House of Delegates: 2023 DEI Report

James L. Cousin II, CPA, MBA
CFO and Chief Diversity Officer
Program Mission

In 2020, AORN launched a ground-breaking Diversity, Equity, & Inclusion program. Since then, AORN has appointed a Chief Diversity Officer, incorporated DEI into the organization's Core Values, and created seven committees to advance the DEI strategic program mission.

1. Membership and the National Ballot diversity grew to 29.8% and 38.9%, respectively.

2. Published DEI Position Statement (Health Care Equity and Racial Justice).

3. Barba Edwards Scholarship has raised $60k since 2020 inception and national recognition.

4. Community outreach impacted over 1,200 lives through Annual Food Drive, Chapter Playbook, and community events (Denver Pride Month, local school donations).

5. Awareness & Education through DEI Committees: Board & Leadership Training, Expo, new DEI website, DEI video, articles, podcast, unconscious bias booklet, and LGBTQ+ webinar.
DIVERSITY, EQUITY, & INCLUSION PLAN

Membership

Patients

Community

Staff & Leaders

Board of Directors

LGBTQ+ Advisory Group

AORN Foundation
**SUPPORTING MEMBERSHIP DIVERSITY**

Increase membership people of color above 12/31/2021 results

- **25.8%**
- **26.0%**
- **29.8%**

**HRSA Benchmark for OR Nurses (15%)**

**12/31/20**
**12/31/21**
**12/31/2022**

**KEY INITIATIVES**

- **Diverse Member Representation**: Membership diversity grew to 29.8% (above 15% HRSA benchmark, and 2021 26%).

- **Increasing Diverse Representation**: Activities included conducting a focus group at Expo and collaborating with teams to ensure diverse representation in AORN publications, digital education/videos, conferences, speakers and various images.
EDUCATING TEAMS ON PATIENT HEALTHCARE DISPARITIES
Create 10 content items addressing patient of color and LGBTQ+ (Blacks, Latinos, Transgender) inequities and solutions on how to improve.

KEY INITIATIVES
• **DEI Position Statement** on Health Care Equity and Racial Justice was published in 2022.
• **LGBTQ+ Patients Webinar** launched in Q3 2022 (approximately 1k views; 500 same day attendees)
• **10 DEI Items at 2022 Expo**: 4 sessions, 3 posters, 1 Unconscious Bias in-booth education (~3k people), and 2 focus groups.
IMPACTING LIVES IN COMMUNITIES OF COLOR AND LGBTQ+

Created community events impacting people of color & LGBTQ+

- Impacted over 3,200 lives since 2020 launch
- Impacted 1,200 lives in 2022 through various community activities:
  - Created DEI video interviews on “Why I Became a Periop Nurse”
  - Partnered with local community organizations to donate scholarships for local nurses of color and conduct nursing career events for high school students of color
  - Annual food drive impacted ~900 lives. Northwest Chicago Chapter used AORN Food Drive Playbook to reach 160 people in area.
  - Supported local Denver community schools with laptops, supplies and organized Staff Volunteers for Denver Pride 5k run
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 (29%) to national committees to maintain awareness of diversity.

- **DEI Training and Awareness:** Conducted training for Board & Nominating Committee in May. Also collaborated with the nominating committee regarding the importance of diversity.

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>2021</td>
<td>10.5%</td>
</tr>
<tr>
<td>2022</td>
<td>15.8%</td>
</tr>
<tr>
<td>2023</td>
<td>38.9%</td>
</tr>
</tbody>
</table>

7 out of 18 candidates
RAISING AWARENESS & INTEGRATING LGBTQ+ THROUGHOUT AORN

Create 10 events/significant actions to increase LGBTQ+ awareness

KEY INITIATIVES

• **4 Awareness & Education Activities:** Developed LGBTQ+ webinar (500 attended live; ~1k views), podcast, clinical CE article and conducted Expo focus group.

• **2 LGBTQ+ Scholarships:** Chamberlain and AORN Foundation.

• **4 AORN Pride Month Activities:** Staff Listening Session and collaborated with DEI Community Group in Denver 5k Pride Month Run (reached 2,400 runners; 13 AORN volunteers; $1,250 donations to Center on Colfax). Created AORN Pride Tee-Shirt (AORN-Proud-Together).
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 of 29.8%

- Barba Edwards Scholarship: 1) Raised $8,554 in 2022; Over $60K raised since inception; 2) Barba Edwards Scholarship highlighted for its impact during Black History Month; 3) Awarded 4 nurses Barba Edwards scholarships (2022-23 school year).
- 30% of ‘22 Expo grant recipients identify as nurses of color.
- AORN Foundation Board updated nomination process, Q3: The AORN Foundation pledges to strengthen diversity, equity, and inclusion in healthcare. Based on this commitment, we seek out and require 50% racial diversity in the candidate pool for the Board of Trustee nomination process.

