



**AORN** | CONGRESS



# House of Delegates: March 2022 DEI Report

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CFO and Chief Diversity Officer

**ADVOCACY** Take a Stand



# How We Got Started

After the death of George Floyd and outpour from our communities and organizations, a comprehensive DEI plan was developed. On July 9, 2020, the AORN Board of Directors approved the plan.

# How DEI Can Influence Perioperative Nursing

*“Healthcare organizations and leaders have a growing responsibility to improve DEI efforts not only for their employees, but also to better serve patients and their families. DEI has been a recent focus for businesses and organizations, but none stand to make a greater impact than the healthcare industry, as it directly affects patient health outcomes and quality of life.”*

– Natalie Vaughn, [www.relias.com/blog](http://www.relias.com/blog)

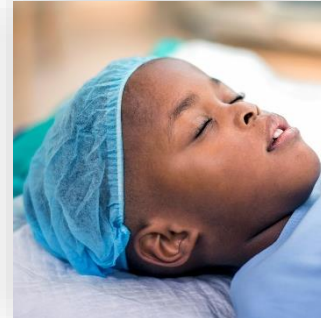
# What's in the DEI Plan



**Membership**



**Board of Directors**



**Patients**



**Community**



**AORN Foundation**



**Staff & Leaders**

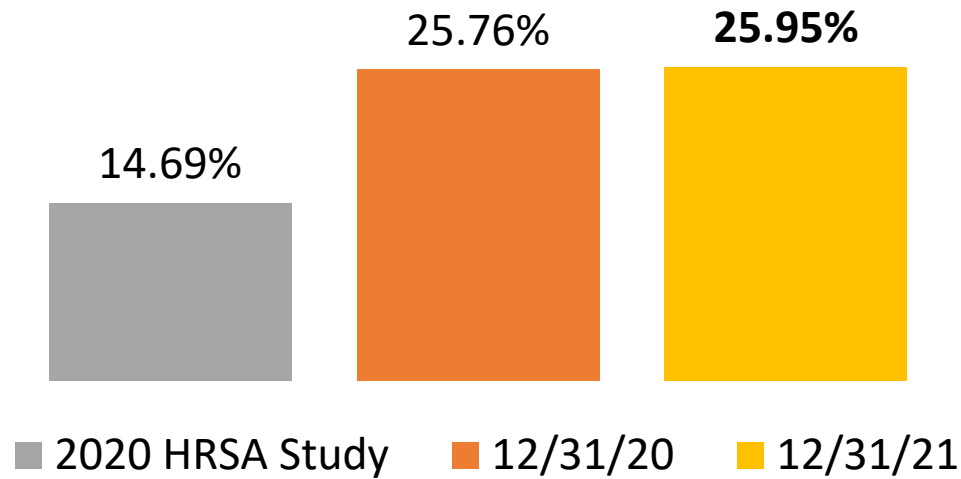


**LGBTQ+ Advisory Group**

# DEI: Membership



## Membership Diversity (People of Color)



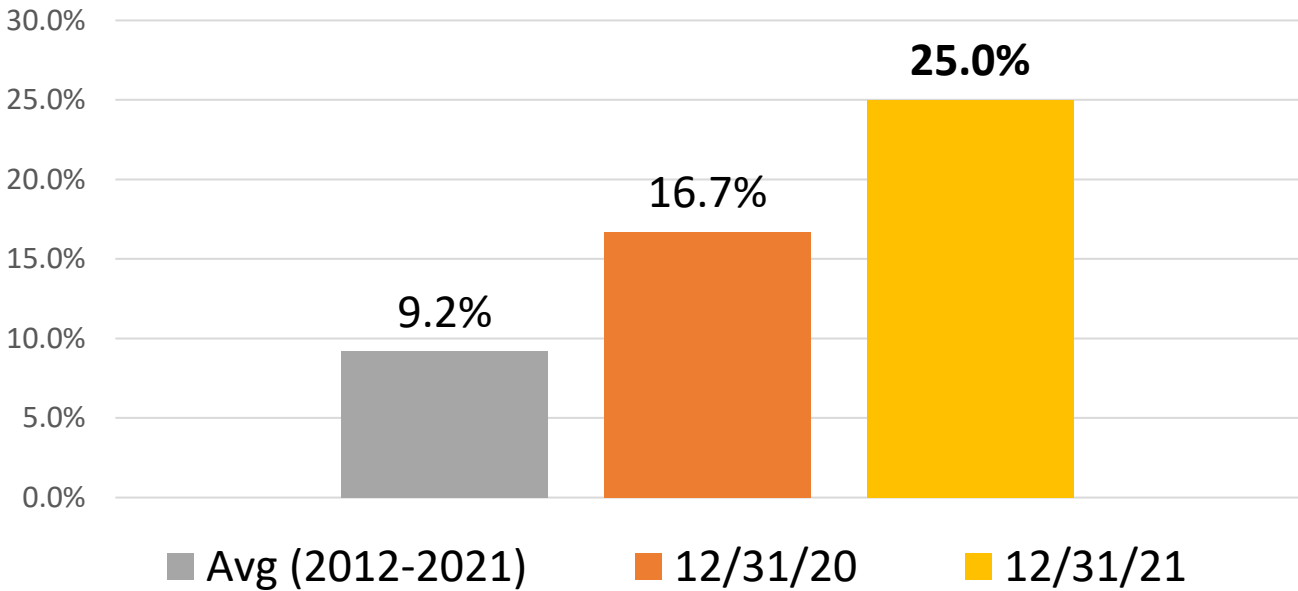
## Other Key Accomplishments:

