

**GLOBAL ACADEMY OF HOLISTIC NURSING**  
**EQUITY, DIVERSITY, INCLUSION AND SOCIAL JUSTICE (EDIS)**

**POSITION STATEMENT**

**December 12, 2020**



**Introduction**

Our professional Code of Ethics obligates nurses to “...practice with compassion and respect for inherent dignity, worth, and unique attributes of every person ” (ANA, 2015, pp. v) and “...collaborate with other health professionals and the public to protect human rights, promote health diplomacy, and reduce disparities” (p. v). These ethical provisions mandate that nurses commit to speak against racism, discrimination and injustice; advocate for equity, diversity, and inclusion, and collaborate with others to eradicate these disparities and promote safe and healthy communities. Drawing from these ethical mandates, the following position provides a structure for functions of the Global Academy of Holistic Nursing (GAHN) and the work of the Scholars of GAHN.

**Our Position**

We believe that GAHN can only fulfill our mission when we value and work towards a global healthcare system that is just, equitable, diverse, inclusive, transparent, and fair. We recognize that our organizational culture, infrastructure, policies,

procedures, Board of Directors, staff, and Scholars must respect and embrace worldviews of people from all backgrounds and communities.

Committed to building trusting and caring relationships requires that all GAHN Scholars are valued, heard, respected, supported, and empowered regardless of gender, age, race, ethnicity, national origin, nationality, sexual orientation or identity, physical or mental challenges, education, or any other bias.

Together, through resolution, determination, and wisdom; built on trusting and caring relationships; valuing all perspectives, and embracing and empowering all who have historically been -vulnerable and marginalized, GAHN aims to create an organizational culture that embraces and supports equitable and holistic healthcare for all human beings.

**To support our work, we:**

- 1) Seek to understand, recognize and address inequities in our organizational infrastructure which include, but are not limited to, board composition, policies, programs, and services.
- 2) Commit to transparency, inclusivity and diversity in all GAHN interactions, at the individual and organizational level.
- 3) Will dedicate time, finances, and other resources to expand greater diversity within GAHN, at the board, staff, and scholar levels.
- 4) Pledge to lead with respect, caring, integrity, and tolerance and encourage all employees and scholars to demonstrate these values and attitudes in their work and interactions within our organization.

**We agree to abide by the following commitments to:**

1. Create new and ongoing learning opportunities to educate the board, employees, and scholars as we work towards a culturally sensitive and respectful organization.
2. Be proactive in increasing diversity and inclusivity on the board and in leadership positions reflective of society.

3. Identify and conduct research related to social justice, diversity, equity, and inclusivity that will support the work and mission of GAHN.
4. Identify and create resources for our underrepresented scholars by networking with other organizations that are committed to and share GAHN values, beliefs, and attitudes.
5. Disseminate resources that support and facilitate learning opportunities related to social justice, equity, diversity, and inclusion.
6. Support public policy and healthcare forums that advocate for social justice and equity.

## Reference

American Nurses Association (2015). Code of ethics for nurses with interpretive statements. Silver Spring, MD: Nursesbooks.org.

Retrieved from <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/coe-view-only/>