffee, Shires, D. A., & Stroumsa, D. (2016). *Discrimination and Delayed Health Care Among Transgender Women and Men: Implications for Improving Medical Education and Health Care Delivery.*

<https://doi.org/10.1097/MLR.0000000000000583>

# Ableism In Health Care (Complementary Sources):

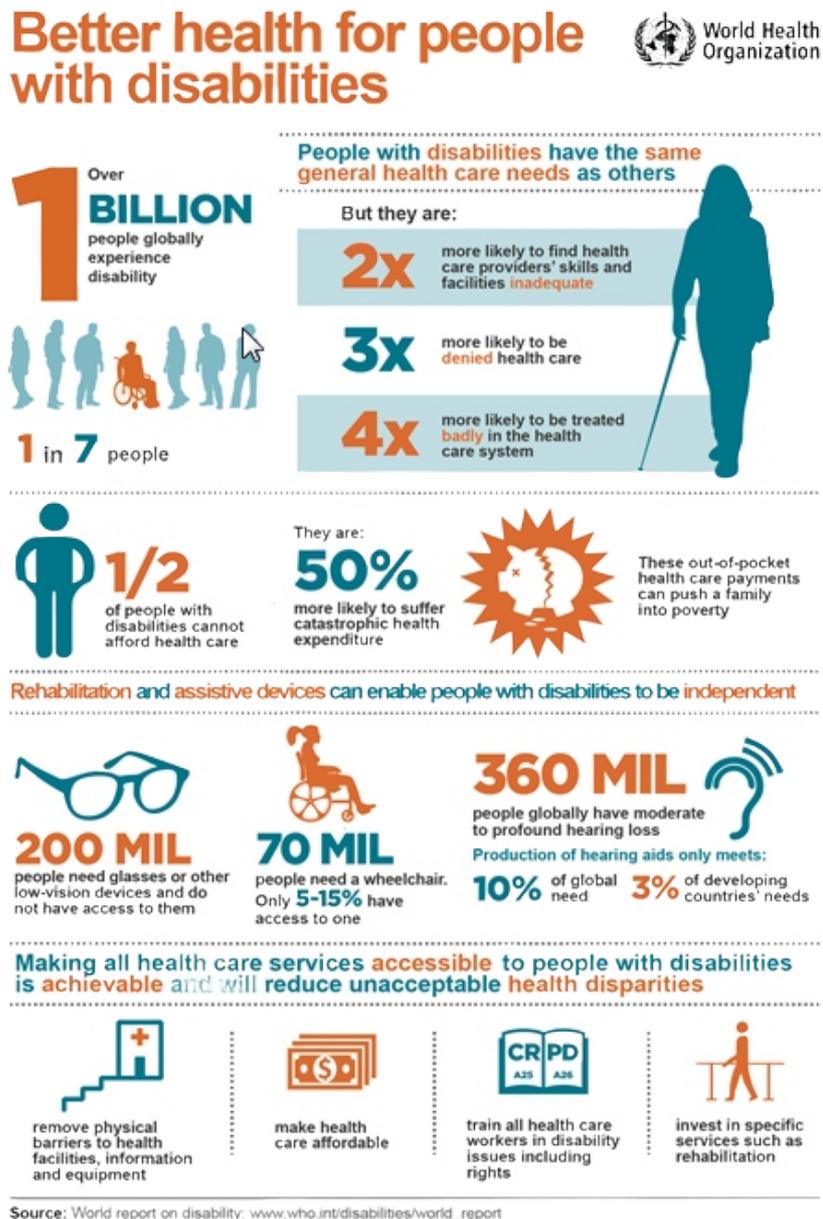


Image from Midwestern.edu

- Sally Lindsay, Kristina Fuentes, Sharmigaa Rangunathan, Luiza Lamaj, Jaclyn Dyson. *Ableism in the Healthcare Professions*.

Archives of Physical Medicine and Rehabilitation, Volume 103, Issue 12, 2022.

- Dhanani Z, Huynh N, Tan L, Kottakota H, Lee R, Poulos P. *Deconstructing Ableism in Health Care Settings Through Case-Based Learning*.

MedEdPORTAL. 2022;18:11253. [https://doi.org/10.15766/mep\\_2374-8265.11253](https://doi.org/10.15766/mep_2374-8265.11253)

- li Ashai. (2022) *Demystifying Disability: What to Know, What to Say, and How to Be an Ally*.

<https://doi.org/10.1016/j.jaac.2022.06.011>. (<https://www.sciencedirect.com/science/article/pii/S0890856722003197>)

# Reflexive Exercises

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The following section is to support you in reflecting on your experiences and see how systems of power influence the world around you.