In Q1 2023, increased to two
BUILDING A DIVERSE WORKFORCE AT AORN
Increase the diversity of AORN HQ Staff above 15%

- **Staff Diversity**: 17% (above YE goal due to strong recruitment).
- **Career Growth, Equitable Opportunities, and Inclusion**: Standardized the process for staff career growth and advancement to ensure equitable opportunities based on DEI data findings and employee feedback. Outside firm conducted 1:1 interviews with diverse employees to identify ways to improve employee satisfaction and advance AORN's culture of inclusion.
- **Strengthening DEI Awareness and Infrastructure at HQ**: DEI incorporated into employee policies (employee handbook, onboarding, updated staff competency) and supplier contracts. Celebrated 6 DEI heritage months and launched staff micro-volunteer program.

![Bar chart showing diversity percentages over time]
<table>
<thead>
<tr>
<th>DEI Committee</th>
<th>Yr. 1 2020 (Jul - Dec)</th>
<th>Yr. 2 2021 12/31</th>
<th>Yr. 3 2022 12/31</th>
<th>Yr. 4 2023 Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Staff</strong></td>
<td>12%</td>
<td>15%</td>
<td>17%</td>
<td><strong>17%+</strong></td>
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<tr>
<td><strong>2. Membership</strong></td>
<td>25.8%</td>
<td>26.0%</td>
<td>29.8</td>
<td><strong>29.8%+</strong></td>
</tr>
<tr>
<td><strong>3. BoD</strong></td>
<td>7%</td>
<td>15%</td>
<td>39%</td>
<td><strong>29%+</strong></td>
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<tr>
<td><strong>4. Community</strong></td>
<td>Impact # of people of color and LGBTQ+ community</td>
<td>600</td>
<td>1,400</td>
<td>1,260</td>
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<tr>
<td><strong>5. Patients</strong></td>
<td>Create # of events/actions impacting patients of color and LGBTQ+ community, i.e. articles, sessions, webinars</td>
<td>Did not capture</td>
<td>Did not capture</td>
<td>12</td>
</tr>
<tr>
<td><strong>6. Foundation</strong></td>
<td>1) Diversity on the board</td>
<td>1. zero</td>
<td>1. one</td>
<td><strong>1. two</strong></td>
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<tr>
<td></td>
<td>2) Award scholarships to represent PoC membership</td>
<td>2. N/A</td>
<td>2. 40%</td>
<td><strong>2. 29%+</strong></td>
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<tr>
<td><strong>7. LGBTQ+</strong></td>
<td>N/A</td>
<td>Began 7/1/21</td>
<td>10</td>
<td><strong>15</strong></td>
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## Acknowledgement of Various DEI Committees

<table>
<thead>
<tr>
<th>Staff Committee</th>
<th>Membership Committee</th>
<th>Board of Directors</th>
<th>Community Committee</th>
<th>Patient Committee</th>
<th>Foundation</th>
<th>LGBTQ Advisory Grp.</th>
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<tbody>
<tr>
<td>Jess B.</td>
<td>Lizette G.</td>
<td>2022/2023 Board</td>
<td>John D.</td>
<td>Beni V.</td>
<td>Colette P.</td>
<td>Nik U.</td>
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<tr>
<td>Andrea S.</td>
<td>Amy K.</td>
<td></td>
<td>Audacia A.</td>
<td>Jared B.</td>
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<td>Anne K.</td>
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<tr>
<td>Bea E.</td>
<td>Bonnie H.</td>
<td></td>
<td>Becky W.</td>
<td>Janice K.</td>
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<td>Crystal F.</td>
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<tr>
<td>Gina G.</td>
<td>Jake R.</td>
<td></td>
<td>Christy S.</td>
<td>Nik U.</td>
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<td>Kallie B.</td>
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<tr>
<td>Gloria M.</td>
<td>Mary Ann M.</td>
<td></td>
<td>Eileen K.</td>
<td>Renae B.</td>
<td></td>
<td>Kerilyn J.</td>
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<tr>
<td>Lynn T.</td>
<td>Peris S.</td>
<td></td>
<td>Emily O’C.</td>
<td>Renae W.</td>
<td></td>
<td>Kristyn S.</td>
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<tr>
<td>Marcy C.</td>
<td>Joanne M.</td>
<td></td>
<td>Madeleine C.</td>
<td>Rich W.</td>
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<td>Leslie B.</td>
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## Special Thanks
- Linda Groah, CEO and Executive Director
- Vangie Dennis, President
- Nominating Committee
- Various departments at AORN
Thank You