

Anna Valdez

“From Awareness to Action: Advancing Diversity in Professional Nursing Organizations”



Description: Professional nursing organizations and scholars have discussed the critical importance of having a diverse nursing workforce for decades, yet nursing continues to be a homogenous profession. This session will explore actionable strategies that professional nursing organizations can take to increase member diversity and create a culture of equity, inclusion, and belonging.

Key take aways:

1. Increasing the diversity of nursing and membership requires deliberate and intentional action.
2. Simply increasing diversity in professional nursing organizations without substantial work on equity, power sharing, and inclusion results in tokenism rather than belonging.

Bio:

Dr. Valdez is a Professor of Nursing at Sonoma State University and the Editor-in-Chief of the Journal of Emergency Nursing. She is currently serving as co-chair of the ENA DEI Committee. Dr. Valdez served as a subject matter expert on the inaugural National Commission to Address Racism in Nursing and was a contributing author of the Commission’s foundational paper on racism in nursing. She is currently serving as an independent Commissioner. Dr. Valdez has presented nationally on emergency nursing, trauma, antiracism, bias, environmental justice, health equity, and DEIJ. She has taught thousands of nurses and health care professionals about providing inclusive, unbiased, and equitable care. Dr. Valdez was selected as one of the 20 nurse leaders advocating for health equity to follow on social media. In 2022 and 2023, she was selected as Brexi’s 30 best nurse influencers to follow on social media.