

2024



AORN

C O N G R E S S

House of Delegates: 2024 DEI Report

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CFO and Chief Diversity Officer



Overview

Program Mission

In 2020, AORN launched a groundbreaking Diversity, Equity, & Inclusion program.

Since then, AORN appointed a Chief Diversity Officer, incorporated DEI into the organization's Core Values, and created seven committees to advance the DEI strategic program mission.

In 2023, AORN received a local and national award for its DEI program.

The Diversity, Equity & Inclusion (DEI) Plan Covers Seven Areas:

1. Membership
2. Patients
3. Community
4. AORN's Board of Directors
5. LGBTQ+ Community
6. AORN's Foundation
7. AORN Staff

Since 2020, AORN's DEI Plan is Making an Impact



Membership

(Diversity grew from 26% to 30%)



Patients

(61 Education programs on people of color and LGBTQ+ patients to improve surgical outcomes)



Community

(Impacted people of color and LGBTQ+ Lives: 5,866)



Staff & Leaders

(Staff Diversity grew from 12% to 19%)



Board of Directors

(Increased board diversity to 25%)



LGBTQ+ Advisory Group

(Created 2 scholarships and 25 activities to improve LGBTQ+ awareness)



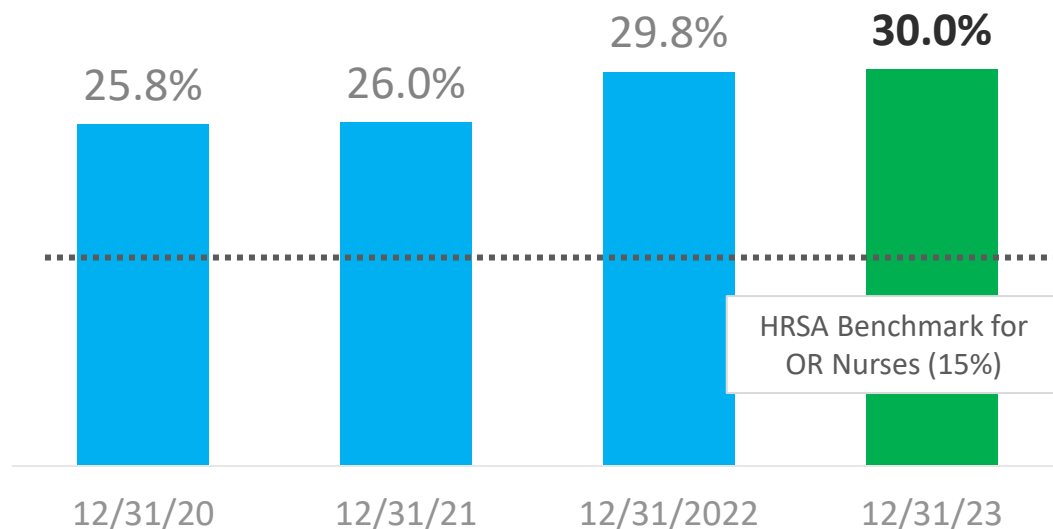
AORN Foundation

(Increased BoT diversity f/0 to 2 and averaging near 35% in diverse scholarship awards)



