



Excellence in NP Education

The National Organization of Nurse Practitioner Faculties (NONPF) Reaffirms Diversity, Equity, and Inclusivity in Nurse Practitioner Education

August 23, 2023

As the leading national organization for nurse practitioner (NP) education, the [National Organization of Nurse Practitioner Faculties](#) (NONPF) values a workforce of highly skilled, adaptive, and diverse NP educators who are preparing the next generation of NPs to meet the evolving healthcare needs of our nation. Our work is to create an environment that reflects the diversity of our nation. We believe everyone should have access to the same opportunities and privileges to reach their potential. Considering the recent Supreme Court of the United States decision, which ruled against race-conscious admissions, we will continue to strive to make equitable decisions and take actions that advance equity and opportunity for NP educators.

Race consciousness is fundamentally necessary to advance diversity, equity, and inclusion in NP education and the NP workforce. Decades of research support a diverse healthcare workforce. Diversity, equity, and inclusion (DEI) have been a priority for NONPF for many years. This includes the NONPF [2018 statement](#) that called for greater racial and ethnic diversity in NP education, the NONPF [2020 statement](#) that reaffirms our commitment to racial justice, and the NONPF [2021 statement](#) of solidarity with the Asian, Asian American, and Pacific Islander communities. The recommendations in these statements are being actualized through ongoing initiatives that NONPF offers to members to advance and sustain racial and ethnic diversity.

In recognizing and acknowledging the significance of a diverse and inclusive workforce in reducing health disparities, advancing the goals of the Healthy People Initiative, addressing social determinants of health, and improving population health, NONPF reaffirms our commitment to expanding DEI in NP education.

NONPF promotes DEI in the delivery of high-quality NP education in the following ways:

[NONPF's Mission](#) and [Strategic Plan](#)

- NONPF's mission is to optimize quality and cultivate leaders in NP education. Our core values include equity, where we believe that everyone should have access to the same opportunities and privileges to reach their potential. We strive to make equitable decisions and take actions that advance equity and opportunity for NP educators.
- Strategic Plan, Priority 3 is to Diversify and Expand Membership. We continue to work toward the NONPF membership reflecting increased diversity in terms of size/type/location of the school, degree, NP population focus, academic position, years as an educator, race, age, gender, program size, educational setting, and practice site and ensures value proposition exists to attract and retain these members.

[Standards for Quality Nurse Practitioner Education: A Report of the National Task Force on Quality Nurse Practitioner Education](#)

- By adopting the NTF Standards' criteria below, NP programs can achieve DEI. Standard I has key criterion to support a diverse profession.
- Criterion I.D. The NP Program has policies and/or initiatives or follows institutional policies and/or initiatives that support a diverse, equitable, and inclusive working and learning environment. Required Evidence:
 - Published DEI policy or written statement.
 - Strategies, activities, and resources to address DEI.
 - Institutional or program human resource policies supporting inclusive and diverse faculty and staff recruitment and hiring processes.
- Criterion I.E. The institution engages in ongoing, systematic, and focused recruitment and retention activities to achieve mission appropriate diversity among its students, faculty, administrative staff, and other relevant members of the academic and clinical community. Required Evidence:
 - Policy goals and outcomes for achieving mission-appropriate DEI.
 - Policies, processes, and actions for recruitment and retention of diverse faculty, administrative staff, students, preceptors, and other relevant members of the academic and clinical community.
 - Retention plan with measurable DEI outcomes.

[NONPF's Inclusive Language Assessment](#)

- NONPF has partnered with Rosh Review to create the Inclusive Language Assessment to raise awareness and take action regarding using inclusive language in NP programs. By taking the assessment, faculty learn ways to reframe traditional biased language and reflect on how they speak to others.

[Determinants of Health and Diversity Special Interest Groups \(SIGs\)](#)

- NONPF SIGs bring together like-minded members to network, share best practices and collaborate. The Determinants of Health SIG is committed to developing a diverse and inclusive space for members to cultivate awareness of Social Determinants of Health (SDOH) frameworks, models, and tools to address the intersection of widespread gaps in health equity, health disparities and to promote innovative programming in promoting health equity.
- The Diversity SIG's work will be based on the recognition that ethnocentrism and discrimination on the basis of race, ethnicity, gender, gender identity, sexual orientation, class, age, and disability contribute to inequities in academia and health care and ultimately contribute to adverse health outcomes.

[Diversity Committee](#)

- The NONPF Diversity Committee advises and engages with leadership on resources in support of the NONPF Call for Greater Racial Diversity in NP Education.