

Diversity and Inclusion Statement for the THSSON

The Tanner Health System School of Nursing (THSSON) embraces diversity across dimensions, including, but not limited to, age, religion, creed, education, ethnicity, gender and gender expression, national origin, physical and cognitive ability, race, sex, sexual orientation, socioeconomic class, and veteran or military-connected status. The THSSON is dedicated to diversity, inclusion, and belonging in all our academic disciplines and throughout our teaching, scholarship, and service.

The THSSON expects that all faculty, staff, and students will engage in respectful explorations of issues regarding diversity, equity, and inclusion as we develop more fully our commitment to cultural humility, health equity, and social justice. The actions of this commitment are guided by the Concepts for Nursing Practice, as stated by the American Association of Colleges of Nursing - The Essentials: Core Competencies For Professional Nursing Education, which include:

- Achieving a more diverse and culturally representative undergraduate and graduate student body, faculty, and staff. (Diversity, Equity, and Inclusion)
- Identifying, acknowledging, and supporting the needs of diverse students, faculty, staff, and community members. (Compassionate Care)
- Recognizing and implementing the contributions of those who work toward the goals of inclusive excellence in teaching, scholarship, and service. (Evidence-Based Practice)
- Exchanging information to increase knowledge, competency, and diversity awareness for students, faculty, and staff in all our disciplines. (Communication)
- Fostering a culture and climate of inclusivity, equity, and healthcare access for students, faculty, staff, and community. (Social Determinants of Health)
- Creating and sustaining policies and infrastructure that effectively facilitate diversity, health equity, inclusion, transparency, and accountability. (Health Policy)
- Taking action when we observe someone being treated unfairly or in a demeaning manner. (Ethics)

Additionally, in accordance with the University of West Georgia, the THSSON denounces institutional and systemic racism and other forms of explicit and implicit biases and is committed to taking actionable steps toward dismantling these systems and working toward equity, inclusion, and belonging for faculty, staff, students, and community members who experience discrimination and marginalization.