ONA COMMITS TO STRONGER MEMBERSHIP AND ORGANIZATION THROUGH BUILDING RACIAL EQUITY AND INCLUSION

WHEREAS, equity is the recognition that each person has a different background and will require different resources in order to get to the same ending point as another, and

WHEREAS, inclusion refers to the creation of space for marginalized voices to be heard and acted upon at the highest levels of an organization, and

WHEREAS, racism is understood to be a system that enables whiteness to be the primary determinant of power, privilege, and the accumulation of wealth and resources to the detriment of people of color, and

WHEREAS, the Oregon Nurses Association (ONA) recognizes that its workforce and membership does not reflect the racial/ethnic distribution of the communities it serves. Per the Oregon Center for Nursing (OCN), 88 percent of Oregon’s RN workforce identifies as white, while 79 percent of Oregonians identify as white. Only 3.4 percent of RNs identify as Hispanic, while 12 percent of Oregonians identify as Hispanic, and

WHEREAS, the American Nurses Association (ANA) states that “organizations that incorporate diversity, equity, and inclusion are more effective in engaging and serving people across different, cultures, backgrounds, and abilities. Leaders should establish and implement an organization-wide strategy or plan that address gaps identified in the assessment and promote a culture that demonstrate practices of diversity, equity and inclusion for board, staff and volunteers and program participants,” and

WHEREAS, it is recognized that an environment of equity and inclusion fosters innovation, membership engagement, improved quality of patient care, and supports all employees, now therefore be it

RESOLVED that ONA staff and member leaders will work together to identify and overcome institutional barriers that have resulted in a racially disproportionate RN workforce in Oregon. This will include, but not be limited to, tracking and analyzing demographic data, supporting and innovating efforts that recruit more nursing students of color, partnering with organizations with similar goals, and be it further

RESOLVED that ONA will commit to becoming an equity-driven organization that prioritizes the allocation of resources necessary to foster equity and inclusion internally, and be it further

RESOLVED that ONA will consult with experts to guide transformational institution-wide change and further assist in these initiatives, and be it further
RESOLVED that ONA will find innovative ways to educate and motivate membership to act on racial equity issues both in their practice and in their everyday lives.

Reference: Oregon Center for Nursing. (2017.) Characteristics of the Nursing Workforce in Oregon - 2016. Portland, OR: Oregon Center for Nursing