



# Diversity, Equity, and Inclusion: Progress and Outcomes of SPN's Call to Action

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## Background

- In Fall 2020, SPN chartered a Diversity, Equity, and Inclusion Task Force to assess organizational status and make recommendations

## Purpose

- Highlight select initial strategies and actions
- Describe progress to date and outcomes

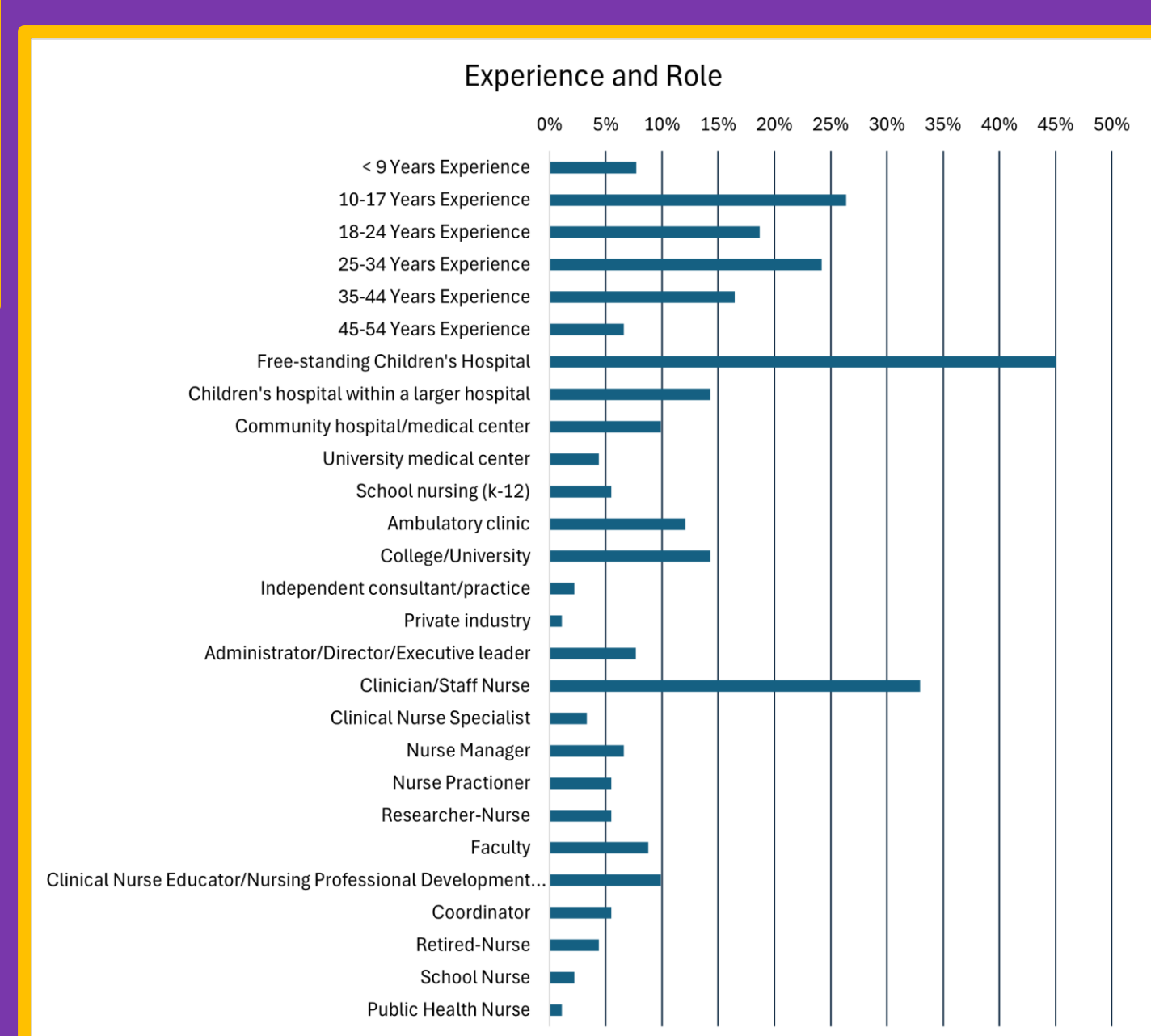
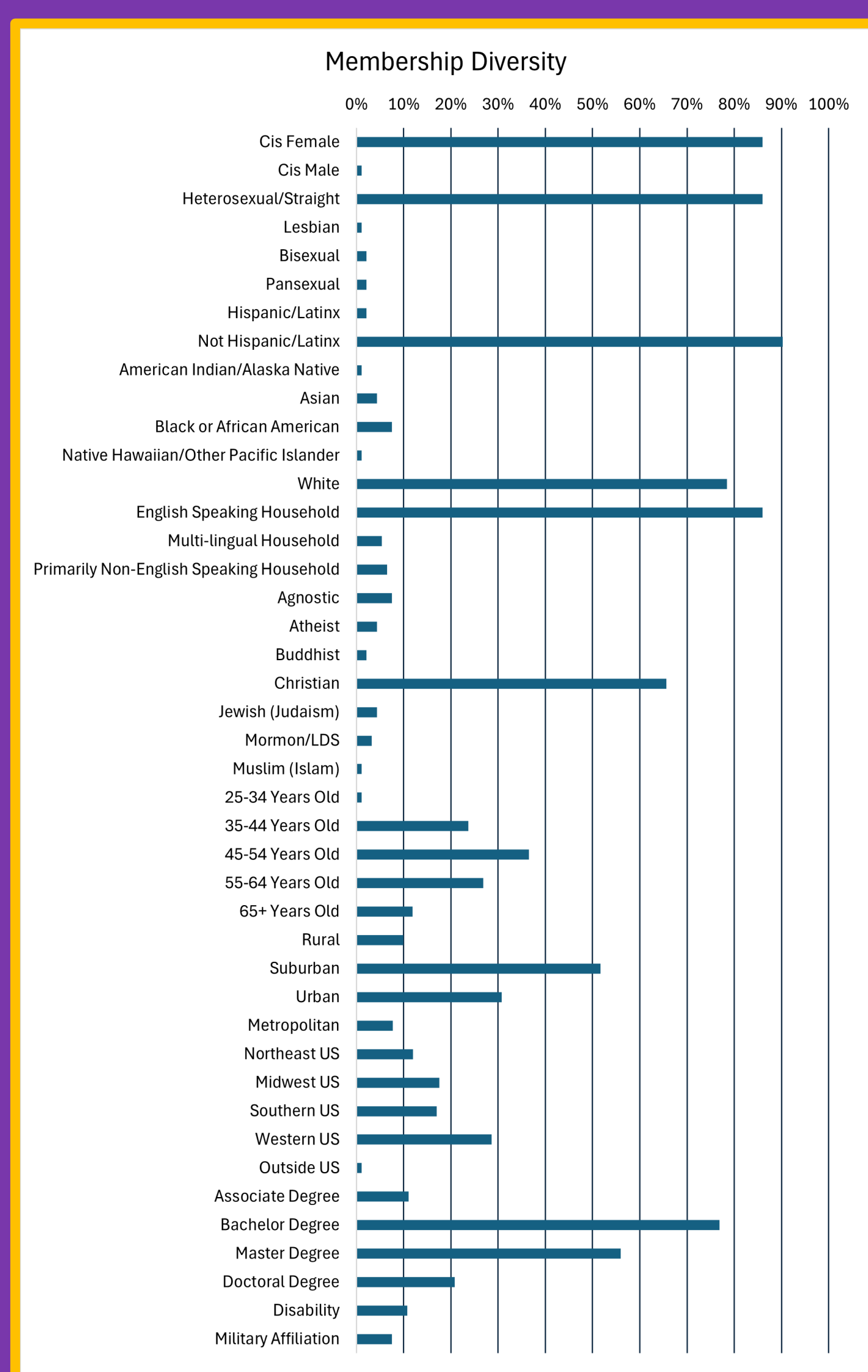
## Implementation Strategies

