



**Bow Valley
College**

Course Outline

NURS3305

Promoting Diversity and
Inclusion in Registered
Nursing Practice
Fall 2025 - Current

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NURS3305

Promoting Diversity and Inclusion in Registered Nursing Practice

COURSE DESCRIPTION

This course explores the social determinants of health, examining how factors such as socioeconomic status, education, and access to resources influence health outcomes. Emphasizing cultural diversity and inclusion, nurses will learn to recognize and respect the unique backgrounds, beliefs, and practices of diverse patient populations. This course also addresses issues related to gender and sexual orientation, equipping healthcare providers to offer respectful and affirming care to individuals of all genders and sexual orientations. Additionally, the course provides insights into the specific healthcare needs of older adults, considering age-related changes and chronic conditions. Throughout the course, sensitivity to clients' cultures, practices, and religions will be emphasized, empowering nurses to deliver culturally competent and patient-centered care to a diverse range of individuals and communities.

REQUISITES	None
EQUIVALENTS	None
CREDITS	2
HOURS	30
ELIGIBLE FOR PLAR	No
ZERO TEXTBOOK COST	Yes

COURSE LEARNING OUTCOMES

Bow Valley College is committed to ensuring our graduates can demonstrate their abilities in key areas that will make them effective citizens and encourage their development as lifelong learners. In addition to the discipline-specific skills that learners acquire in their programs, the College has identified ten learning outcomes.

College-Wide Outcomes:

1. Communication
2. Thinking Skills
3. Numeracy and Financial Literacy
4. Working with Others
5. Digital Literacy
6. Positive Attitudes and Behaviours
7. Continuous Learning

- 8. Health and Wellness Awareness
- 9. Citizenship and Intercultural Competence
- 10. Environmental Sustainability

#	COURSE LEARNING OUTCOME(S)	COLLEGE WIDE OUTCOMES SUPPORTED
1	Analyze the implications of diversity for healthcare outcomes and disparities in Canada	1,2,5,7,8
2	Create inclusive care environments that reflect an awareness of and responsiveness to dimensions of inequality in Canadian society	1,2,5,7,8

COURSE MODULES AND SCHEDULE

**Course schedule subject to change, depending on delivery mode and term of study. For exact dates, please consult the Course Offering Information in Brightspace.*

WEEK/HOURS MODULES

6hrs	Module 1 Implications of Diversity
6hrs	Module 2 Cultural Diversity in Healthcare
6hrs	Module 3 Gender and Sexual Diversity
6hrs	Module 4 Older Adults in Canadian Healthcare
6hrs	Module 5 People with Disabilities in Healthcare

ASSESSMENT

COURSE

LEARNING ASSESSMENT OUTCOME(S)

WEIGHT

1,2	Self-Reflection	pass/fail
1,2	Care Plan	pass/fail

Important: For details on each assignment and exam, please see the Course Offering Information.

PERFORMANCE STANDARDS

A grade of P is required to pass this course. Learners may be required to pass this course in order to progress in the program or to meet specific program completion requirements.

Assignment policies will be set by each instructor. All course components must be submitted and complete to pass the course.

- All assignments/assessments will have a due date.

Assignments must have their research resources cited using the American Psychological Association (APA) citation style in accordance with the Bow Valley College Academic Integrity Policy (#500-1-7). For more information on APA citation, please visit the website at [About APA Style - APA Style, 7th Edition - LibGuides at Bow Valley College](#).

Please consult with the program area or the Bow Valley College website for further details.

GRADING SCHEME

Symbol	Description	Grade Point Value
P	Pass	N/A
F	Fail	N/A
BD	Basic/Developing (Foundational programming courses only)	N/A
CM	Complete	N/A
NCM	Not Complete	N/A

REQUIRED LEARNING RESOURCES

[entry-level-competencies-for-the-practice-of-registered-nurses-mar-2019.pdf](#)

Additional learning resources may be found in the Course Offering Information or in Brightspace.

