

WIN Diversity Statement

Current statement (from Summer 2020):

WIN rejects hatred, racism, violence, and bigotry of any kind. WIN cannot honor its mission or vision without committing to act against racism and without supporting those who actively seek to end it. To advance health and nursing, equity must be the central priority. Without widespread structural change to dismantle institutional racism and discrimination of any kind, equity cannot be realized.

To support the eradication of racism and discrimination, WIN pledges to structure opportunities to advance health equity in the West by 1) Promoting health equity through WIN programming, 2) Developing nurses from diverse populations, and 3) Increasing the number of monetary awards focusing on health disparities in the West.

Draft of new statement proposed by the DEI Committee:

WIN is steadfast in its commitment to cultivate inclusive, respectful environments and to advance health equity throughout the Western region. ~~As nurses we are called to advocate for our communities, we must speak out against the deliberate terrorizing of children and targeting of immigrants and the unconstitutional denial of due process to those seeking a better life in the US.~~ Achieving optimal health for all communities remains a core value in nursing ~~and fostering a culture of true servingness~~, regardless of shifting sociopolitical landscapes. WIN continues to champion efforts that foster diversity, equity, inclusion, ~~and community engagement~~. Equity must remain a central priority in nursing and health advancement ~~with a fair, transparent, and reliable process~~. Without sustained efforts to promote inclusive practices, ~~acknowledge personal biases~~, and ~~to~~ address systemic barriers, progress toward health equity cannot be fully realized.

To continue this work, WIN pledges to:

- Promote health equity through its programming and professional development opportunities,
- Support the growth and leadership of nurses from a wide range of backgrounds and experiences, and
- Strengthen support in research, teaching, and ~~scholarship~~ ~~practice~~ and initiatives that address health disparities in the Western region.
- ~~Transform advanced policies and practice that address health disparities alongside the communities we serve.~~