

---

# Microaggressions: The Experiences of Diverse Graduate Nursing Students in Online Nursing Education

- ❖ **When:** TBD
- ❖ **Where:** Virtual Link (TBD)
- ❖ **Session:** Faculty have an obligation to ensure that the classroom is free of negative behaviors like bias and discrimination, which hinder an inclusive, equitable learning environment. Racial microaggressions are forms of bias and discrimination, are statements of offensive and intimidating insults to people of color, and occur in everyday spaces including academia (Sue, 2010). During this session, Dr. Zajac will present findings from the qualitative research study, which she implemented during her spring 2022 sabbatical. The study included 12 one-on-one Zoom interviews with racially diverse graduate students about their experience of microaggressions in the online educational environment. The results of the study along with evidence from the literature, informed the creation of faculty strategies to decrease microaggressions. Dr. Zajac will present these strategies with the goal of improving online learning spaces for diverse students.

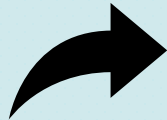


*This webinar is supported by the e-Learning to Advance Racial & Ethnic Diversity Friendly University Initiative*

---

# Session Objectives

*At the conclusion of the session, participants will be able to:*



**1**

- Identify at least two patterns or themes that reflect the students' experiences of microaggression.



**2**

- List three faculty strategies to decrease microaggression in the online environment.



**3**

- Reflect on teaching practices that contribute to an equitable, inclusive learning environment.

---

# Speaker Biography

Dr. Lynne Zajac, Ph.D., RN, joined the NKU faculty in 2015 as a member of the graduate faculty. She teaches Leadership in Organizations and Systems, Role Development, and Practicum/Project courses in the DNP program. She is also the Program Director of the Health Resources and Services Administration (HRSA) Nurse Faculty Loan Program at NKU. Dr. Zajac earned a PhD in Nursing Education from University of Northern Colorado, an MSN from Case Western Reserve University, and a BS from Albright College. She is a nurse educator and leader with 30 plus years of experience in nursing education, program development, and administration.

At NKU, she was the DNP Program Director 2016-2019; fall 2021, and Interim School of Nursing Director 2019-2020. She is familiar with several online learning management systems and is a Quality Matters Peer Reviewer. Select committees include the CHHS Equity Council, University Research Council, and the NKU IRB. Dr. Zajac holds several professional memberships including Sigma Theta Tau International Honor Society and the local NKU Rho Theta Chapter; she is an active member of the Transcultural Nursing Society.

Dr. Zajac's research and professional development interests include diversity and education, best practices in online teaching, prevention of patient falls, and transcultural nursing. She developed and implemented transcultural nursing education and immersion experiences for students traveling to Lesotho, Africa, to the Turtle Mountain Ojibwa Reservation in North Dakota, and to England/ Ireland. She is committed to diversity, equity, and inclusion efforts in education and in all institutions of our society; community service initiatives include actions to decrease food and housing insecurity. In her free time, she loves time with her family, the beach, eating outdoors, books, and a good cup of coffee.



---

# e-Learning to Advance Racial & Ethnic Diversity Friendly University Initiative

For more information, please visit [website](#) and contact Dr. Suk-hee Kim, Ph.D., COI, MSW, Associate Professor in the School of Social Work & NKU's Diversity Faculty Fellow at [kims16@nku.edu](mailto:kims16@nku.edu)

---