Diversity, Equity, Inclusion Committee

Purpose:

The purpose of the Diversity, Equity, Inclusion (DEI) Committee is to assess the experiences and educate Texas emergency nurses on topics related to diversity, equity, and inclusion within the emergency nursing community in the places they live, work, and play.

Definitions:

This list of key terms is a starting place for mutual understanding and dialogue.

Diversity includes all ways people differ, and it encompasses all the different characteristics that make one individual or group different from another. A broad definition includes not only race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives and values. (Harvard Human Resources)

Equity ensures that all individuals receive just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. Equity creates conditions where all individuals are allowed authentic engagement into a society (i.e., local community, place of employment, profession, etc.) where their viewpoints and opinions are valued. (Harvard Human Resources)

Inclusion: Authentically brining traditionally excluded individuals and/ or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources. (National Association of Colleges and Employers)

Resources:

ENA National Diversity, Equity, and Inclusion Committee ([https://www.ena.org/ena/dei](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ena.org%2Fena%2Fdei&data=04%7C01%7C%7Cb8b72df7723a4e282e9508d9dce4d27c%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637783697606031196%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=HXAudfiKPGvuGUI8qtXw6YpgUV4O9zhgqosWj%2F1gI7k%3D&reserved=0))

Project Implicit ([https://implicit.harvard.edu/implicit/](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fimplicit.harvard.edu%2Fimplicit%2F&data=04%7C01%7C%7Cb8b72df7723a4e282e9508d9dce4d27c%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637783697606187434%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=c2TwLZvjXMRwzZtCGD5nmu40RNURA6IPG8uVMtiw3nc%3D&reserved=0))  This website allows you to begin understanding attitudes, stereotypes, and other hidden biases that influence perception, judgment, and action.

Harvard Human Resources: Diversity, Inclusion and Belonging (DIB) Glossary of Terms (<https://edib.harvard.edu/files/dib/files/dib_glossary.pdf> )

The Language of Identify: Using Inclusive Language (University of Missouri) (<https://diversity.missouri.edu/wp-content/uploads/2018/07/inclusive-language.pdf> )