

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



Department of Nursing

NYU Langone Orthopedic Hospital, New York, NY

**Team members:** Michael Tagadaya, MS,RN,NEA-BC; Linede Kraemer, MA, RN, CNOR, NE-BC

## Background

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).

## Objective 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.

## Sub-Committees

### DEI+B LGBTQ+ Sub Committee

*The purpose of this DEI+B LGBTQ+ Workgroup is to allow for an inclusive conversation that creates a space not only LGBTQ+ managers and employees, but also NYULH families. In partnership with Workplace Culture & Inclusion, this conversation procures the deeper and underlying purpose to create spaces that are safe, equitable, and valued so that everyone, across their multiple dimensions can intersectionality, can feel valued, supported, and respected to bring their fullest potential.*

### The DEI+B Newsletter and Community Page Sub Committees

*The DEI+B Newsletter Community Page Subcommittees are integral groups of the NYU Langone Health Nursing DEI+B Workgroups, launched March 2022, with an enterprise readership of 2500 and 775 unique views and counting. As part of NYU Langone Health's initial strategic nursing plan, the DEI+B Newsletter Highlights the latest information about DEI+B through the collective efforts of nursing leaders, staff, and subject matter experts throughout the nursing community and the interprofessional team. The newsletter and community page committee members represent the unique and diverse backgrounds of the NYU Langone nursing workforce. As we embark on the following year, we invite you to join us in our journey towards a diverse and inclusive community by becoming a member.*

### DEI+B Sub Committee #1

### Using Mentorship To Increase Diversity in Leadership

*The DEI+B Cross-Campus Sub Committee is working towards meeting the NYU Langone organizational DEI+B strategic goal of increasing diversity in career advancement or comfort in their leadership roles. This mentoring program is undoubtedly a rewarding experience that will help you build your leadership capability. This sub committee committed to working with each cohort by providing interactive learning series to improve self-efficacy, networking, leadership, succession planning and performance.*

## Statement of Successful Practices

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 Perianesthesia Nurses and Future Research

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.

**Project Contact: Michael Tagadaya, MS, RN, NEA-BC**  
[Michael.Tagadaya@nyulangone.org](mailto:Michael.Tagadaya@nyulangone.org)

**Linede Kraemer, MS, RN, CNOR, NE-BC**  
[Candy.Kraemer@nyulangone.org](mailto:Candy.Kraemer@nyulangone.org)

