

## **FOR IMMEDIATE RELEASE**

### **Professional Organizations for Nurses of Color Respond to Executive Orders Impacting DEI, Reaffirming Commitment to Justice, Equity, Diversity, Inclusion, and Accessibility**

**Alexandria, VA — February 27, 2025:** Nursing organizations across the United States expressed deep concern over recent Executive Orders (EOs) that limit Diversity, Equity, Inclusion, and Accessibility (DEIA) initiatives within federal agencies and federally funded entities, emphasizing the critical role these efforts play in fostering inclusive and equitable healthcare environments. These actions threaten to reverse decades of progress in addressing systemic health inequities, weaken the ability of healthcare professionals to serve diverse communities effectively and undermine the principles of justice, equity, diversity and inclusion that are foundational to the nursing profession.

As the most trusted profession for 23 consecutive years in healthcare, nurses have a professional, moral and ethical responsibility to advocate for policies that advance health equity, inclusion, and social justice. DEIA initiatives are critical in fostering inclusive healthcare environments, ensuring equitable patient care, and addressing inequities that disproportionately impact historically marginalized communities, including racial and ethnic minorities, veterans, disabled individuals, LGBTQ+ populations, the elderly, and rural communities.

The National Academies of Sciences, Engineering, and Medicine's landmark reports - "The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity" and "Ending Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care" - emphasize that strengthening nursing workforce diversity is essential for advancing health equity in the United States. As the largest segment of the healthcare workforce, nurses have unparalleled patient interaction and influence on health outcomes. A diverse nursing workforce is uniquely positioned to address social and political determinants of health, reduce care inequities, and meet the needs of our increasingly diverse patient populations. These evidence-based findings underscore why limiting DEIA initiatives could significantly impair healthcare quality and access for communities already facing systemic barriers to care. Without these protections, both patients and providers face an erosion of trust, increased workplace inequities, and a healthcare system that fails to serve all individuals equitably. Now is the time to reaffirm our commitment to DEIA practices, ensuring all communities receive the care and dignity they deserve.

#### **A Unified Call to Action**

As professional nursing organizations dedicated to advancing health equity, we reaffirm our commitment to:

- Advocate for Equity –Collaborating with policymakers, healthcare leaders, and institutions to advocate for policies and initiatives that advance diversity, inclusion, and equitable healthcare for all.
- Strengthen Diversity, Equity, Inclusion, and Accessibility Efforts – Providing education, mentorship, research, and resources that empower nurses and healthcare organizations to continue advancing inclusive and culturally responsible care.
- Support Nurses and Healthcare Professionals – Ensuring that nurses and other healthcare workers, particularly those from underrepresented backgrounds, have the tools, mentorship, and support necessary to thrive and serve their communities effectively.

## About Us

This statement reflects the unified voice of Racial and Ethnic Diverse Nursing organizations across the United States, including:

1. Academy of Diversity Leaders in Nursing
2. Association of Black Nursing Faculty
3. Black Nurses Week
4. DLJames Consulting
5. Diversity in Nurse Anesthesia Mentorship Program
6. DNPs of Color
7. Multicultural CRNA Conference Organization
8. National Alaska Native American Indian Nurses Association
9. National Association of Hispanic Nurses
10. National Black Nurses Association
11. National Coalition of Ethnic Minority Nurse Associations
12. Philippine Nurses Association of America
13. Society of Latinx Nurses
14. The Melanin Initiative

