



The leader in quality NP education.

NONPF Board of Directors' Commitment to Racial Justice

Violence and aggression directed at unarmed Black citizens, by police, is a devastating and tragic issue that continues to plague our country. This is compounded by the COVID-19 pandemic and subsequent economic hardships which have disproportionately impacted communities of color.

The Board of the National Organization of Nurse Practitioner Faculties (NONPF) stands united with our Black and Brown colleagues, staff, and students. We believe that Black Lives Matter.

NONPF condemns any and all discrimination based on race, gender, gender identity, religion, ethnicity, sexual orientation and sexual identity or any other characteristic.

NONPF has long been committed to practices that embrace, support, and encourage diversity, equity, and inclusivity in nurse practitioner (NP) programs and beyond. With that in mind, we feel that it is our professional, ethical, and moral responsibility to recognize our implicit biases, and to acknowledge the structural racism that contributes to inequity. It is also our responsibility to develop intentional and actionable initiatives that contribute to immediate and long-term solutions.

As leaders in nursing, we cannot be complicit with White privilege and structural racism. Silence IS Violence. We must use our professional powers to drive permanent change and use our collective voices to lead these efforts. Policies, practices, and systems that create and sustain structural barriers and social injustices, which have long oppressed communities of color, must be abolished.

NONPF reaffirms the publication, [*NONPF Calls for Greater Racial and Ethnic Diversity in Nurse Practitioner Education*](#), and is committed to leading NP education in the following ways:

- Promoting diverse and inclusive educational environments and policies that have a positive impact on the communities in which we learn, practice, and live;
- Developing faculty and students who are prepared to recognize the social determinants and deal with the impact of discrimination/social injustice on the health and well-being of the patients we serve;
- Developing collaborative relationships with Historically Black Colleges and Universities (HBCUs) and professional nursing organizations of color;
- Collaborating with clinical partners and preceptors to ensure safe and inclusive learning environments for NP students;
- Proposing the best practices to increase the pipeline of NP faculty of color and yield a more diverse pool of applicants;
- Increasing engagement in leadership roles within all levels of NONPF for underrepresented NP faculty of color; and
- Advocating for national, state, and local funding to support more diverse faculty and student bodies.

We call on our members to unite, to hold us accountable and to engage with us in creating and sustaining meaningful change.

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