- Defined diversity, equity, and inclusion
- Evaluated mission statement and core values and submitted recommendations to the Board
- Surveyed members' perceptions of diversity, equity, and inclusion related to SPN (2021)
  - 7% of members participated (n = 209)
  - Participants were mostly white, female, had a bachelor degree and worked in the hospital setting.
  - Opportunities existed for improvement in communication, education, visibility of initiatives, and inclusive leadership development
- Incorporated DEI related presentations in the national conference and member educational webinars.

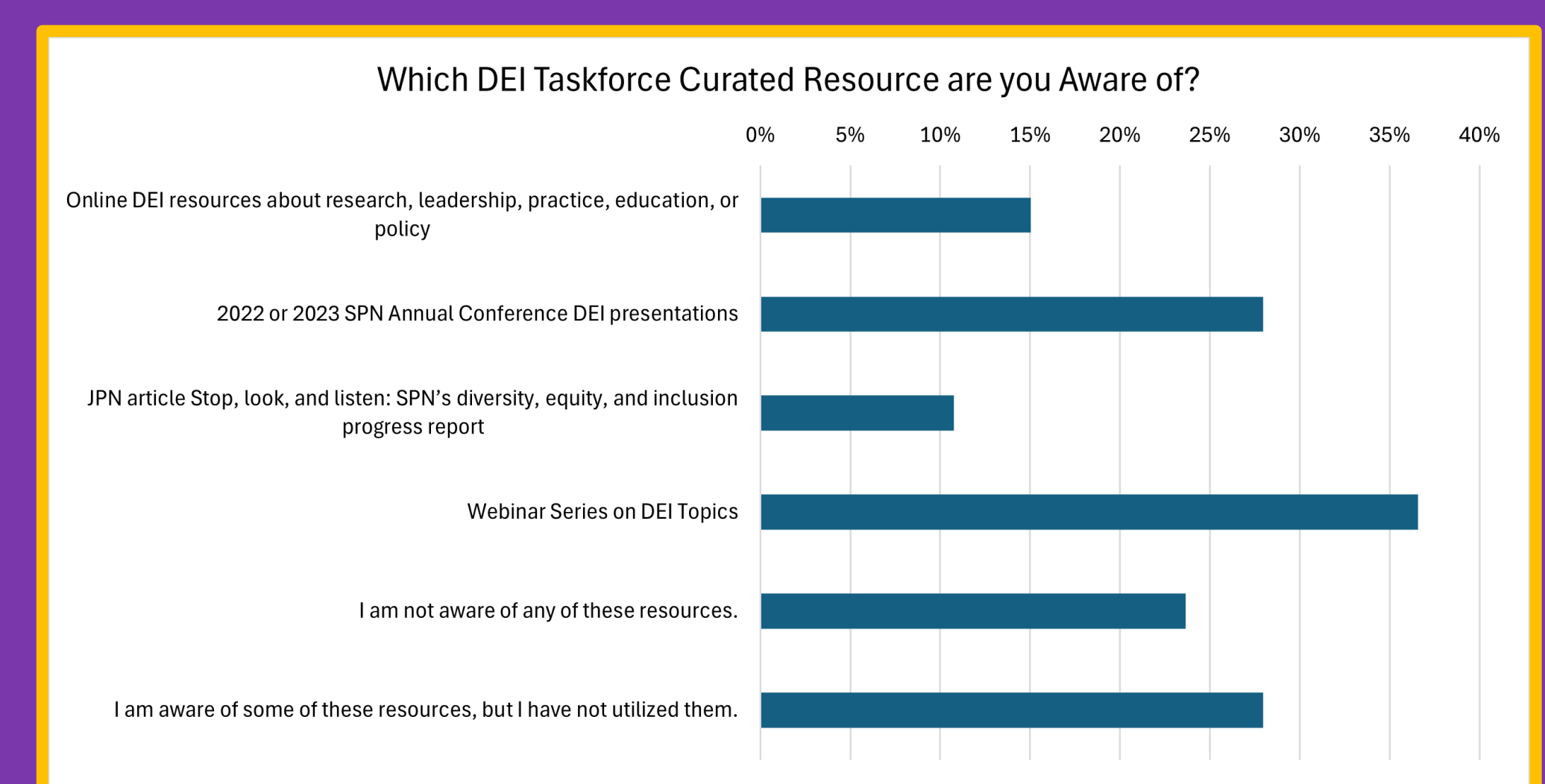
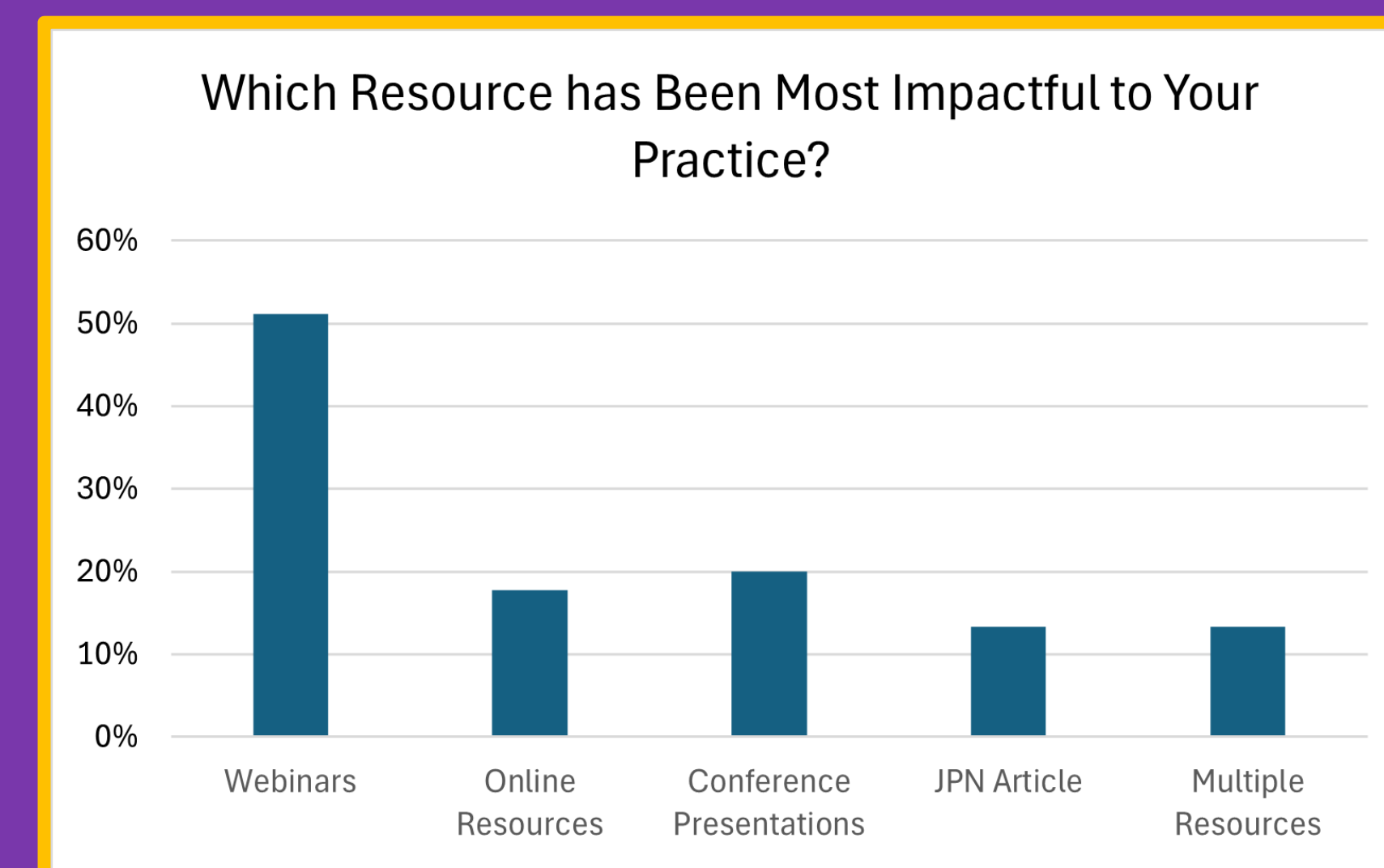


