

MiraCosta College is committed to providing a strong, supportive, and authentic environment where difference is valued, respected, encouraged, and honored; where all faculty, staff, and students experience a sense of belonging and the freedom to express themselves; and where their experiences are recognized and valued.

MiraCosta College strives to be a model for equity and inclusion. The college is committed to providing opportunities for engagement both across the campus and within the community the college serves. The college seeks to remove barriers to learning, participation, and success, with a focus on changing procedures and practices that disproportionately affect certain groups.

Anchored in a culture of evidence, MiraCosta College promotes increased awareness and appreciation of individual, collective, and intersecting identities within our diverse community.

What does this mean to the MiraCosta College Nursing and Allied Health Department (NAAH)?

MiraCosta College's Nursing and Allied Health Department is committed to providing a strong, supportive, and authentic environment where difference is valued, respected, encouraged, and honored; where all faculty, staff, and students

8. Determine and utilize best practices for academic success assisting at-risk students to progress in the program.

Measures of success:

- *Development of a standard template for advising at-risk students to include best practices for academic success*
- *Provide faculty orientation on use of template for advising at-risk students*

9. Develop, identify or adapt conceptual models/frameworks that guide teaching and learning of individuals from diverse backgrounds for the development, implementation, and evaluation of all learning opportunities within NAAH programs

Measures of success:

- *Integration of social determinants of health into program curriculum*
- *Annual IDEA professional development during Fall Flex week*
- *Classroom and clinical experiences that promote the values of IDEA will be identified and shared to allow faculty, staff and students to replicate them as possible*

- Creating an environment where the impact of discrimination internally and externally in any form is discussed and known.

10. Create awareness of NAAH programming values of IDEA through review and revision of program mission, values, and outcomes.

Measures of success:

- *Review of mission, values and outcomes for all NAAH programs*
- *Revision of mission, values and outcomes for all NAAH programs*

11. Create awareness of diversity through course activities and assignments that provide a 'safe' method of sharing values, beliefs, perspectives, and personal identities.

Measures of success:

- *Development of course activities and assignments that provide a 'safe' method of sharing values, beliefs, perspectives, and personal identities*

12. Develop, identify and adapt conceptual models/frameworks in the curricula that guide teaching and learning of individuals from diverse backgrounds.

Measures of success:

- *Review of conceptual models/frameworks that guide NAAH programming curricula*
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References

American Association of Colleges of Nursing. (2021). *Diversity, equity, inclusion: Faculty toolkit*. Retrieved December 15, 2021 from <https://www.aacnursing.org/Portals/42/Diversity/DiversityToolKit.pdf>

Kendi, Ibram X. (2019). *How to Be an Antiracist*. New York: One World.