ADDITIONAL INFORMATION

Regular attendance is required to be successful in this course. Attendance will be recorded, and absences will be noted. Students are expected to be on time and prepared for class.

Procedures for Addressing Absenteeism:

- Three Absences: If you miss three synchronous sessions, you will receive a program warning letter.

- Five Absences: If you miss five synchronous sessions, even with valid reasons, your continued enrollment in the program at Bow Valley College may be at risk. You may be asked to withdraw from the program. Exceptional circumstances may be considered on a case-by-case basis and at the discretion of the program.

Additional information may be found in the Course Offering Information or in Brightspace.

ACADEMIC ACCOMMODATIONS

Learners with a disability (learning, physical, and/or mental health) may qualify for academic and exam accommodations. For more information, or to apply for accommodations, learners should make an appointment with Accessibility Services in the Learner Success Services (LSS) Department. Accessibility Services can also assist learners who may be struggling with learning but do not have a formal diagnosis. To make an appointment visit LSS on the first floor of the south campus or call 403-410-1440. It is the learner's responsibility to contact Accessibility Services and request academic accommodations. For more information, please visit our website at <http://www.bowvalleycollege.ca/accessibility>.

INSTITUTIONAL POLICIES

Bow Valley College is committed to the highest standards of academic integrity and honesty. Learners are urged to become familiar with and uphold the following policies: Academic Integrity (500-1-7), Learner Code of Conduct, Procedures and Guidelines (500-1-1), Learner Appeals (500-1-12), Attendance (500-1-10), Grading (500-1-6), Academic Continuance and Graduation (500-1-5), and Electronic Communications (300-2-13). Audio or video recording of lectures, labs, seminars, or any other teaching and learning environment by learners is allowed only with consent of the instructor as part of an approved accommodation plan. Recorded material is to be used solely for personal study and is not being used or distributed without prior written consent from the instructor.

Turnitin:

Students may be required to submit their course work to Turnitin, a third-party service provider engaged by BVC. Turnitin identifies plagiarism by checking databases of electronic books and articles, archived webpages, and previously submitted student papers. Students acknowledge that any course work or essays submitted to Turnitin will be included as source documents in the Turnitin.com reference database, where it will be used solely to detect plagiarism. The terms that apply to a student's use of Turnitin are described on Turnitin.com.

Online Exam Proctoring:

Examinations for this course may require proctoring through an online proctoring service. Online proctoring enables online exam taking within a controlled and monitored environment, thereby enhancing academic integrity. Online proctoring may occur through a variety of methods, including but not limited to:

- a. live online proctoring where a remote invigilator authenticates identity and observes completion of an exam using specialized software and recordings;
- b. automated proctoring where the exam session is recorded and AI (artificial intelligence) analyzed;
- c. browser lockdown that limits access to other applications, websites, copying, printing, screen capture and other functions; or
- d. a combination of both live/automated proctoring and browser lockdown.

Course instructors will review recordings, analyses, and data obtained through online proctoring for academic integrity infractions. It is the student's responsibility to meet the technical, software, location, and identity verification requirements necessary to enable online proctoring.

Further details of these policies are available in the Academic Calendar and on the Bow Valley College website, bowvalleycollege.ca.

Learners are encouraged to keep a copy of this course outline for future reference.

Collection of Personal Information:

This course, including your image and voice, may be recorded and made available to you and other students taking the course section. By attending the class(es) online or in person, you consent to the collection of your personal information. If you do not wish to be recorded, please contact your instructor before starting the course/class to discuss alternative arrangements.

You may use the recordings only for educational purposes and you must not copy, share, or use the recordings for any other purpose without the instructor's express permission.

Your personal information is collected in accordance with section 33(c) of the Freedom of Information and Protection of Privacy Act (Alberta) to deliver academic programming, support learner flexibility, promote universal design for learning principles, and for purposes consistent with the course activities and outcomes. If you have any questions about the collection, disclosure, use, or protection of this information, please contact the College's Access and Privacy Officer at foip@bowvalleycollege.ca.