



Oregon State Board of Nursing Diversity,
Equity, Inclusion & Accessibility Action Plan
2024

Oregon State Board of Nursing
Diversity, Equity, Inclusion &
Accessibility Action Plan

A Message to the Public, the OSBN Esteemed Board Members, and Employees from Executive Director Rachel Prusak, MSN, APRN, FNP

The Oregon State Board of Nursing (OSBN) has a unique opportunity to join other state agencies in DEIA efforts. By embracing Diversity, Equity, Inclusion, and Accessibility at OSBN, we can create a work environment that is not only more vibrant and inclusive but also more productive and fulfilling. This is not about virtue signaling or action plans on a shelf. DEIA is not about compromising or lowering our standard of excellence and reducing expectations from our workforce. On the contrary, it requires us to elevate our standards and practices to ensure we strategically afford all persons a fair and equitable opportunity for employment and advancement based on their knowledge, skills, and abilities.

DEIA is a concept that is already deeply embedded in our organizational values. It's a concept and a commitment to raising our standards to enhance customer service and improve internal and public-facing interactions, perceptions, outreach, and engagement efforts. By doing DEIA work well, we are not just meeting external expectations, but also aligning with our core values, reinforcing our commitment to diversity, equity, inclusion, and accessibility. This means leading by example in our offices and communities, ensuring we embrace differences, uphold the rights of all individuals, and, despite our differences, treat everyone with dignity and respect.

Integrity: We inspire trust and excellence through professionalism and accountability.

Collaboration: We are inclusive and respectfully accept and contribute valuable ideas to achieve goals.

Stewardship: We serve the public through responsiveness and effective use of financial, physical, and people resources.

Simplicity: We reduce barriers to clear communication and streamlined processes.

Innovation: We empower change in teamwork and transparency.

I am asking OSBN to reaffirm our commitment to these values and advance in our mission. Your role in this mission is crucial, and your contributions are highly valued. Together, we can make a significant difference in our organization and the communities we serve.

Sincerely,

Rachel Prusak, MSN, APRN, FNP Executive Director OSBN

Definitions

Diversity means honoring and including people of diverse backgrounds, identities, and experiences collectively and as individuals. It emphasizes the need for sharing power and increasing representation of communities that are systemically underrepresented and under-resourced. These differences are strengths that maximize the state's competitive advantage through innovation, effectiveness, and adaptability.

Equity acknowledges that not all people, or all communities, are starting from the same place due to historical and current systems of oppression. Equity is the effort to provide various levels of support based on an individual's or group's needs to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires redistributing resources, power, and opportunity to those communities.

Inclusion is a state of belonging when persons of diverse backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision-makers, collaborators, and colleagues. Inclusion is the environment that organizations create to allow these differences to thrive.

Accessibility is the practice of making information, activities, and environments sensible, meaningful, and usable for as many people as possible.



Mission, Vision, And Values

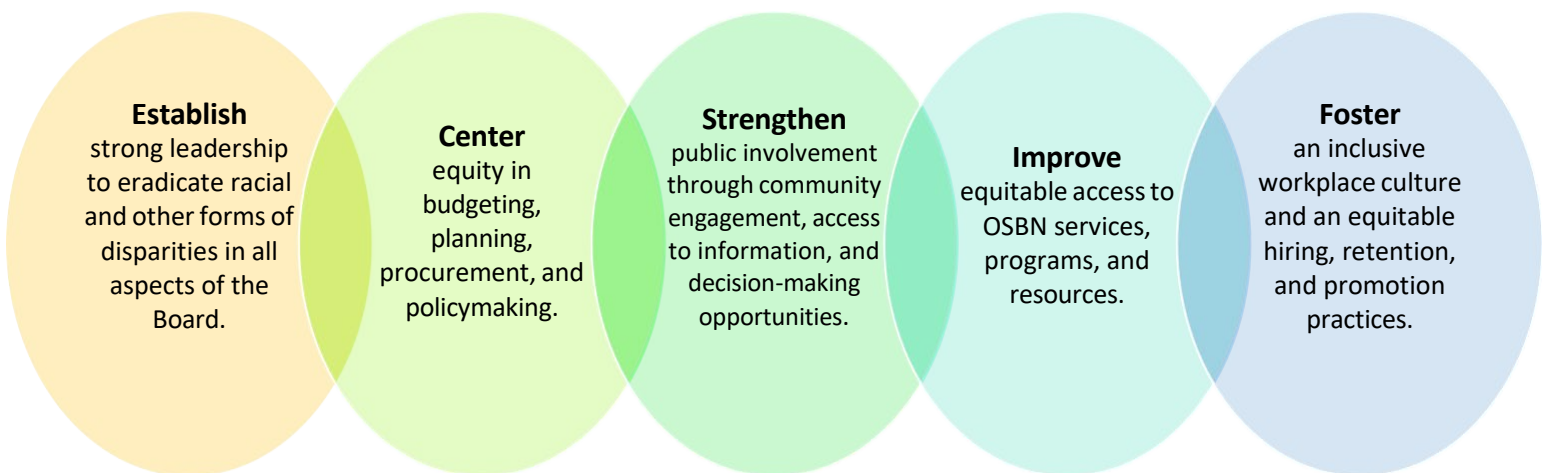
OSBN Mission: The Oregon State Board of Nursing is committed to protecting the public through *regulatory* excellence and promoting the wellness of *nursing professionals*.

