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Background

- Creating more diverse and inclusive regional nursing research societies that are more inclusive and more accurately reflect the broader population is an important first step in supporting research and practice that addresses the social and structural determinants of health.
- Midwest Nursing Research Society (MNRS), one of four regional nursing research societies in the U.S., is making a concerted effort to enhance current DEI initiatives and imagine new strategies to support and encourage a diverse and inclusive professional organization.

2020: MNRS Executive Board creates Diversity Task Group (DTG)

2021: DTG initiates quality improvement project and DEI assessment

2022: DEI Listing Sessions with MNRS members at annual meeting

Acknowledgements

This work was completed in collaboration with the MNRS Executive Board, Diversity Task Group, and the MNRS members who attended and contributed valuable input during Listening Sessions held at the 2022 MNRS annual meeting.

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Selected MNRS Membership Demographics & References



Project Purpose

Assess current strengths, areas for improvement, and gather member identified solutions related to diversity, equity and inclusion in the MNRS organization and at the annual meeting.

Methods

- Member driven quality improvement project in collaboration with the DTG and Qualitative Research Interest and Implementation Group (RIIG)
- Determined IRB-Exempt by MSU and CJZVAMC IRB
- Three 60-minute Listening Sessions held at annual meeting & member-wide survey (in process), developed by DTG
- Inductive & deductive analysis of session transcripts



Listening Session Themes

Strengths	Areas for Improvement	Suggested Solutions
<ul style="list-style-type: none"> •The annual meeting is a safe and welcoming space, especially for students and first-time presenters •Career opportunities* with a mentor/navigator •RIIGs = CONNECTION 	<ul style="list-style-type: none"> •Barriers to entry: cost, awareness of opportunities •Racial representation in leadership roles is lacking •Transparency in decision making is needed, particularly related to conference speaker selection 	<ul style="list-style-type: none"> •Formal mentorship •Conference scholarships for students •Intentional inclusion efforts •Support non-traditional careers (R2, Nurse Scientists, DNP) •Leverage RIIG leadership

Next Steps



GOAL: Enhance and leverage existing strengths, address current 'issues', and generate member-centered initiatives to support and strengthen organizational DEI