- Reflect on your identities and systems of power.
  - Reflexive questions.
- On-Campus resources & Off-Campus resources



# Identity & Systems of Power

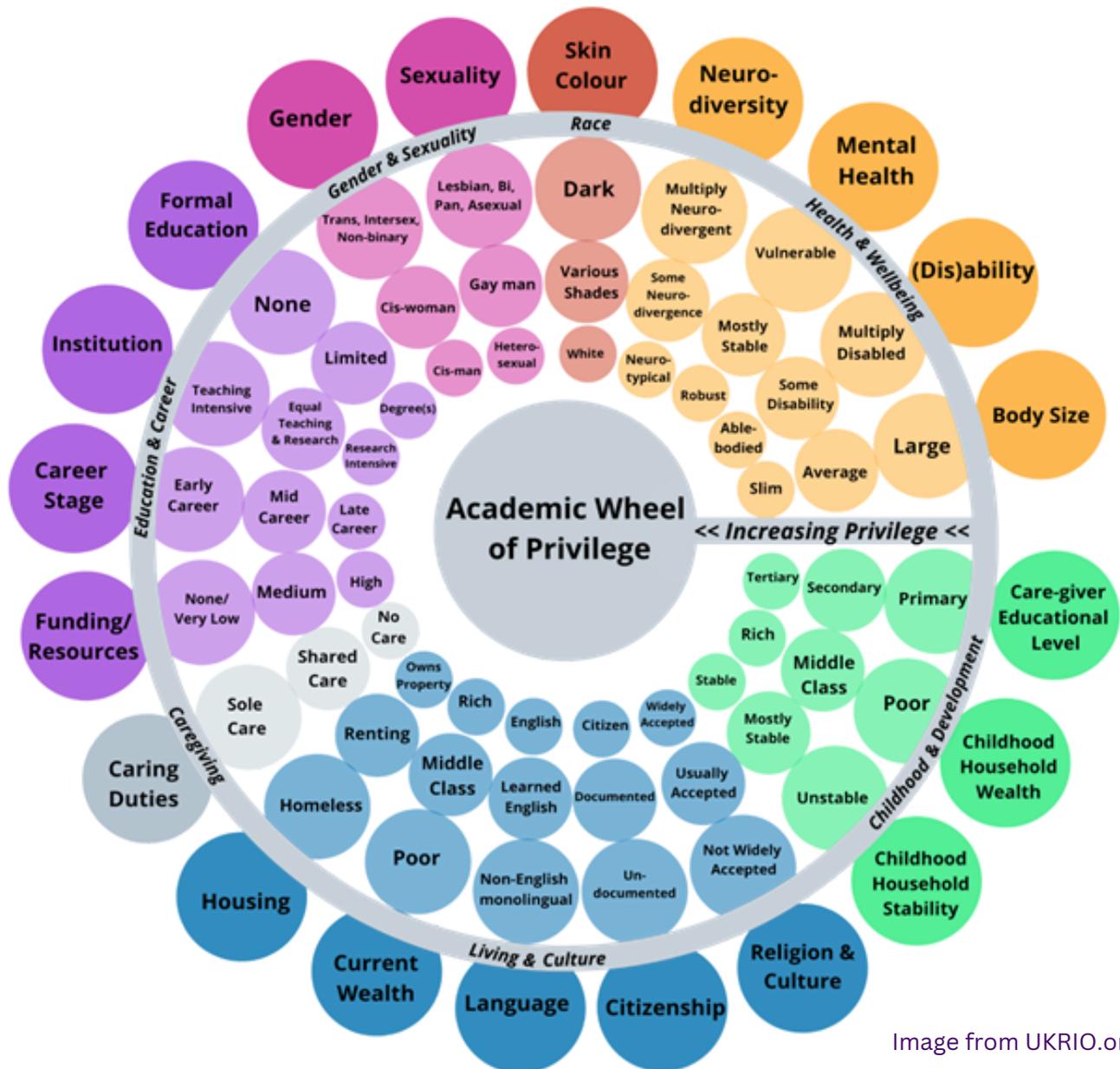


Image from UKRIO.org

## How to use the wheel of Power & Privilege?

- The outer gray circle of the wheel is highlighting systems of power in our society.
- The colorful circles outside of the gray rim are **social identities**.
- The closer you get to the center, the closer one is to **privilege**.

Take a second to reflect on 3 identities that you believe impact you the most. Then reflect on the systems of power & privilege associated with each.

# Identity & Systems of Power

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As a nurse, we have to recognize that we carry our identities with us and can influence how we interact with patients or just in our daily lives.