1. Added race on the application in Aug. 2020. Since then, 17,771 have identified their race (up from 4,491 as of 12/31/20).
2. Added diversity topics to last two Expos.
3. AORN Board members presented to members at Chapter Leader Town Hall on diversity.
4. Audited images on website, articles, which actively includes people of color in these areas.

# DEI: Board of Directors



**Board Diversity**



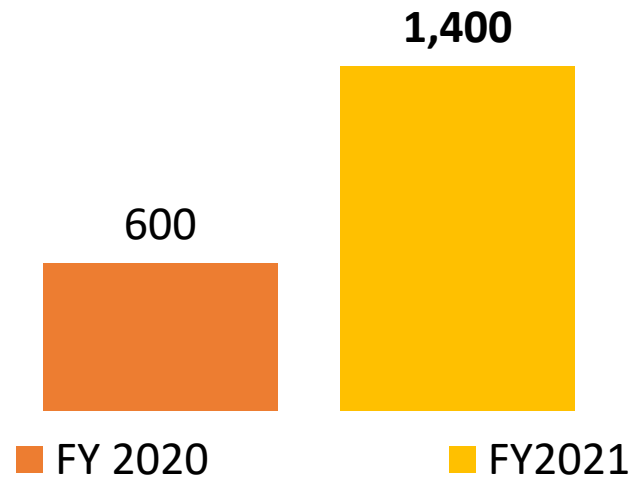
**Other Key Accomplishments:**

- 1. Added race on the nomination application in 2021.
- 2. Board of Directors and the Nominating Committee received DEI training in 2021.
- 3. Created a DEI Board Committee (comprised of AORN board members).
- 4. Created a DEI Task Force Committee (comprised of AORN members).
- 5. Collaborated with the Nominating Committee on how to attract more diverse candidates.
- 6. National candidates increased from 7.1% in 2020 to 15.8% in 2021.

# DEI: Community



## Underprivileged Impacted



## Key Accomplishments:

1. Donated \$10,000 to Denver non-profit (Denver Scholarship Foundation) creating one Black and one Latino scholarship for low-income college students majoring in nursing (\$10,000 was matched by State of CO).
2. Raised food for 800 people of color at two elementary schools in Denver in December 2021.
3. Donated 600+ boxes of backpacks/school supplies to two elementary schools in Orlando in August 2021 to underprivileged Latinos (worked with local AORN chapter member).

# DEI: Patients



## Goals:

- 1. Perioperative Education:** Educate perioperative teams on the impact of health care disparities for the surgical patient.
- 2. Products and Services:** Develop new and enhance existing AORN products to reflect principles of diversity, equity and inclusion.
- 3. Patient Experience:** Improve the care, experience and outcomes of each patient as it relates to DEI by providing relevant information, education and resources to the perioperative team.

## Key Accomplishments:

1. Created a Position Statement on *Equitable Care*.
2. Published numerous DEI related articles published in the Journal and Outpatient Surgery Magazine.
3. Pfiedler created Unconscious Bias booklet.
4. DEI technical paper submitted in the Journal.



# DEI: Foundation



## Goals:

1. **Academic Scholarships:** Awarding of scholarships representing the diversity of AORN's membership.
2. **Board of Trustees:** Operate a board that is representing the diversity of AORN's membership.

