

		American Pediatric Surgical Nurses Association Inc. Safety and Excellence in the Surgical Care of Children	
POLICY AND PROCEDURE			
PAGE: 1 of 2		REPLACES POLICY DATED: N/A	
EFFECTIVE DATE: December, 2017		APPROVED BY: APSNA BOD 2025-2026	
NEXT REVISION: February 2029			
POLICY DESCRIPTION: Diversity, Equity, Inclusion and Belonging (DEIB)			
REVIEWED:		REVISION: 12/2020, 11/22, 2/26	

Commented [AE1]: Edits are intended to clarify, modernize language, and improve consistency—not to change APSNA’s values or direction.

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 our strength lies in the diversity of the people and professional experiences we represent. APSNA recognizes diversity, equity, inclusion, and belonging (DEIB) as drivers of organizational excellence and is committed to fostering diversity of participation, thought, and action. It is our aim that our members, partners, and key stakeholders reflect and embrace these core values.

This policy affirms APSNA’s commitment to developing and sustaining a fully inclusive community that values members, patients, and families from all sectors of society equally.

Commented [AE2]: Minor wording edits for clarity and flow; intent and meaning unchanged.

Definitions and Core Concepts

APSNA seeks to embrace the diversity of its members as well as the patients and families for which we provide care. 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.

Commented [AE3]: Streamlined overlapping language to reduce redundancy while preserving original intent.

Diversity

The quality of being different or unique at the individual or group level. Diversity includes, but is not limited to, 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; and perspectives shaped by culture, lived experience, and geography. Even when people appear similar externally, they may differ significantly in experiences and viewpoints. APSNA believes that diversity fosters innovation and strengthens organizational success.

Equity

An approach that ensures individuals have fair access to opportunities and resources needed to thrive. Equity recognizes that people do not all start from the same place due to systemic advantages and barriers and seeks to address and correct those imbalances.

Commented [AE4]: Edited for clarity and grammatical consistency; definition remains aligned with ANA/DEIB language.

Inclusion

The intentional creation of environments and strategies that leverage diversity. While diversity exists naturally within social systems, inclusion must be actively cultivated. Inclusion ensures that individuals feel supported, heard, respected, and empowered to contribute their best. APSNA strives to foster a culture of trust, candor, and respect where individuals of all backgrounds are welcomed and treated equitably.

Diversity Awareness

As defined by the American Nurses Association (ANA), diversity awareness is the acknowledgement and appreciation of differences in attitudes, beliefs, thoughts, and priorities-- particularly as they relate to health-seeking behaviors among diverse patient populations. It reflects nursing's ethical responsibility to examine personal biases and provide equitable care to individual families, communities, and populations.

Belonging

Belonging is a foundational component of DEIB and reflects an organizational culture in which individuals feel respected, valued, supported, and connected. It goes beyond representation and inclusion by fostering environments where members can participate fully, contribute meaningfully, and experience a genuine sense of connection to APSNA and the patients and families served.

PROCEDURES:

- I. Board Members and Volunteers – APSNA seeks to ensure that board members and volunteers reflect the rich and growing diversity of society and the communities they serve.
- II. Patients and Families – APSNA recognizes that the patients and families we serve represent diverse backgrounds, identities, and experiences and affirms its commitment to equitable, inclusive, and respectful care.
- III. Membership – APSNA encourages members to consider the role of diversity, equity, inclusion, and belonging in both their professional daily practice and APSNA organizational activities. Members are expected to support collaborative environments that value open participation, respectful dialogue, and diverse perspectives.
- IV. Board Policies and Practices -- APSNA policies and practices will be reviewed and developed with attention to DEIB principles and will serve as visible expressions of the organization's commitments to inclusion and equity.
- V. Contracts and Vendors -- APSNA encourages vendors and contractors to demonstrate a commitment to diversity and inclusion within their organizational practices. Consideration of inclusive practices may be included as part of the vendor selection process, guided by consistent internal criteria.
- VI. Conferences and Programs – APSNA conferences and programs provide meaningful opportunities for engagement and professional growth. The diversity of speakers, presenters, and content will be monitored and considered as part of ongoing efforts to ensure inclusive representation and the incorporation of diverse perspectives.

Commented [AE5]: Small language update to reflect current DEIB terminology and improve readability.

Commented [AE6]: Light expansion for clarity and alignment with contemporary DEIB frameworks; no change to core message.

Commented [GU7]: Belonging definition added

Commented [AE8]: Adjusted wording to be more consistent and active while avoiding prescriptive or punitive language.