

	American Pediatric Surgical Nurses Association Inc. <i>Safety and Excellence in the Surgical Care of Children</i>	
	POLICY AND PROCEDURE	
PAGE: 1 of 2	REPLACES POLICY DATED: N/A	
EFFECTIVE DATE: December, 2017	APPROVED BY: APSNA BOD 2022-2023	
NEXT REVISION: November, 2025		
POLICY DESCRIPTION: Diversity, Equity and Inclusion Policy		
REVIEWED:	REVISION: 12/2020, 11/22	

Purpose: The American Pediatric Surgical Nurses Association, Inc. (APSNA) respects, values, and celebrates the unique attributes, characteristics, and perspectives that make each person who they are. We believe that our strength lies in our diversity among the broad range of people and areas we represent. We consider diversity, equity and inclusion a driver of organizational excellence and seek out diversity of participation, thought, and action. It is our aim, therefore, that our members, partners, and key stakeholders reflect and embrace these core values.

This Policy is a declaration of APSNA’s commitment to develop a fully inclusive community which values members, patients, and families from all sectors of society equally.

Defined: APSNA seeks to embrace the diversity of its members as well as the patient’s and families we provide care to. We recognize that each person brings their own unique characteristics and experiences to the organization. APSNA values such diversity and strives to create a supportive environment for all to be able to reach their full potential.

Diversity: The quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental, and developmental abilities; race; religion; sexual orientation; skin color; socioeconomic status; education; training; sector experience; organizational tenure; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences, and culture—and more. Even when people appear the same on the outside, they are different. We believe that such diversity results in a wide array of perspectives that can promote innovation and ultimately success of the organization.

Equity: An approach that ensures everyone has access to the same opportunities. It is eliminating barriers and privileges; ensuring all people have fair access opportunity and resources to thrive. Equity recognizes that we don’t all start from the same place because advantages and barriers exist. It’s a process that acknowledges uneven starting places and seeks to correct the imbalance.

Inclusion: The act of including a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In simple terms, diversity is the mix and inclusion is getting the mix to work well together. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best. The organization strives to build a culture of

trust, candor, and respect, in which different groups or individuals having different backgrounds are accepted, welcomed, and equally treated.

Diversity Awareness: Diversity Awareness, as envisioned by the American Nurses Association, (ANA) 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.

PROCEDURE:

- I. Board Members and Volunteers -- The board members and volunteers of APSNA reflect the rich and growing diversity of society.
- II. Patients and Families -- The patients and families we serve reflect the rich and growing diversity of society.
- III. Membership -- Members are asked to voluntarily consider the role of diversity and inclusion not only in their day-to-day work but also in APSNA organizational endeavors. APSNA members support collaborative environments that value open participation from groups and individuals with different ideas and perspectives allowing for open, communicative, and engaging relationships.
- IV. Board Policies and Practices -- APSNA's policies and associated practices present opportunities to visibly demonstrate and guide board and staff practices that fulfill its organizational promises and commitments to inclusion.
- V. Contracts and Vendors -- APSNA's vendors and contracting process demonstrate a commitment to diversity and inclusion as a practice. A consistent internal set of practice guidelines drives the selection of vendors during the contracting process. Prospective vendors are asked to make a voluntary commitment to inclusion, and their organizational practices shall be taken into consideration during the selection process.
- VI. Conferences and Programs -- Conferences and programs present some of the most visible and meaningful opportunities for member and colleague engagement. The diversity of speakers, presenters, and content will continue to be tracked and analyzed, and such information shall be used as a data point to inform effective decision making about the inclusion of diverse perspectives.