# Using DEI Shadowboxing to Enhance Cultural Competence in Nursing Students

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## Problem:

- In a healthcare system focused on standardization and protocols, nurses struggle to address individual needs with consideration of intersectionality of diverse cultural and spiritual values.
- Throughout the nursing literature, there is agreement that educators must introduce the concept of DEI early in the curricula and carry through the concept as an essential skill set for professional nursing practice (AACN, 2021).

## Purpose:

The purpose of this pilot study was:
- to use findings of a qualitative study examining perspectives of marginalized individuals to create a DEI Shadowboxing activity involving the four spheres of care
- to examine its effects on cultural awareness in pre-licensure baccalaureate nursing students, using a pre-test/post-test design, measuring cultural awareness, using the Cultural Awareness Scale (CAS) (Foronda et al, 2022).

## Implementation:

- DEI Shadowboxing is an instruction method where students develop muscle memory through repeated simulation so that they are prepared to engage in the activity in practice (Herder & Turner, 2018).
- DEI Shadowboxing activity was created using qualitative study results in compliance with the Standards of Best Practice for Simulation (INACSL).
  - Qualitative findings provided realism & ensured credibility and validity of scenarios.
  - Activity included pre-briefing, scenario and debriefing
- Students completed the CAS as a 1-3 days prior to the scheduled Simulation-Based Education (SBE) at the start of the second clinical semester.
- The clinical instructor then used the YouTube video to conduct DEI Shadowboxing.
- 3-5 days after completing the DEI shadowboxing, students completed the CAS again as a post-test.

## Sample:

29 second-semester, pre-licensure, baccalaureate student nurses.
- 20.6% identified as male, 79.4% as female, and none identified as other.
- 72% white, 14% black, 7% LatinX, 3% MENA, and 3% Asian.
- 90% identified as hetero, 3% genderqueer, 3% two-spirited, and 3% did not disclose
- 94% were 18-29 years of age; 4% were 30 or older.

## Findings:

Significant increase in CAS scores after participating in DEI Shadowboxing evidences by paired t-tests and Wilcoxon Ranked Pairs $(t = 3.13, p = 0.003)$.

6.5 difference in the mean CAS score
- Pre-CAS = 127.1 vs. postCAS = 133.6

Single sample t-tests and Mann Whitney U $(t = 6.19, p < 0.001)$.

Pilot study findings suggest DEI Shadowboxing provides a simple and cost-effective way to develop cultural awareness and DEI-related interpersonal skills for student nurses.
DEI Shadowboxing increases cultural awareness, which strengthens the foundation for cultural competence.

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## Conclusions & Recommendations:

- DEI Shadowboxing may be useful as a CE activity for LPNs & RNs.
- Scenarios can be amended for other health professionals.
- Re-evaluate outcomes with larger, randomized sample.