

Integrating Diversity, Equity, Inclusion and Belonging in the Nursing Workforce and Creating a Positive Work Environment

Team Leaders: Michael M. Tagadaya MS RN NEA-BC, Linede Kraemer MA RN CNOR NE-BC
New York University Langone Orthopedic Hospital, New York, New York

Background Information: Nurses are uniquely positioned to sustain diversity, equity, and inclusion by providing patient-centered care and facilitating nursing excellence. Nurse leaders are paramount in establishing strategies for cultivating, championing, collaborating, and standardizing best practices for diversity, equity, inclusion, and belonging (DEI+B).

Objectives of Project: To define the role of nursing in advancing the goals of DEI+B as outlined in the nursing strategic goal of the healthcare organization. This includes introducing and sustaining change within the nursing profession by dismantling racism, identifying and managing microaggression, forming partnerships, and collaboration in both internal and external sectors of healthcare.

Process of Implementation: A dedicated workgroup of nurse leaders and subject matter experts (SMEs) was formed in 2020. This resulted in developing a charter with specific goals, implementation processes, success measures, timelines, and next steps. Several subcommittees with specific leaders and members were formed as part of the mission. The DEI+B committee and the SMEs identified continuous learning activities such as Understanding and Addressing Microaggression, Unconscious Bias, and Inclusive Leadership. The Nursing DEI+B newsletter and website were introduced. In addition, a nursing leadership mentorship program was implemented.

Statement of Successful Practice: The healthcare organization's Nursing Strategic Plan clearly articulates that DEI+B is a priority in creating a diverse and inclusive workforce towards achieving health equity. In addition to completing the DEI+B training modules, nursing leaders and committee members have involved staff at all levels to join the journey. Several editions of the newsletter have been published, a robust community page, first cohort of mentorship program graduated, and joining the Nursing Podcast station. The committee promotes its mission by working with nursing colleges and universities.

Implications for Advancing the Practice of Perianesthesia Nursing: Nursing leaders must equip themselves with the knowledge of factors affecting disparities. Most significantly, nursing must continue building partnerships with other professions, sectors, and communities.