

Professional Development Opportunity

Application for RN Diversity, Equity, and Inclusion Council

Shared leadership is foundational to the BMC Nursing department. We have worked to increase clinical nurses' opportunities to influence nursing practice and help us move professional nursing practice forward. Your participation creates a practice environment where the voice of the clinical nurse is heard, your input is valued, and nursing practice is supported.

We are excited to launch an RN Diversity, Equity, & Inclusion (DEI) Council to collaborate on bringing forward and implementing cultural competency, diversity & inclusion initiatives for staff and patients and employee engagement initiatives. Given that our individual social, economic, and cultural identities shape and influence our experiences and perspectives, it stands to reason that BMC does its best work by ensuring diversity in our workforce across the various dimensions of social and cultural identity and by practicing inclusivity in how we work with one another.

The Nursing Diversity, Equity, and Inclusion Council support developing and implementing diversity, equity, and inclusion initiatives within the Nursing department at Boston Medical Center. It fosters a respectful, culturally appropriate environment for patients, families, and staff.

Please fill out this application if you are interested in a new experience and discuss this goal with your nurse director.

1. Are you interested in joining the Diversity, Equity, & Inclusion Nursing council?

☐ Yes (Tentative meeting time: Every first Tuesday of the month, 7:30 am – 11:30 am TBD)

2. Please identify another council, committee, or professional development opportunity you are currently participating.

- ☐ Nurse Practice Council
- ☐ Nursing Informatics Council
- ☐ Nurse Integrative Council
- ☐ Substance Use Disorder Council
- ☐ Incident Peer Review Committee
- ☐ Unit-Based Practice Council
- ☐ Skin Committee and Pressure Ulcer Survey
- ☐ NICHE (Nurses Improving Care for Healthsystem Elders)
- ☐ RN Retention and Recruitment Council

***Pre-requisite for Departmental Nursing Councils**

Interested candidates applying to be a member of the RN DEI Council must demonstrate engagement at the unit before or after applying. Examples of engagement may include SuperUser, Magnet Ambassador, Joint Commission Liaison, previous council membership, performance improvement projects, volunteerism, etc.

Statement of Understanding

To be considered for council membership, I agree to the following council terms and conditions:

- Attend 80% of the council meetings for the entire meeting. Coordinate with Operation Supervisor or Nurse Director to ensure attendance.

- Attend events and offerings sponsored by the council.
- Act as a representative of your unit or area to the council and communicate back to your colleagues.
- Assume a leadership role in relation to communication, coordination, and completion of council initiatives that improve nursing practice and our practice environment.
- Actively participate as a member by working on projects, committees, and ad hoc groups; and providing pertinent information about topics under discussion.

****Statement of Intent**

The statement of intent includes the knowledge, skills, and attitudes you have developed throughout your professional nursing career and why you should be considered for membership on the RN DEI Council. Be specific about why you would like to be a council member. **Please describe why equity and diversity, and inclusion are essential to you and the care of our BMC patient population.**

Also, please share what you hope to contribute to being a council member. Please limit to 200 words.

Name:	Highest level of Nursing Education:	Professional Certification:
Date:	Role:	Unit:
Unit of Manager:	Years of RN Experience:	Years at BMC:
*Unit/Departmental Contributions:		
**Statement of Intent:		

RN Signature: _____ **Date:** _____

Please discuss your above application with your manager.

Manager Endorsement /Signature _____ **Unit** _____ **Date** _____

Manager – please forward this form to Monica Germain.