

# The Value of Diversity, Equity, and Inclusive Education in Ambulatory Pediatric Nursing

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## Problem/Clinical Issue

Diversity, Equity, and Inclusion (DEI) education are essential components of providing culturally competent care in healthcare settings. However, many organizations only offer DEI education to nurse leaders, neglecting the importance of providing it to frontline nursing staff who directly care for patients. This project aims to bridge the gap in the ambulatory pediatric setting by developing DEI education specifically for frontline nursing staff at an urban pediatric hospital.

## EBP Question

What are the best practices to increase nurses' knowledge regarding *Diverse, Equitable, and Inclusive* care of pediatric ambulatory patients?

## Evidence Summary

The project followed the John Hopkins Nursing Evidence Based Practice model. An extensive literature review was conducted, and the evidence synthesized established the need for DEI training among frontline nursing staff. The evidence revealed the following:

- Most nurses had not received cultural competence/DEI training. (1)
- Training should target front line nursing staff. (1,4)
- Education about cultural competence is recommended and should be recurrent. (2,3)
- Resources should be provided and kept current and accurate. (1)

## Implementation

### Education

- Definitions of DEI, cultural competency, Social Determinants of Health, and examples of diverse encounters in the ambulatory setting
- Two virtual training sessions for primary and specialty clinic RNs and LPNs
- 0.5 CEUs awarded

### Resources

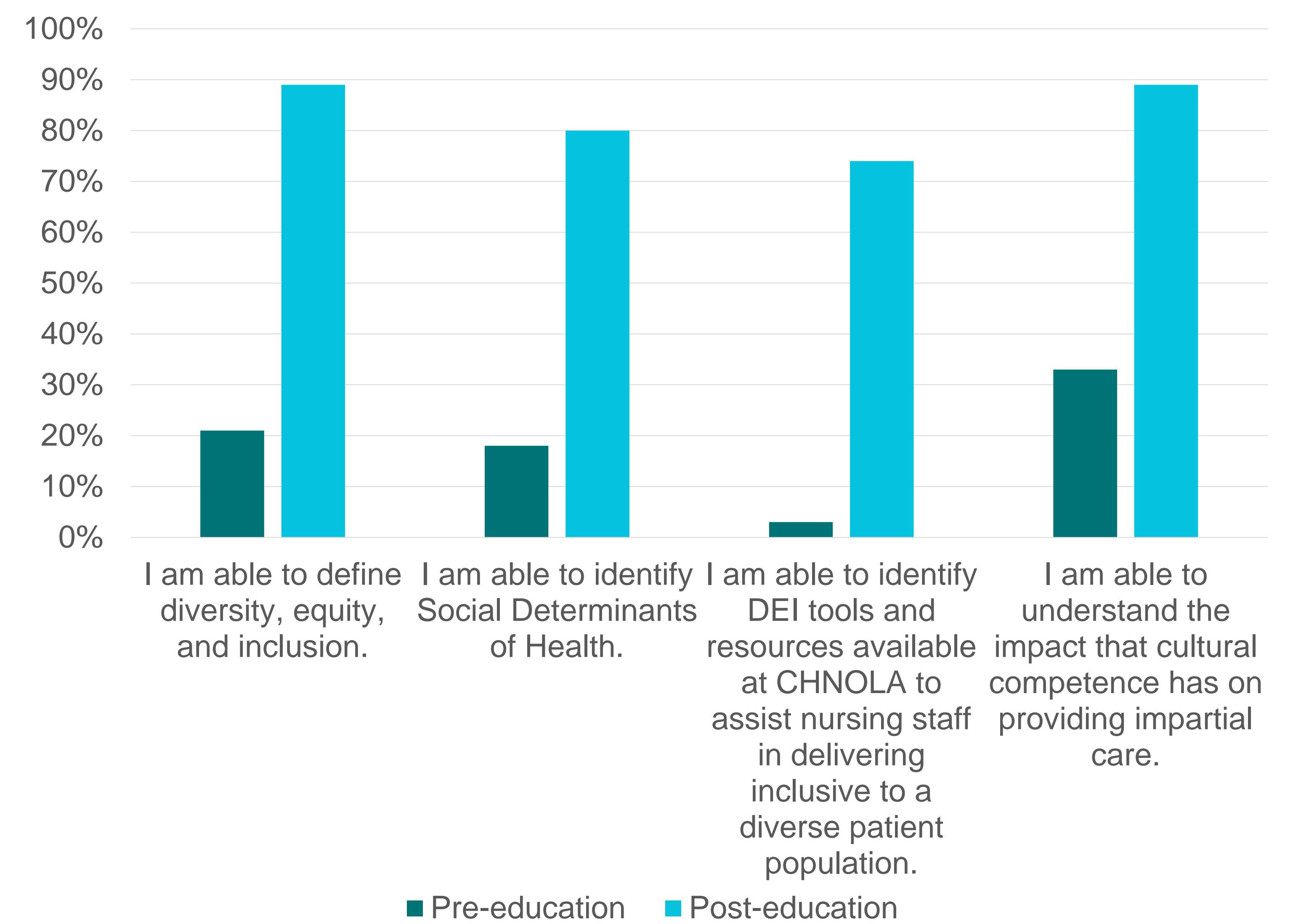
- Digital DEI toolkit

### Evaluation

- Pre- and post- surveys via Survey Monkey to 52 participants

## Results

Graph below identifies results of the "Strongly Agree" category



## Implications

The need to expand DEI education across all levels of nursing was evident. Healthcare organizations should prioritize incorporating DEI education into the onboarding process for new staff members and provide annual refreshers to ensure that current best practices are implemented. Moreover, it is crucial to make DEI resources readily available to frontline nursing staff to support their efforts in providing culturally competent care.

## References

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