Taha, A. A., Stephen, J. M., Brennan, A., Stamp, V., Green, A., Walls, C., Baird, J., Van Allen, K., & Dorrington, M. (2021). Stop, look, and listen: SPN's diversity, equity, and inclusion progress report. *Journal of Pediatric Nursing*, 61, 439–448. <https://doi.org/10.1016/j.pedn.2021.08.013>.

## 2023 Follow-up Survey Results (N = 93)



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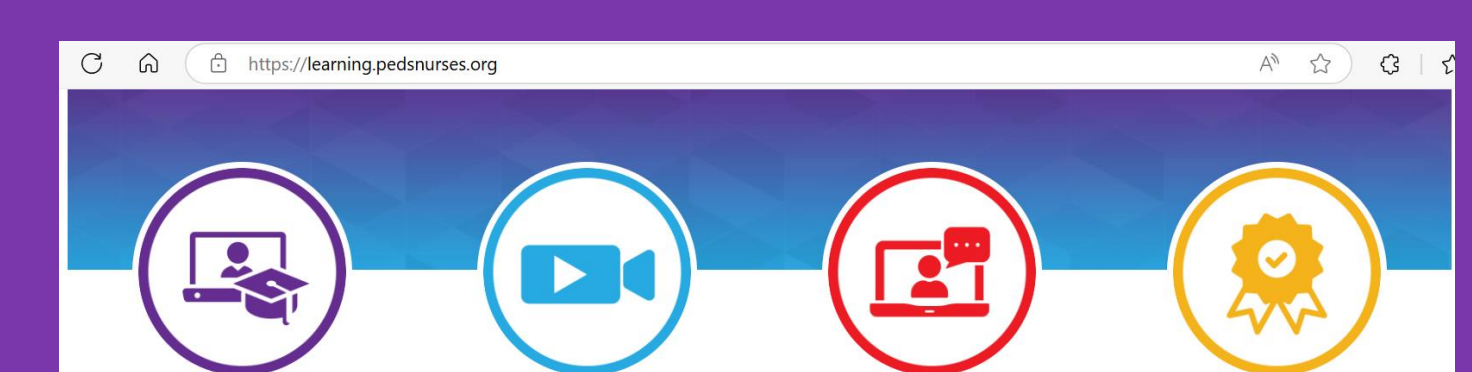
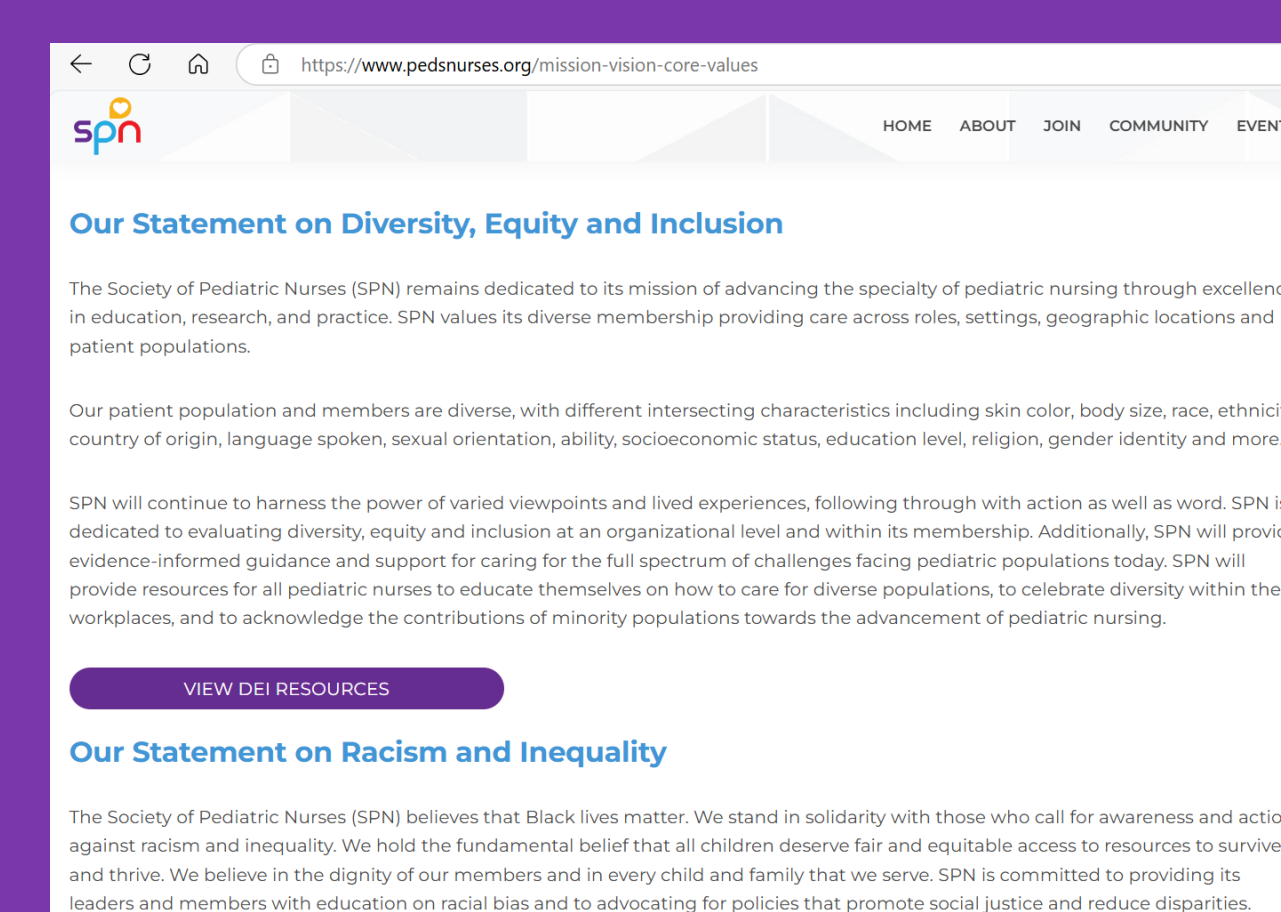
## Utilization of SPN Resources and Effect on Practice

## Outcomes

- Task force initiatives increased awareness and understanding and led to practice changes

## Future of DEI in SPN

- SPN will maintain its commitment to DEI through continued exploration of opportunities for improvement and incorporation into organizational practices.
- We encourage you to visit SPN's DEI web page, access our webinars, participate in organizational activities at all levels, and communicate your ideas, concerns, and needs to SPN.



Taha, A. A., Stephen, J. M., & Van Allen, K. (2025). Fostering diversity, equity, and inclusion in pediatric nursing: SPN's journey and future. *Journal of Pediatric Nursing*, 81, 200-204. <https://doi.org/10.1016/j.pedn.2025.02.002>