SUPPORTING MEMBERSHIP DIVERSITY

Increase membership people of color above 12/31/2022 results



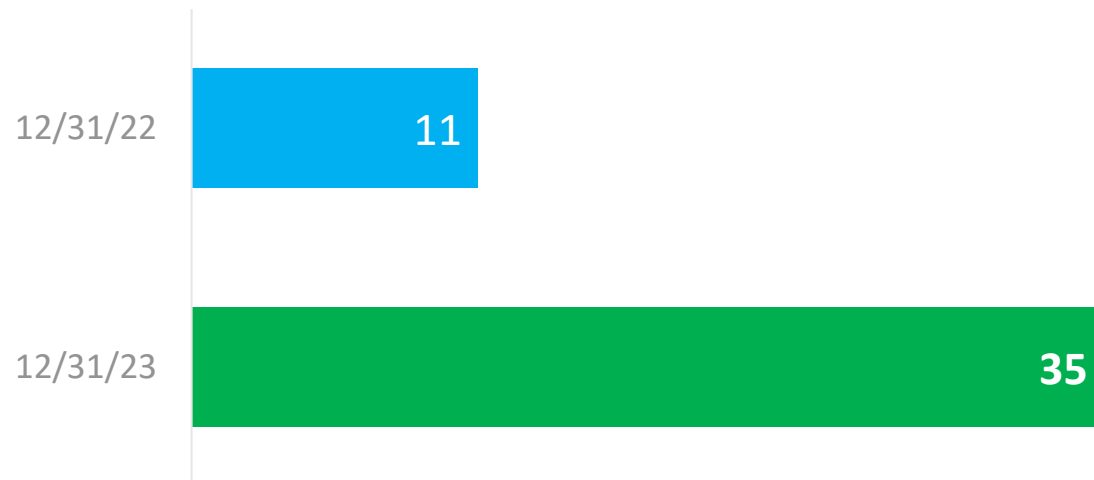
KEY INITIATIVES

- **Diverse Member Representation:** Membership diversity grew to 30.0% in 2023 (above the Health Resources and Service Administration (HRSA) benchmark study of 15%).
- **Increasing Diverse Representation:** Team implemented various campaigns and changes to show diverse representation of nursing (ads, website, videos, education tools, speakers and others).



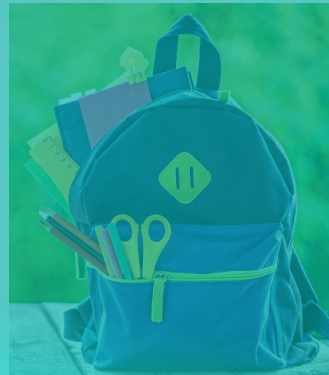
EDUCATING TEAMS ON PATIENT HEALTHCARE DISPARITIES

Create 15 content items addressing patient of color and LGBTQ+ (Blacks, Latinos, Transgender) inequities and solutions on how to improve.



KEY INITIATIVES

- **Conducted 2 panel-lead discussion events** at Expo (Creating Lasting DEI Change; Providing Care for the Black and Latino Patient), and DEI posters at Expo.
- **DEI focus group at Expo** to understand disparities in care and opportunities to raise awareness and education.
- **Microlearning course:** Unconscious Bias, Health Disparities
- **Created content items** for DEI in AORN Journal, Periop Briefing, Cine-Med, and education courses / videos.
- **DEI Summit in November 2023**



