

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

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Background Information: It is well-established that better inclusion and diversity practices in healthcare are needed to improve equity. Perioperative Services at the University of Rochester is a large department encompassing inpatient and outpatients surgeries across multiple facilities. Diversity, Equity, and Inclusion (DEI) Champions exist at the unit level, and through the creation of a departmental Champion have expanded initiatives.

Objectives of Project: Create a departmental level Diversity, Equity, and Inclusion Nurse Champion across Perioperative Services in order to support unit champions, expand initiatives, and lead to improved, measurable outcomes.

Process of Implementation:

1. Create a Nurse Champion for Perioperative Services dedicated to DEI.
2. Conduct a staff needs assessment survey to determine perception of inclusion and clinical preparedness in DEI topics, provide targeted education, and identify opportunities for professional growth.
3. Offer interactive workshops to improve content knowledge, clinical practice, and inter-professional communication.
4. Assess changes in professional practice after workshop participation.
5. Expand DEI nurse champions across Perioperative Services.

Statement of Successful Practice: A role was created within Perioperative Services to support Diversity, Equity, and Inclusion initiatives at the departmental level. A departmental needs assessment survey was conducted which identified greatest areas for professional development. Through this, we began town hall presentations on DEI topics, i.e. intersectionality and fostered a partnership with the University's Office of DEI to offer theater-based workshops on implicit bias, privilege, and micro-aggressions. We provided trainings on best practices with transgender patients. We measured clinical and professional improvements using participant surveys. We developed a cadre of DEI nurses from different units within Perioperative Services.

Implications for Advancing the Practice of Perianesthesia Nursing: Creating a centralized RN role for Diversity, Equity, and Inclusion across Perioperative Services leads to support for unit champions, more educational opportunities, and measurable outcomes in staff clinical preparedness, professional development, and sense of inclusion. These will contribute to overall improvement of staff resilience and patient outcomes in future studies.