OSBN Vision: A safe and healthy public promoted through a healthy and diverse nursing workforce.

OSBN Values: The Oregon State Board of Nursing values further the mission and shape the culture of the agency.

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- **Collaboration:** We are inclusive and respectfully accept and contribute valuable ideas to achieve goals.
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Equity Goals



DEIA PLAN: Next Steps: The OSBN Executive Director gained clarity by connecting with the leadership team, the Office of Cultural Change within Department of Administrative Services, the OSBN Board and the OSBN Staff from January 2024 to May 2024. It is now time to focus and act. OSBN Board and Staff must adopt a statement of philosophy and create a DEIA committee.

- Adopt a Statement of Philosophy clearly explaining the board’s position on diversity, equity, inclusion, and accessibility outlining the value of the Board’s commitment to equitable processes for licensees, and the Board’s position against discrimination of any sort as a professional expectation.
 - **Timeline: September 2024**

- Create a DEIA committee and provide DEIA trainings topics such as anti-discrimination, health disparities and inequities, trauma-informed processes, and bias recognition, ensuring Board members and staff have understandings of how inequities relate to the patient safety mission of the Board.
 - **Timeline: September 2024**

Strategic Imperatives

Strategic Imperative 1: Increase Diversity of Board Members and External Partners:

Community engagement means collaborating with the community and building meaningful partnerships to inform decision-making. Engaging impacted communities ensures that OSBN plans are relevant, effective, and build on the existing solutions, ideas, and strengths that Oregon’s diverse communities have to offer. Fundamental to the role of the Board is the maintenance and strengthening of public trust in the practice of nursing and in professional self-regulation. **Actions:**

- Encourage diverse members of the public and licensees to apply for Board membership by partnering with state and local organizations representing communities that have been marginalized to identify potential appointees.
 - **Timeline: Yearly Vacancies**

- Encourage diverse members of the public and licensees to apply for Rule advisory committees by partnering with state and local organizations representing communities that have been marginalized to identify potential appointees.
 - **Timeline: Ongoing**

Strategic Initiative 2: Increase Access to OSBN Services: Collaborative and coordinated communication efforts are needed to reach people who have not been provided information sufficiently in the past. Services must be delivered equitably so that all Oregonians can access and benefit from the OSBN’s work. **Actions:**

- Improve language access services on customer service phones.
 - **September: 2024**

- Provide multiple pathways and languages to submit complaints.
 - **December 2024**

 - Publish articles in the quarterly *OSBN Sentinel* Publication featuring authors of diverse racial and ethnic communities and with a focus on DEIA in medical regulation, education, or patient care.
 - **Timeline: December 2024**

Strategy 3: Recruiting & Hiring

OSBN promotes public service through intentional and purposeful recruitment, hiring, and retention of culturally and ethnically diverse staff, Board members, and committee members while ensuring a safe, inclusive, accessible, and belonging working environment for all. **Actions:**

- Promote equal employment opportunities and pay equity in the workplace.
 - **Timeline: June 2024**

- Review, update, and monitor hiring processes, including recruitment, interview procedures, and hiring outcomes.
 - **Timeline: December 2024**

- With an intentional equity lens, Review and update position descriptions and add inclusive language on job postings.
 - **Timeline: December 2024**

DEIA Action Plan: Implement, Evaluate, and Measure

Oregon State Board of Nursing will partner with the state office of Cultural Change to ensure alignment with enterprise efforts to promote diversity, equity, inclusion, and accessibility. This includes but is not limited to, ensuring all OSBN employees strive to be responsive to promote the ongoing practice of fostering an inclusive workplace culture in support of our agency's commitment to protecting the public.

Oregon State Board of Nursing will also become a trauma informed agency. Empathy, Compassion, and Curiosity in Our Work of Equity, Diversity, Inclusion, and Accessibility. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees bring to their work represents a significant part of our culture, our reputation, and our achievement.

Oregon State Board of Nursing will gain an appreciation of the value our employees' differences in age, ability, race, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique and enrich our agency.

The Oregon State Board of Nursing is committed to increase our efforts to recruit, hire, train, develop, and support a workforce that reflects the diversity of our State. This commitment and ongoing practice will strengthen the agency and make us more effective in carrying out our mission.

