

Diversity Support & Resources

Carolina Resources to Explore Diversity

DIVERSITY MATTERS AT CAROLINA

www.unc.edu/diversity

ACADEMIC PROGRAMS

www.unc.edu/depts

University Policies and Resources

SUPPORT AND RESEARCH PROGRAMS

<http://research.unc.edu/offices/index.htm>

<http://research.unc.edu/services/index.htm>

RACIAL HARASSMENT

<http://www.unc.edu/policies/old%20policies/racial.pdf>

SEXUAL HARASSMENT

<http://deanofstudents.unc.edu/index.php/educational-programming-mainmenu-82/48-sexual-harrasment.html>

VIOLENCE IN THE WORKPLACE

<http://hr.unc.edu/policies-procedures-guidelines/spa-employee-policies/employee-relations/VIOLENCE>

STUDENT ORGANIZATIONS

<http://uncstudentorgs.collegiatelink.net/organizations>

For more information

Equal Opportunity/ADA Office
The University of North Carolina at Chapel Hill
100 Pettigrew Hall, Campus Box #9160
Chapel Hill, North Carolina 27599-9160
919-966-3576



"HOPE" Award: Helping Other People Excel

This award recognizes School of Nursing staff and faculty who promote inclusiveness and encourage an open environment that advances diversity through their interactions with students and coworkers. Recipients demonstrate respect for all members of the SON community, create a safe environment for individual expression and encourage thoughtful consideration of diversity issues.

Courageous Dialogues: Discussion Series

Continuous learning about SON diversity issues is organized around a regular series of structured conversations. Faculty and staff are invited to read articles, books or other written materials, view a film, and then discuss ideas, impressions, impact and observations. While participating in Courageous Dialogues, the SON is building a foundation of cohesiveness and communal commitment to deepen and expand understanding between group members. All viewpoints are welcome in the discussion and all who participate have a chance to be heard.

Nursing: A Career Choice for Both Men and Women

Today, both men and women are choosing a nursing career for the flexibility, freedom and the opportunity to make a difference in people's lives. There are unlimited opportunities to advance in the profession by choosing a variety of career options: nurse practitioner, health care executive, faculty member or nurse scientist. The SON offers an excellent environment for all students, and welcomes men to the profession with enthusiasm.

Contact us

School of Nursing, Room 1810,
Carrington Hall, Campus Box #7460
Chapel Hill, North Carolina 27599-7460
<http://nursing.unc.edu/oma/index.htm>

DR. RUMAY ALEXANDER

rumay@email.unc.edu or 919-966-7767

Dr. G. Rumay Alexander is Clinical Professor and Director of the Office of Multicultural Affairs at the University of North Carolina at Chapel Hill School of Nursing. A frequently sought lecturer and consultant, Dr. Alexander is recognized nationally and internationally as an expert regarding diversity and inclusion management at both the personal and organizational level. She has participated on numerous landmark panels including the American Hospital Association's Nursing Workforce Commission and the National Quality Forum's National Voluntary Consensus Standards for Nurse Sensitive Care Advisory Steering Committee. She is the 2010 recipient of the American Organization of Nurse Executives' Prism Award, which recognizes at a national level leadership in the scholarship and science of diversity.

JILL SUMMERS

Administrative Assistant
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Cultural Coaches

Identified faculty members assist the OMA director with actualizing the objectives for diversity and/or multiculturalism set forth in the diversity plan. A list of current cultural coaches can be obtained by accessing the OMA website at <http://nursing.unc.edu/oma/about/index.htm>.

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

The Office of Multicultural Affairs



*Creating an open environment
for our students, staff & faculty
to learn and succeed*



UNC
SCHOOL OF NURSING



At the Office of Multicultural Affairs (OMA),

our purpose is to encourage *equity of opportunity* and diversity in the UNC School of Nursing (SON) by creating a culture of respect, acceptance and prosperity. At the UNC School of Nursing, OMA is an integral part of academic life. We believe *human flourishing* is an appropriate expectation for any individual, regardless of his/her background and so we work in tandem with the school's students, faculty and staff to support their success. In addition, the office serves as a forum for common interest topics and also as a communication vehicle working towards a future of equality.

What Do We Mean by Diversity?

Diversity means different things to different people. At the School of Nursing, we see it as holding multiple perspectives without judgment. Let us explain.

