**What is Diversity, Equity, and Inclusion?**

Diversity is about representation. It is the collective mixture of human beings and their individual identities co-existing within a specific space. These identities must be considered holistically to include race, age, gender, sexual orientation, religion, sex, disabilities, culture, and educational backgrounds.

Equity is about creating a space that promotes fairness for all regardless of their individual identities.

Inclusion is about creating a space where individuals feel they can bring their individual identities without judgment and can feel a sense of belonging and respect. Inclusion in the workplace provides opportunities for people of all identities to participate and have an impact in a meaningful way.

**APANP’s Commitment to Diversity, Equity, and Inclusion**

The Association of PAs and NPs represents approximately 150,000 PAs and 56,000 NPs across the U.S. who practice in Family Practice.

APANP is committed to enhancing the diversity of the PA and NP profession, addressing health inequities among patients, and fostering a staff culture that is committed to DEI.

**Fostering a Staff Culture Committed to Diversity, Equity, and Inclusion**

APANP is committed to fostering a staff culture that embraces the values of diversity, equity, and inclusion. We recognize that embracing the principles of diversity, equity, and inclusion in the workplace is essential to improved collaboration and morale as well as greater innovation, productivity, and representation in the work we do both internally and externally within our communities.

**Working to Enhance the Diversity of the PA and NP Profession**

Research shows positive benefits to patients when there is greater diversity among healthcare providers. APANP recognizes that medicine in general is too homogenous and so is the PA and NP profession. We are committed to implementing partnerships and programs that attract more underrepresented minorities to the profession and providing the tools and resources to support them – prior to and during PA and NP school, as well as while they are practicing.

**Addressing Health Inequities Among Patients**

APANP acknowledges that racism is a public health issue and one of many social determinants of health, including poverty, unequal access to healthcare, lack of education, and stigma that contribute to health inequities in patients. APANP is committed to empowering PAs and NPs with information, tools, and resources to address these inequities in their daily practice and to use our collective voice to support policy solutions when appropriate.