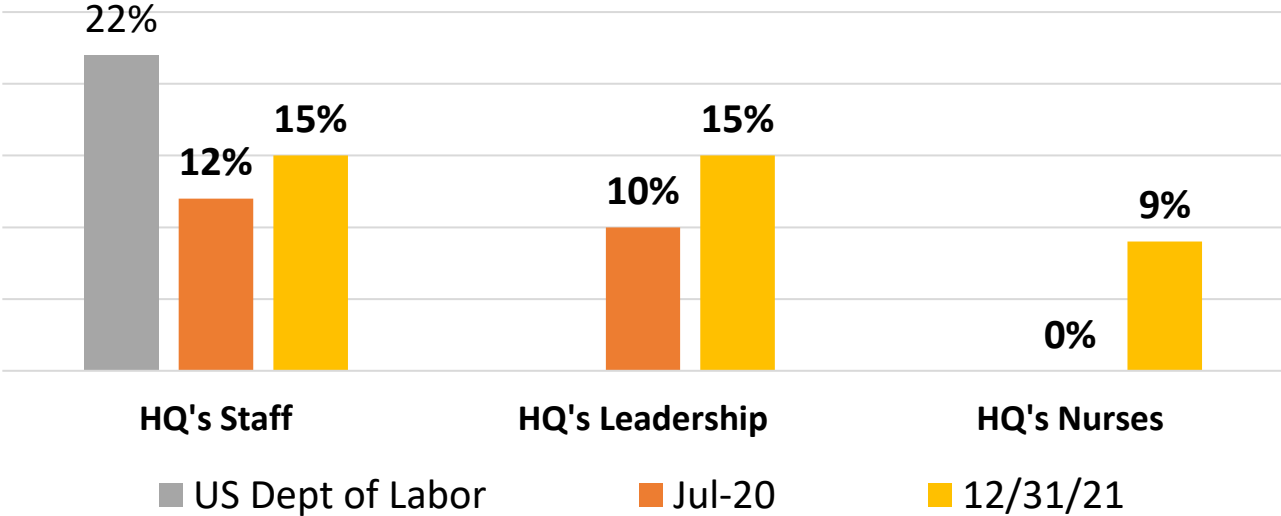
## Key Accomplishments:

1. Began tracking diversity on scholarship applications.
2. 38% of scholarships awarded in 2021 represented people of color (compared to 26% of members are people of color).
3. Increased diversity on the Board of Trustees from 0% to 6.7%.
4. Created a named scholarship for people of color after AORN's only Black President, Barba Edwards.
5. Raised over \$50,000 for the Barba Edwards Scholarship.

# DEI HQ's Staff & Leadership



## Staff Diversity



## Other Key Accomplishments:

1. Performed equity pay audit and adjusted pay of staff, including people of color and females.
2. Created Emerging Leader Program at HQ that develops future leaders (25% people of color).
3. When recruiting new positions, now promoting in various minority associations and publications.
4. Awareness: Conducted DEI training, Listening Sessions and Awareness Campaigns at Staff Meetings on various minority and pride month celebrations.

# DEI: LGBTQ+ Advisory Board



## Goals:

1. Help bridge any gaps and identify opportunities to ensure LGBTQ+ is presented in AORN's DEI efforts.
2. Improve patient care for people in the LGBTQ+ community

## Key Accomplishments:

1. Launched May 2021 with a full staff committee in place June 2021.
2. Staff listening session on Pride month.
3. Audited website imagery and language.
4. Beginning work with DEI patient committee on creating content to improve transgender patient outcomes.
5. Beginning work on a Pride month community event for 2022.

# Other DEI Accomplishments

1. Launched new DEI section on AORN's website (version #2 updated March 2022).
2. Completed Colorado CEO Pledge, "Listen, Learn and Lead" with over 100 CO. CEOs.
3. January 2021 appointed AORN's first Chief Diversity Officer.
4. Published letter to the public regarding hate crimes to the Asian community.
5. Incorporated DEI into AORN's core values.
6. Dr. Martin Luther King day now observed as a company holiday.
7. Race / ethnicity added to key areas including: AORN Membership Online Application, Willingness-to-Serve Form, and Guidelines Literature Searches.

# Thank You to the 2021 Team

Staff	Membership	Board of Directors	Community	Patient	Foundation	LGBTQ
<b>Audrey P.</b> Amber W. Bea E. Bryan H. Gina G. Heidi D. Jess B. Lynn T.	<b>Amy K.</b> Bonnie H. Christina D. Cathy C. Erin K. Jake R. Kerilyn J. Lizette G. Mary Ann M. Melisa H.	2021/2022 Board	<b>Maureen G.</b> Audacia A. Dan C. Eileen K. Emily O'C. Hannah C. John D. Kallie B. Madeleine C. Ron B. Vaughn J.	<b>Renae B.</b> Beni V. Colette P. Jared B. Janice K. Lisa S. Luke J. Nik U. Rich W.	<b>Colette P.</b> Board of Trustees	<b>Nik U.</b> Anne K. Brooke K. Crystal F. Daryl B. Jamie J. Kallie B. Kerilyn J. Kristyn S.

## Special Thanks

Linda Groah, CEO and Executive Director

Holly Ervine, President

Jess Bohn, BI and Strategic Plan Director

Various departments at AORN