Promoting and Embracing Differences

OMA and the SON are committed to creating a climate in which everyone, regardless of position or level, is treated with equal respect. At the UNC School of Nursing, all voices carry equal value and regard. We welcome diversity of thought, lifestyle, religion, sexual orientation, ethnicity and racial origins and feel that each of these helps to enrich our community. At OMA, we take our impact on society seriously and that is why we are proud to prepare graduates that deliver top-notch care that is mindful of the cultural beliefs of patients here in North Carolina and across the globe.

Diversity in Action

- We encourage cultural sensitivity in teaching, learning, practice and research.
- We design, implement and evaluate recruitment and retention programs that are inclusive.
- We seek out faculty, staff and students from underrepresented and/or disadvantaged backgrounds to become involved and serve as leaders.

Our Strategic Approach to Diversity

At OMA, we acknowledge underlying assumptions of racism, inclusiveness, cultural competence, cultural sensitivity and intellectual ability. Because we understand these issues, OMA is intent on addressing the following targeted areas within the School of Nursing: culture and community, admissions in each educational program and curriculum in each education program.

Defining Our Core Values

CURIOSITY AND COURAGE

Personal Responsibility for getting to know one another and being understood

OPENNESS AND OTHERNESS

Holding multiple perspectives simultaneously and valuing them all

RECIPROCITY AND RESPECT

Recognition of personal diversity and a willingness to admit that all peoples have equal value and merit

EQUITY AND EMPATHY

Distribution of power and equality of opportunity

How Can We Help You?

Our door is always open. We hope you will drop in or make an appointment to discuss ideas and issues we have raised in this publication, or let us consult with you on presentation ideas that incorporate diversity and/or trans-cultural concepts. You can find us in Room 1810—Carrington Addition.

OMA Services

- We can assist you in exploring approaches to world views that arise from differences of cultures
- We provide feedback for classroom activities, course assignments, teaching methodologies and resources to enhance coursework, concepts and research ideas
- We can provide guest lecturers to speak about cultural relevant care, policies and practices
- We can serve as a neutral party to talk over problems and resolve conflicts
- We can coach you to help identify and evaluate options for assignments, facilitate conversations and help clarify important issues

About the UNC School of Nursing

The School of Nursing at UNC-Chapel Hill is nationally recognized as one of the premiere nursing schools in the country, with a tri-fold mission of excellence in nursing education, research and service.

Academics

The School offers a full complement of nursing education programs:

- A bachelor of science in nursing program (BSN)
- A master's of science in nursing program (MSN)
- Post-Master's Certificate program

SON FACTS AND FIGURES

Uniqueness is housed in many places. What makes the SON stand out?

Find out more at our website:
<http://nursing.unc.edu/oma/index.htm>

- Doctoral program (PhD)
- Pre- and post-doctoral fellowships

For more information go to: <http://nursing.unc.edu/academics/index.htm>.

Research

The School's programs of research are concentrated in five areas:

- Preventing and managing chronic illness and other major health threats
- Reducing health disparities
- Improving health care quality and patient outcomes
- Understanding biobehavioral and genetic bases of health and illness
- Developing innovative approaches to enhance science and its translation to practice

We invite you to read more about the school's endeavors in the School of Nursing's magazine, Carolina Nursing. Go to <http://nursing.unc.edu/research/index.htm>.

Awards and Opportunities

Ethnic Minority Visiting Scholar

Race, ethnicity and gender represent important dimensions in nursing, given historical and political dynamics, demographic trends and projections, the existence of health disparities and the substantial under-representation of expanding demographic groups in nursing. Each year, a task force identifies and invites an individual who is first and foremost a leading nurse scholar in practice, research or service from one of the underrepresented dimensions in nursing. During his/her three-day visit, the leader is engaged in discussions regarding his/her area of expertise, the examination of issues of diversity from a contextual perspective and the sharing of best practices and strategies. He/she is also invited to share lived experiences of navigating the contingencies of social identity with the SON faculty, students and fellows and with the larger university and community.

Pauline W. Brown Diversity Scholarship Award

The school provides annual recognition at the May commencement ceremonies to a student whose course work exemplifies outstanding scholarship focused on multiculturalism. For this award, we encourage an interdisciplinary approach that seeks to understand or explore its subject with perspectives of interrelatedness and inseparability. Research papers, essays, creative writing, artwork and other forms of written work may be submitted.

