

**Desired State:** ENA will integrate Diversity, Equity and Inclusion into the member experience by fostering an environment where all members are respected, feel comfortable being their authentic selves and experience a sense of belonging regardless of their background or identity.

ENA will create and provide resources to support equitable delivery of care to improve social determinants of health on emergency nursing patient outcomes.

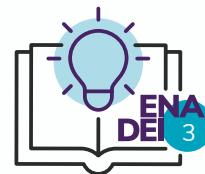
**Areas of Focus:**



**Operational Accountability  
and Equitable Structures**




**Membership Experiences:  
Representation & Belonging**



**Education, Training  
& Resources**

\* Patient Care & Health Equity  
(embedded into all Education & Training)





## Operational Accountability & Equitable Structures — Organizational systems and processes have equity embedded.

### Key Strategies

### Potential Initiatives

<b>1.1</b> ENA fosters a culture of belonging.	<p>Evaluate Code of Conduct and provide increased visibility and a process of accountability.</p> <p>Review governance and volunteer recruitment processes using an equity lens to support board and membership diversification.</p>
<b>1.2</b> Equitable structures and accountability exist across all levels of the organization's membership base.	<p>Embed health equity and belonging into governance and decision-making groups and processes at the organizational and council and chapter level.</p> <p>Provide ENA leaders with annual education at Leadership Conference around health equity and belonging.</p> <p>Review and update ENA's volunteer application and selection process to reduce bias and increase opportunity for diverse voices.</p>
<b>1.3</b> ENA's events, programs, publications, etc. meet accessibility standards	<p>Define accessibility at ENA in terms of how members interact with ENA.</p> <p>Evaluate and implement any changes needed to improve accessibility.</p>
<b>1.4</b> Membership diversity metrics enable greater equity throughout ENA	<p>Evaluate data captured in ENA systems and identify additional data to be collected and provide opportunities to self-identify.</p> <p>Create a campaign for annual prompt for members to update profile information.</p>
<b>1.5</b> ENA branding is visibly diverse.	<p>Review and acquire more visibly diverse images used for marketing of ENA employment and membership.</p> <p>Create opportunities to celebrate members from under-represented identities.</p>
<b>1.6</b> DEI is embedded throughout all ENA communication mechanisms.	<p>Evaluate and implement changes to the review process for publications and marketing collateral to illustrate the inclusivity of ENA.</p> <p>Explore additional social media platforms such as TikTok as an opportunity to showcase diversity to different audiences and highlight ENA members from diverse identity groups.</p>



## Member Experiences - Representation & Belonging —

Ensure access for diverse voices at levels of ENA membership

### Key Strategies

### Potential Initiatives

<p><b>2.1</b> Increase membership representation of members from historically marginalized identity groups</p>	<p>Create opportunities for mentorship to advance members from historically marginalized identities into leadership roles.</p> <p>Reassess leadership criteria and competencies through the equity and DEI lenses.</p> <p>Evaluate and improve selection processes for equitable decision-making, including but not limited to delegate selection, JEN publication selection, Academy fellowship, as well as board and trustee nomination processes.</p>
<p><b>2.2</b> Develop a pipeline to support diverse identities that are in the field of emergency nursing into ENA member base.</p>	<p>Increase the diversity of the membership base with the intentional recruitment of members from marginalized communities.</p> <p>Expand intentional partnerships with other nursing organizations that represent specific identity groups.</p> <p>Develop intentional efforts to create a welcoming environment that retains members from all identity groups.</p>
<p><b>2.3</b> Ensure instructor led programs include a DEI lens and increase the diversity of the instructors.</p>	<p>Commit to DEI, implicit bias and health equity for course instructors and directors.</p> <p>Explore current process to become instructor and director, and decrease barriers for marginalized groups to access.</p> <p>Explore access to role types: course instructors and directors.</p>
<p><b>2.4</b> Prioritize DEI research within emergency nursing.</p>	<p>Include health equity research topics as part of ENA's research priorities.</p> <p>Expand Foundation funding for research grants that focus on health equity issues within emergency nursing (currently in progress).</p> <p>Expand diversity in emergency nurse researchers and research data.</p>
<p><b>2.5</b> Diversify council-level leadership.</p>	<p>Create programs for advancing members with marginalized backgrounds into leadership roles within the membership base.</p> <p>Develop, expand upon, and/or implement leadership training and best practices to ensure chapter and council leaders are equipped with tools to support members.</p> <p>Increase professional learning and developmental opportunities for all members and clarify how members can advance in their careers and become council and chapter leaders.</p>
<p><b>2.6</b> Increase engagement and attendance of members from historically marginalized identity groups at conferences.</p>	<p>Ensure that conference and events follow best practices for accessibility and safety, including pre-event and onsite messaging.</p> <p>Develop expectations and processes for the planning and execution of DEI initiatives and diverse speaker representation at events.</p> <p>Expand visibility to conference scholarships and ways to obtain support to attend conferences at all levels through sources such as the ENA Foundation and councils.</p>



## Education, Training & Resources —

Make available and accessible re-occurring DEI-related education and training with associated resources for members.

### Key Strategies

### Potential Initiatives

<p><b>3.1</b> Support members in the workplace and their practice by developing DEI related education and resources.</p>	<p>Develop and make available DEI-related resources that will support emergency nurses in the workplace (currently in progress).</p> <p>Establish standards of practices on bias, discrimination, transparency and accountability within emergency nursing.</p>
<p><b>3.2</b> Provide educational content on historically marginalized populations in emergency care.</p>	<p>Research and identify reliable content sources that can be shared with members.</p> <p>Outline historically marginalized populations to define and prioritize focus for educational content development.</p>
<p><b>3.3</b> Train members on how to give and receive feedback using an inclusive approach to leadership.</p>	<p>Include DEI and implicit bias training as part of volunteer expectations.</p> <p>Create more visible opportunities for anonymous feedback and idea sharing to address concerns and opportunities.</p> <p>Commit to annual DEI-related training for member leadership to assist with mitigating bias/harm.</p>
<p><b>3.4</b> Define DEI terms in styles guide for membership.</p>	<p>Develop a DEI style guide.</p>
<p><b>3.5</b> Create process to review all educational content, digital platforms through a DEI lens (courses, practice resources, research, conferences, other member events, etc.)</p>	<p>Review current delivery methods for accessibility and establish process for ongoing review of new, improved methods.</p> <p>Create guidelines that incorporate a DEI lens in the conference presentation review process.</p>
<p><b>3.6</b> Provide ongoing training for ENA Board, officers, and decision-makers at all levels of leadership.</p>	<p>Develop DEI learning journey for ENA Board of Directors, that includes, but is not limited to, implicit bias and harm.</p> <p>Develop strategy and resources to replicate for leaders at the council level.</p>