

# Nursing Practice: Promoting an Inclusive Workplace in Nursing and Healthcare

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# Objectives

- Define inclusivity in the workplace
  - Identify strategies nurses can take to create an inclusive work environment
  - Discuss organizational strategies to build an inclusive work environment
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# **The Power of a Story**

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# Inclusivity

- Who is missing?
  - The practice or policy of including people who might otherwise be excluded, marginalized, or minoritized
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# Nurse Strategies

- Check Your Bias
  - Comfortable with Being Uncomfortable
  - Learn
  - Self-Care
  - Boundaries
  - Saying No
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# Organizational Strategies

- Diversity, Equity, Inclusivity, Justice, Belonging
    - Statement, Plan, Council, Policies, Procedures
    - Mission, Values, Strategic Goals
    - Actions
  - Workforce
    - Job Descriptions
    - Hiring Data
    - Salary Tables
    - Retention Numbers
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# Resources

- American Nursing Association. 2020. <https://www.nursingworld.org/news/news-releases/2020/the-american-academy-of-nursing-and-the-american-nurses-association-call-for-social-justice-to-address-racism-and-health-equity-in-communities-of-color/>
  - Asian American / Pacific Islander Nurses Association, Inc. 2019. <https://aapina.org/>
  - National Academies of Sciences, Engineering, and Medicine. 2021. *The future of nursing 2020-2030: Charting a path to achieve health equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25982>.
  - National Alaska Native American Indian Nurses Association. 2021. <https://nanainurses.org/>
  - National Black Nursing Association, Inc. 2021. <https://www.nbna.org/>
  - National Hispanic Nursing Association. 2021. <https://nahnnet.org/>
  - Project Implicit. 2011. <https://implicit.harvard.edu/implicit/takeatest.html>
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