IMPACTING LIVES IN COMMUNITIES OF COLOR & LGBTQ+

Created community events impacting people of color & LGBTQ+



KEY INITIATIVES

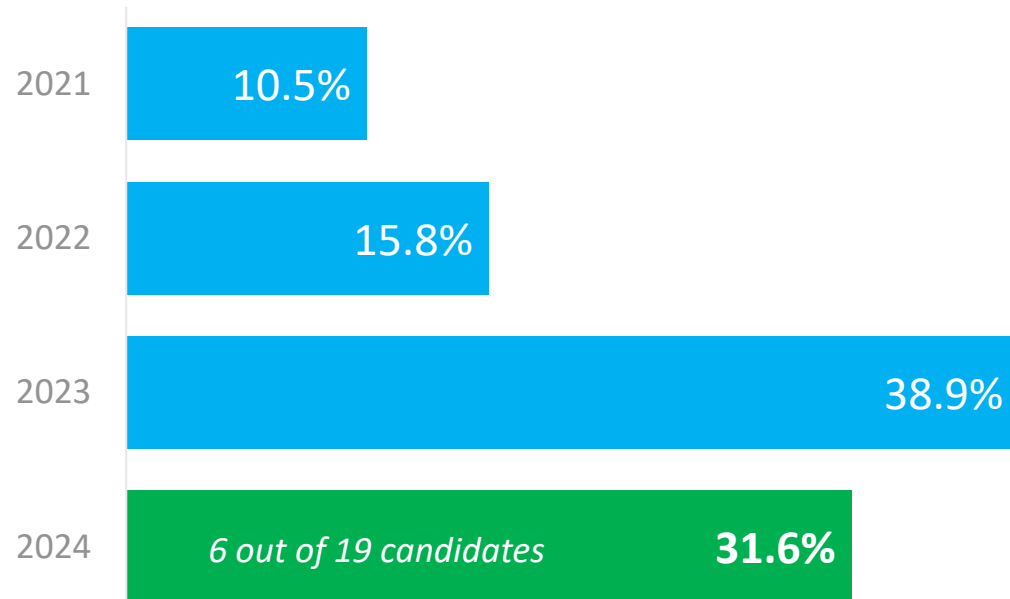
- **Annual Food Drive:** Provided 900 boxes of food.
- **Backpack Drive:** Donated 400 backpacks to 3 local schools.
- **Coat Drive:** Donated 220 coats to local organization.
- **Denver Scholarship Fund:** AORN HQ met with 40 nursing students.
- **Kind Clinic:** 1,000 kits; donated \$5k for gender affirming care.
- **Denver Pride 5k Run:** HQ volunteered 65 hours.
- Held **OR Skills day** (46 high school students attended).

AORN BOARD OF DIRECTORS



SUPPORTING DIVERSITY ON AORN'S BOARD OF DIRECTORS

Increase candidates of color on the national ballot nominations



KEY INITIATIVES

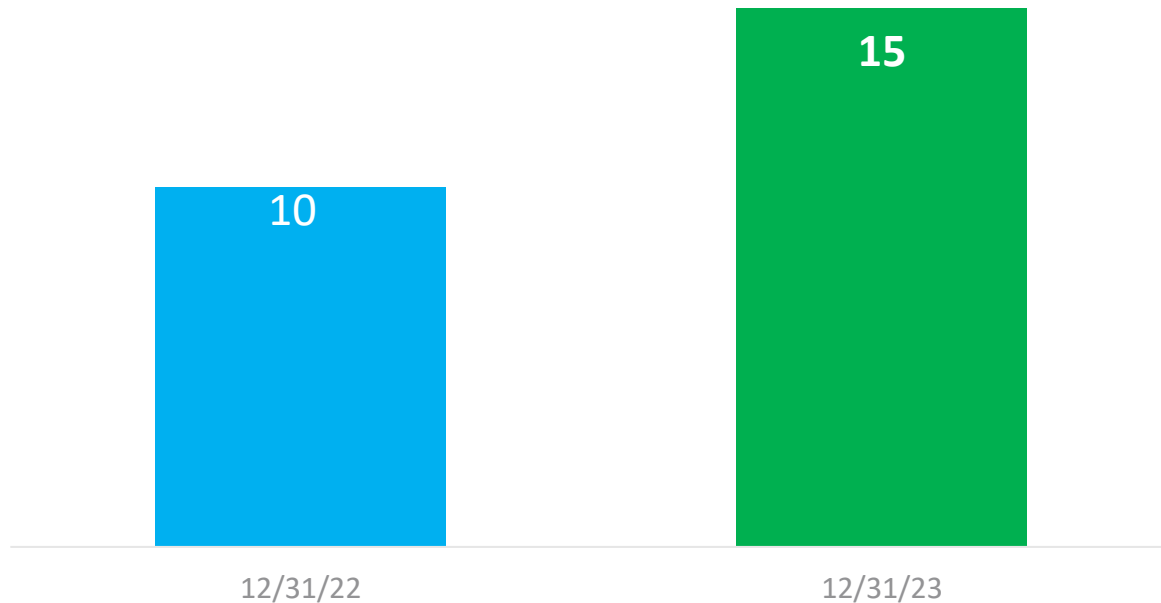
- **National Ballot Diversity (Board, NC).** Growth in the overall diversity of AORN's Board of Directors due to close collaboration with the Nominating Committee to develop transparent standards on how to be on the national ballot and the President appointed people of color members to national committees to maintain awareness of diversity. 2023 and 2024 ballots are averaging 30%+ diversity rate.
- **DEI Training and Awareness:** Conducted annual training for Board & Nominating Committee in May 2023.

