

Diversity, Inclusion and Equity

Vision and Position Statement

Vision

The American Association of Nurse Anesthetists (AANA) embraces the rich diversity of patients, the nurse anesthesia profession and communities to achieve new standards of excellence in anesthesia care, education and research through the organization's strategic initiatives.

Position

The AANA embraces the value of diversity, inclusion and equity grounded in cultural awareness, sensitivity and competency to respect each individual's knowledge, experience, values, ideas, attitudes, and skills.

Certified Registered Nurse Anesthetists (CRNAs) provide holistic, patient-centered anesthesia, analgesia and pain management services for patients from diverse backgrounds in a variety of practice settings across the United States.

Patient

Culture awareness and cultural competency are core in the delivery of high-quality, patient-centered care that meets the unique needs of each patient. Providing holistic, culturally personalized healthcare has been shown to improve individual health, engagement and satisfaction with care to reduce health disparities and build healthy communities.¹⁻³

Community

Diversity and inclusion initiatives are most effective for a community when values, beliefs, practices and customs are embraced. Consideration of social determinants (e.g., education, income, geographic location) is crucial for successful programs to improve healthcare access and equity.⁴

Nurse Anesthesia Profession

The nurse anesthesia profession welcomes diverse applicants who exhibit excellence as leaders in critical care nursing. Increasing the diversity of the profession continuously offers new perspectives to improve education programs, clinical practice, policy, research, and leadership. As communities become more diverse, all nurse anesthetists have the opportunity to expand their cultural competencies. This awareness will expand their ability to understand, appreciate, and interact with persons from cultures and/or belief systems other than their own.

Interprofessional Team

An environment of mutual respect, civility and collaboration welcomes diverse thought, talents and viewpoints of individuals to create innovative and beneficial outcomes.^{5,6} As a leader of the healthcare team, the nurse anesthetist engages in lifelong learning, professional development and continuous quality improvement initiatives to address the unique needs of patients and communities.

Summary

Nurse anesthetists provide excellent care by advocating for cultural awareness, promoting civility, and eliminating health disparities to enhance health outcomes for individuals, families and communities. The AANA continues to mentor and educate future generations of nurse anesthetists and conduct research to advance knowledge and understanding of issues related to diversity, inclusion and equity.⁷⁻⁹

Glossary

Cultural Awareness: Collection of skills that allow individuals to be cognizant of the similarities and differences among cultural groups.

Cultural Competence: Collection of skills that improve understanding, sensitivity, appreciation, and responsiveness to cultural differences and the interactions resulting from them.¹⁰

Diversity: All of the ways in which individuals and groups differ, and recognizing how these differences should be valued.¹⁰

Equity: Fair treatment, access, opportunity, and advancement for all individuals and groups. Focuses on eliminating barriers that have prevented the full participation of certain individuals.¹⁰

Inclusion: Act of creating an environment where any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.¹⁰

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