



ASNA Diversity and Inclusion

- WHEREAS Diversity Awareness is rooted in a desire to promote quality healthcare as a human right for all;
- WHEREAS Diversity includes but is not limited to differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs;
- WHEREAS All humans possess unique, rich cultural histories, backgrounds and personal experiences deserving of universal respect and acceptance;
- WHEREAS It is the duty of Alabama State Nurses Association (ASNA) to recognize no single religious observance over any other, consistent with the First Amendment of the U.S. Constitution;
- WHEREAS Consistent with a commitment to freedom of expression and conscience, all members of the Alabama State Nurses Association, including students, and staff, have the right to express their beliefs;
- WHEREAS The Alabama State Nurses Association will foster a rich array of diversity and inclusion within the Board, membership, students, and staff;
- WHEREAS The Alabama State Nurses Association will promote an accepting, inclusive environment that attracts and supports a diverse and inclusive Board, membership (includes student nurses), and staff;
- WHEREAS The Alabama State Nurses Association affirms that hostile, threatening, or racist actions, language, or posts will not be tolerated and encourages the elimination of bias and the enhancement of diversity;
- WHEREAS The Alabama State Nurses Association states that these goals can most effectively be realized through the commitment at the State and every district level of ASNA in which the Association is positioned to promote and support diversity and inclusion;
- WHEREAS The Alabama State Nurses Association Board affirms the value of a diverse and fully inclusive community, one that is enriched by persons of different backgrounds, points of view, cultures, socioeconomic status, and other diverse characteristics. The Alabama State Nurses Association expects the members, staff and student members to engage in a variety of initiatives to advance diversity and

inclusion in all aspects of the Association;

WHEREAS Diversity Awareness, as we have envisioned it, is acknowledgement and appreciation of the existence of differences in attitudes, beliefs, thoughts, and priorities in the health-seeking behaviors of different patient populations; it reflects the nursing profession's contract with society and our responsibility to act according to a strong code of ethics, i.e., to be aware of our own attitudes, beliefs, thoughts, and priorities in providing care to individual patients, families, communities, and populations;

RESOLVED That the Alabama State Nurses Association reaffirms our support to a diverse environment that provides an inclusive membership for all. We endeavor to support, promote, and advance inclusion through our vision, work, and outreach;

RESOLVED That the Alabama State Nurses Association desires to be an active participant in advancing a safe and embracing culture of diversity and inclusivity. We are ready to support and engage in conversations and actions that support and further a culture of inclusivity. We support and encourage actions to ensure the rights of all members including but not limited to any group, regardless of race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs;

RESOLVED We call upon all members of our Board, membership (including student members) and staff to individually and collectively support and advance a culture of diversity and inclusion at the Alabama State Nurses Association;

RESOLVED As we strive to build on our awareness of cultural competence and acknowledging the need for proactive and knowledgeable response to persistent health disparities in our society, ASNA is committed to partnering with organizational and scholarly leaders to provide practicing nurses, nurse faculty and educators, administrators, and student nurses with high-quality educational resources that we anticipate will encourage you to: make a professional commitment to increasing your understanding of diversity issues and apply this knowledge in caring for all patients and increase awareness of your own attitudes, perceptions, and feelings about different aspects of diversity.

References:

<http://www.nursingworld.org/MainMenuCategories/ThePracticeofProfessionalNursing/Improving-Your-Practice/Diversity-Awareness/Mission-Statement.html>
<http://psa.ua.edu/about-the-psa/resolution-on-diversity-and-inclusion>

Submitted by: Carthenia Jefferson, JD, RN, Esq.
Dr. Wanda Spillers

Revised: 07142017