LGBTQ+ ADVISORY GROUP



RAISING AWARENESS & INTEGRATING LGBTQ+ THROUGHOUT AORN

Create 10 events/significant actions to increase LGBTQ+ awareness



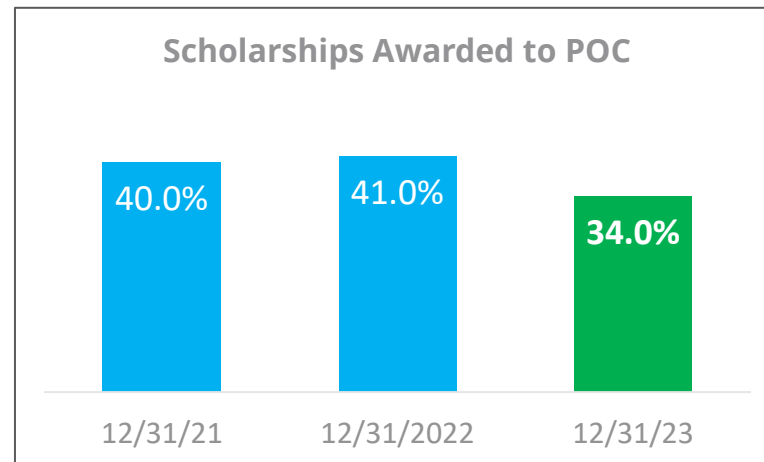
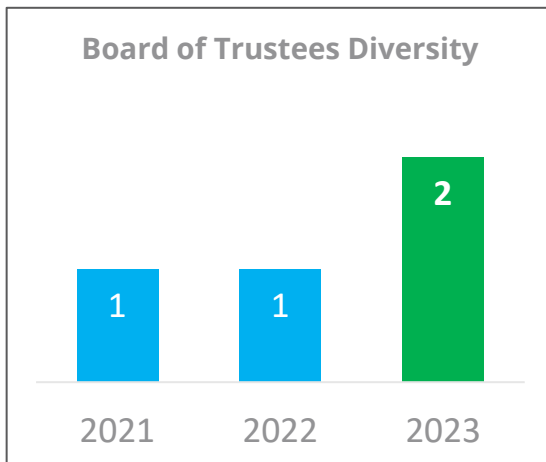
KEY INITIATIVES

- **5 Publications Articles** (1 Journal, 4 Outpatient Surgery).
- **Two Expo sessions and one Expo focus group.**
- **Kind Clinic at Expo:** With DEI Community, assembled 1,000 kits for gender affirming care. Donated \$5,000 (contribution, volunteer hours).
- **Awarded 2 Scholarships for LGBTQ+ Nursing Students:** Chamberlain University and AORN Foundation.
- Collaborated with DEI Community on **Denver 5k Pride Run;** provided Pride history article to AORN Staff.
- In June, hosted 2 staff events – **Staff Listening session** and **all-staff watch party** for webinar about care of LGBTQ+ patients and 1 staff pride history article.



