

## **Diversity & Inclusivity Statement**

The American Academy of Nursing (AAN) is committed to serve the public by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge. As leaders in advancing health policy to promote health for all populations, AAN is committed to modeling diversity, inclusivity and equity in all aspects of our organization's performance. To accomplish this effectively, the Academy must foster diversity among the Fellowship, and promote inclusivity in our efforts. Inclusivity refers to the active engagement of all voices within an organizations membership, leadership, policy-setting and decision-making units, and overall profile. AAN defines diversity as "all the ways in which people differ, including innate characteristics (such as age, race, gender, national origin, mental or physical abilities, gender identity and sexual orientation) and acquired characteristics (such as education, socioeconomic status, religion, work experience, area of practice, language skills, cultural values, geographic location, family status, organizational level, work style, philosophical and intellectual perspectives, etc)."

Achieving both diversity and inclusivity requires that the Academy (1) have a Fellowship and leaders who reflect the increasingly diverse society we serve and the broad scope of contributions of leaders across nursing; (2) offer sufficient opportunities for engaging all Fellows in the work of the Academy; and (3) develop and align policies and practices to achieve these goals. All Fellows, the board of directors, expert panels, committees, and taskforces are charged with advancing these goals by integrating this AAN Diversity and Inclusivity Statement in their functions and outcomes and by continuously striving for diversity in the organization as part of their work. Each of these groups should include diverse representation of the organization.