

### 3. PROMOTING NURSES' HEALTH AND WELL-BEING

3.6 Employers, including nurse leaders, should support diversity, equity, and inclusion across the nursing workforce, and identify and eliminate policies and systems that perpetuate structural racism, cultural racism, and discrimination in the nursing profession, recognizing that nurses are accountable for building an antiracist culture, and employers are responsible for establishing an antiracist, inclusive work environment.

#### 1. Key Strategic Stakeholders

#### 2. Top 3-5 Actions for 2021

#### 3. Top 3-5 Actions for 2022

<p><b>Nursing</b> All Nursing Association Accrediting Bodies; Nursing Associations – National &amp; State; National Student Nurses' Association (NSNA); The Joint Commission</p> <p><b>Healthcare</b> American Hospital Association (AHA); America's Essential Hospitals; Employers of Nurses; Long Term Care (LTC) organizations; Tribal Hospital Systems</p> <p><b>Federal Government</b> Federal Hospital Systems</p> <p><b>Education</b> American Association of Critical Care Nurses (AACN); National League for Nursing (NLN); State Boards of Nursing (NCSBN); State Boards of Higher Education</p> <p><b>Other</b> LeapFrog Group</p>	<p>A. All Stakeholder groups should develop Diversity, Equity &amp; Inclusion (DEI) statements and convene committees to address the issue</p> <p>B. Training to bring awareness to implicit bias and how these bias can be embedded in policies/procedures</p> <p>C. Develop guidelines/tools to help in reviewing policies/procedures for bias</p> <p>D. Conduct a gap analysis to set recruitment priorities for underrepresented people</p>	<p>A. Develop template language for policies and procedures</p> <p>B. While recruiting for diversity be intentional in practices related to equity and inclusion</p> <p>C. National Council of State Boards of Nursing Exam (NCLEX) reviewed for bias.</p> <p>D. Culture of Safety surveys will include questions related to inclusivity</p> <p>E. Research to determine whether holistic university admission criteria is effective and develop best practices</p> <p>F. Evaluate Employer hiring practices and identify best practices</p>
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#### 4. Success Indicators

- Gaps identified are decreased
- The percentage of employers meeting Diversity, Equity & Inclusion (DEI) standards increases
- National Council of State Boards of Nursing Exam (NCLEX) scores improve in populations identified as lagging in Step 2
- Workforce reports show a higher percentage of underrepresented populations in in the profession