

Resolution 2
Mississippi Nurses' Association
109th House of Delegates
Virtual Meeting via Zoom

Introduced by: **Sandra Arnold, MSN, RN, Director, Council on Organizational Affairs,
on behalf of the MNA Board of Directors**

RESOLUTION: **Commit to Continuing to Support and Advocate for Non-Discrimination,
Equity, Inclusion, Fairness and Respect**

WHEREAS, discrimination in any form is harmful to society as a whole and in opposition to the values and ethical code of the nursing profession, and a fundamental principle that underlies all nursing practice is respect for the inherent dignity, worth, unique attributes, and human rights of all individuals ¹; and

WHEREAS, discrimination exists when a person is treated unfavorably or unjustly according to a particular characteristic such as race, age, gender, or religion or other characteristic for which discrimination can occur and it should be noted the list may change over time ¹; and

WHEREAS, all nurses must recognize the potential impact of unconscious bias and practices contributing to discrimination, and actively seek opportunities to promote inclusion of all people in the provision of quality health care while eradicating disparities ¹; and

WHEREAS, discriminatory practices that are either intentional or unintentional must be addressed by individual nurses and the profession as a whole; and given the impact of unintentional discrimination based upon attitudes and stereotyping, all nurses must examine their biases and prejudices for indications of discriminatory actions ¹; and

WHEREAS, nurses must recognize that health care is provided to culturally diverse populations in this country and across the globe, and nurses should collaborate to create a moral milieu that is sensitive to diverse cultural values and practices ²; and

WHEREAS, all nurses, through organizations and accrediting bodies involved in nurse formation, education, and development, must firmly anchor students in nursing's professional responsibility to address unjust systems and structures, modeling the profession's commitment to social justice and health through content, clinical and field experiences, and critical thought ²; and

WHEREAS, the purposes of the Mississippi Nurses' Association include working for the improvement of health standards and the availability of health care services for all people; fostering high standards of nursing; promoting and protecting the professional environment of nurses; and these purposes shall be unrestricted

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by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, or sexual orientation (MNA Bylaws, Article 1; Section 2.); and

WHEREAS, the functions of the Mississippi Nurses' Association include promoting, through appropriate means, standards of nursing practice, nursing education, and nursing service as defined by the American Nurses Association (ANA); ensuring adherence to the Code of Ethical Conduct for practitioners established by ANA; providing leadership in nursing in the State; and assuming an active role as consumer advocate (MNA Bylaws, Article 1; Section 3.).

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to continuing to support and advocate for the elimination of all discrimination and for all individuals to be treated fairly and equitably with respect and dignity.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to increasing awareness that discriminatory practices in nursing that are either intentional or unintentional must be addressed by individual nurses and the profession as a whole, as appropriate, through publication of articles in the *MS RN*, information disseminated via email, and information disseminated during continuing education events.

¹American Nurses Association. (2018) *The Nurse's Role in Addressing Discrimination: Protecting and Promoting Inclusive Strategies in Practice Settings, Policy, and Advocacy* (Position Statement). <https://www.nursingworld.org/~4ab207/globalassets/practiceandpolicy/nursing-excellence/ana-position-statements/social-causes-and-health-care/the-nurses-role-in-addressing-discrimination.pdf>

²American Nurses Association. (2015) *Code of Ethics with Interpretive Statements*. Silver Spring, MD: nursesbooks.org