In addition, our patients also hold identities with them that might be visible or invisible to us. We must understand how we can use our position to provide them with equitable care.

You have the power to disrupt inequities that you witness.

## Reflection Questions

- What policies or practices in your unit may be producing or reproducing DEI injustices?
- What are the alternative policies or practices that could be implemented to alleviate these injustices?
- Who, in your unit, is in the position or has the power to change the existing policies and practices?
- What steps can you personally take to get the attention and buy-in of those stakeholders?

# **On-Campus Resources**

## **Linfield University School Of Nursing**

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### **Diversity, Equity, & Inclusion Program Coordinator**

Diana Pacheco, [dpacheco@linfield.edu](mailto:dpacheco@linfield.edu)  
971.368.4148

### **Learning Support Services**

[pdx-lss@linfield.edu](mailto:pdx-lss@linfield.edu)

### **Counseling Services**

Julie Berman & Sarah Fleischauer,  
[pdx-counseling@linfield.edu](mailto:pdx-counseling@linfield.edu)

### **Title IX**

Mary Zabriskie, [titleix@linfield.edu](mailto:titleix@linfield.edu)  
503-883-2436

Although, these are a few of the resources found on campus, everyone on campus is an ally in your success.

# Off-Campus Resources

## Linfield University School Of Nursing

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### **Multnomah County Office of Diversity and Equity**

<https://www.multco.us/diversity-equity>

**Urban League of Portland:** Empowers African Americans and others to achieve equality in education, employment, and economic security through a combination of direct services, outreach, and advocacy.

**Black Scholarships:** Online directory for scholarships and other financial aid opportunities for African American and other minority students.

**Latino Network:** Mission is to provide transformative opportunities, series and advocacy for the education, leadership, and civic engagement for youth, families, and communities.

### **Western Psychological and Counseling Services:**

**Conexiones:** Western Conexiones is a team of bilingual (Spanish-English) mental health providers who offer multicultural counseling and trauma healing services.

**Hispanic Scholarship Fund:** HSF empowers families with the knowledge and resources to successfully complete a higher education, while providing scholarships and support services to as many exceptional students as possible.

# Off-Campus Resources

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**Native American Rehabilitation Association:** Provides integrated health, mental health, substance abuse treatment, and social services to Native American and Alaska Native people who are homeless or have low incomes.

**NAYA Family Center:** Founded by the community, for the community, NAYA is a family of numerous tribes and voices who are rooted in sustaining tradition and building cultural wealth. We provide culturally-specific programs and services that guide our people in the direction of personal success and balance through cultural empowerment.

**American Indian College Fund:** Provides scholarships and other support for American Indian students. Also provides support for tribal college needs ranging from capital support to cultural preservation activities.

**American Indian Education Fund:** American Indian Education Fund, a program of PWNA (Partnership with Native Americans), offers scholarships, literacy programs, and school supplies to help end the cycle of poverty.

# Off-Campus Resources

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**The Q Center:** The largest LGBTQ+ community center in the Pacific Northwest. Serves the LGBTQ2SIA\_ communities of Portland Metro and Southwest Washington.

**Gender Queery:** Discussion group for genderqueer people, folks outside-the-gender-binary, trans folk, and allies (i.e. everyone allied with the GLBTQQ community). All who want to participate in open and respectful dialogue are welcome.

**Lesbian and Gay Immigrant Rights:** Focused on providing free direct legal services to LGBTQ+ immigrants. LGBTQ Student

**Scholarship Database:** The Human Rights Campaign resource list for scholarships, fellowships and grants for LGBTQ and allied students at both the undergraduate and graduate-level.

**Outside In:** Safe, supportive, and inclusive place for health care, along with services to help the underserved and people experiencing homelessness achieve independence.

**NW Gender Alliance:** Peer support, regular fun activities and educating public service agencies as well as other organizations on trans\*, gender fluidity, non-binary identities and more.

# Off-Campus Resources

## Linfield University School Of Nursing

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**Asian Family Center:** Assists Asian families and youth in becoming self-sufficient and contributing members to the American society.

**Asian Health and Service Center:** Attempts to bridge the gap between Asian and American cultures, particularly focused on reducing health disparities and increasing access to high-quality health care for all Asians. Provides culturally and linguistically sensitive care to Asians, including out-patient mental health services, disease education and management, cancer prevention and screening, immunization and education, and senior programming.

**Asian American Legal Defense and Education Fund:** National organization founded in 1974 that protects and promotes the civil rights of Asian Americans.

**Filipino Bayanihan Center:** This center offers a variety of resources to the community, including a weekly food pantry with food grown by a local Filipinx owned farm, community education events, health and wellness items, and community members can also rent out the space if they need to.



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