Diversity, Equity and Inclusion RN Champion for Perioperative Services: A New Role
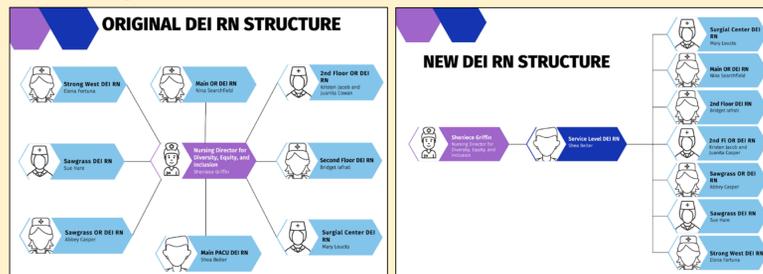
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Background

- In order to build an anti-racist infrastructure, new roles need to be created
- Spring-boarding from the Unit level Nursing Champions for Diversity, Equity & Inclusion (DEI), we developed the Service Level Nursing DEI Representative


Objectives of Project

Create New Role
Create a Service Level RN Rep for Diversity, Equity, and Inclusion

Assess Unit Needs
Collect data using a needs assessment survey

Expand Initiatives
Offer targeted opportunities based on data

Process of Implementation

- Build collaboration with Associate Director of Perianesthesia Nursing and Nursing Director of Diversity, Equity, and inclusion
- Determine role responsibilities and develop framework for role to be supported through policy
- Conduct a staff needs assessment survey to determine perceptions of inclusion and clinical preparedness in DEI topics
- Disseminate monthly newsletter, opportunities for educational and local volunteer events
- Collaborate with Office of DEI to offer interactive opportunities that improve content knowledge, practice clinical skill-building, and nurture inter-professional communication
- Expand mentorship for unit level DEI nurse champions across Perioperative Services

Most Popular Topics for Education
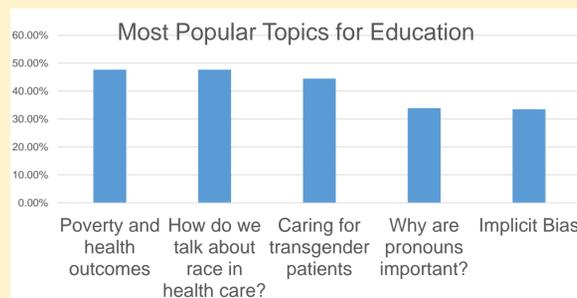
Statement of Successful Practice

- In creating this role, we have
  - Conducted a needs assessment survey regarding DEI (N=221)
  - Offered 6 workshops, 2 town-hall style presentations, and a skills fair
  - Developed a monthly newsletter with best practices and events
  - Fostered partnership with the Nursing Director of DEI and the University's Office of DEI
  - Easy to replicate in other services

Implications for Advancing Perianesthesia Nursing

- Short-term wins:
  - Cohesion with system-wide DEI professionals
  - Clinical practice improvements
  - Professional development and mentorship
- Long-term wins:
  - Improved patient outcomes
  - Increased engagement & retention