

# University of Nebraska Medical Center College of Nursing Inclusion and Belonging Affirmation of Excellence

Our commitment to inclusion and belonging aligns with the UNMC values of Innovation, Teamwork, Excellence, Accountability, Courage, and Healing (ITEACH). The objective of the Inclusion and Belonging Affirmation of Excellence is to guide inclusive behavior and establish accountabilities to support respect for each other in the College of Nursing (CON) and beyond. The CON is committed to supporting this affirmation and acknowledges that it will evolve. This affirmation applies to interactions in all aspects of our shared academic and professional lives.

## Innovation

- Exhibit strong leadership and take personal responsibility for progressing inclusion and achieving transformational results.
- Weave inclusion excellence in the tripartite mission and all activities of the CON.

## Teamwork

- Demonstrate teamwork through respectful communication with all, regardless of role, title, or profession.
- Practice inclusive integrity.
- Be mindful of belonging, inclusion, and excellence in all team endeavors.

## Excellence

- Promote inclusion and belonging for all faculty, staff, and students in our pursuit of excellence.
- Be present during all interactions, enhancing the community experience.
- Exhibit inclusion across cultures in academic, professional, casual, and team interactions.

## Accountability

- Be purposeful and respectful in the pursuit of creating an environment of belonging and inclusion.
- Be intentional to recruit and retain diversity in the CON community through just, equitable, and inclusive practices.
- Use respectful language which translates across cultures and when necessary; explain acronyms, slang, or idioms.
- Advocate to stop microaggressions toward marginalized individuals and communities.

## Courage

- Promptly address any form of bullying, retaliation, harassment, and/or microaggressions toward others using the established UNMC CON channels.
- Practice self-reflection and advocate for brave changes.
- Strive to be authentic in all interactions with a willingness to be vulnerable.
- Seek understanding, ask forgiveness, and be relentless in the pursuit of respectful engagement with each other.

## Healing

- Commit to self-improvement.
- Show empathy.
- Be generous in giving and receiving feedback in the pursuit of inclusion for all. Feedback is vital to foster a culture of inclusion, belonging, and growth.
- Model evidence-based and person-centered practices promoting accessible and equitable healthcare.