AORN FOUNDATION: SUPPORTING DIVERSITY, EQUITY, & INCLUSION

- A) Increase diversity on the Board of Trustees
- B) Scholarships awarded to people of color meet or exceed membership diversity rate (at 12/31/22 = 29.8%)



KEY INITIATIVES

- **AORN Foundation Board:** Improved diverse representation from 1 to 2 trustees in 2023.
- **Foundation Scholarships and Grants:** 34% of current Academic Scholarship recipients and 36% of 2023 Expo grant recipients identify as nurses of color
- **PRIDE Scholarship:** Raised \$4,000 for LGBTQ+ students in periop nursing.
- **Barba Edwards Scholarship:** The Barba Edwards Scholarship has successfully reached endowed status (now over \$50K). Earnings will be awarded annually to nurses of color.

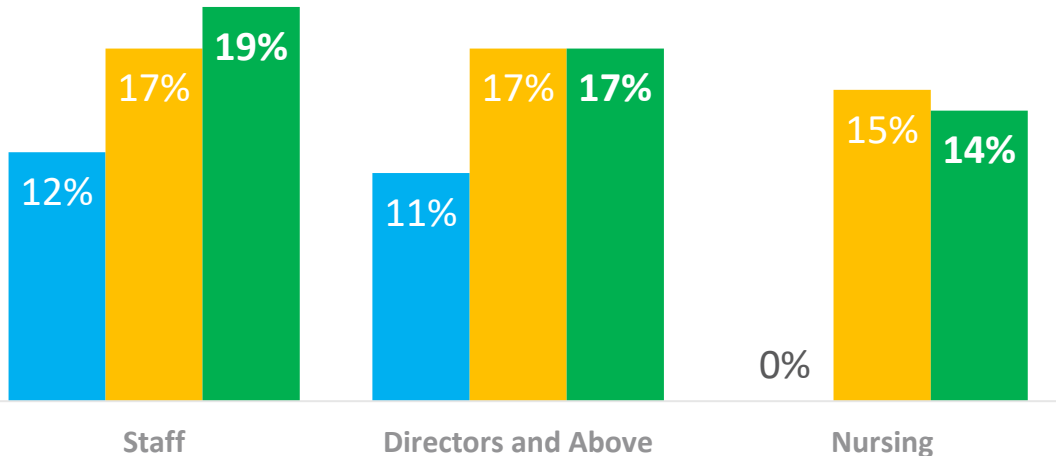
AORN STAFF & LEADERSHIP



BUILDING A DIVERSE WORKFORCE AT AORN

Increase the diversity of AORN HQ Staff above 17%

■ 6/30/2020 ■ 12/31/22 ■ 12/31/23



KEY INITIATIVES

- **Staff Diversity:** 19% for FY2023 (highest on record).
- **Career Growth, Equitable Opportunities, and Inclusion:** HR standardized and launched new process for staff career growth and advancement to ensure equitable opportunities.
- **DEI Awareness:** Celebrated 5 heritage awareness campaigns. DEI incorporated in Employee handbook, annual survey, and updated performance evaluation.

Acknowledgement of Various 2023 DEI Committees

Staff Committee	Membership Committee	Board of Directors	Community Committee	Patient Committee	Foundation	LGBTQ Advisory Grp.
Jess B. Andrea S. Bea E. Bryan H. Colleen L. Gina G. Gloria M. Jeanine W. Lynn T. Marcy C. Melissa H.	Lizette G. Carmina Z. Erin K. Erynn M. Jake R. Joanne M. Mary Anna M. Peris S. Robert P.	2023/2024 Board	John D. Audacia A. Becky W. Beth L. Christy S. Eileen K. Emily O’C. Kaeyla T. Madeleine C. Vaughn J.	Beni V. Jared B. Janice K. Luke J. Renae B. Renae W. Rich W.	Colette P. & Board of Trustees	Zac W. Anne K. Cathleen C. Crystal F. Kallie B. Kristyn S. Leslie B. Seang P. Terri H.

Special Thanks

- Linda Groah, CEO and Executive Director
- Lizz Pincus, President
- Nominating Committee
- Various departments at AORN

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Thank You