Association of Family Practice PAs and NPs (AFPPANP)

Commitment to Diversity, Equity, and Inclusion

AFPPANP’s leadership and national office staff is committed to fostering a culture that embraces the value of justice, diversity, equity, and inclusion within the agency, and within our profession.

AFPPANP recognizes that embracing the principles of diversity, equity, and inclusion (DEI) in the workplace is essential to improved collaboration and morale as well as greater innovation, productivity, tolerance, and representation in the work we do both internally and externally within our communities.

AFPPANP is committed to promoting partnerships and programs that allow us to innovate and implement the changes required to meet our DEI goals.

AFPPANP is committed to empowering PAs and NP’s with information, tools, and resources to address inequities in their daily practice and by using AFPPANP resources (staffing, finances, and strategic planning) to allow PAs and NP’s to be the change agents for DEI in their practices and in their communities.

That AFPPANP will incorporate change management techniques that demand accountability, measurement, and ongoing monitoring for the effectiveness of DEI initiatives.

Further that AFPPANP applies the following criteria for meeting the AFPPANP’s Commitment to Diversity, Equity, and Inclusion.

1. DEI is placed as an ongoing overarching goal as part of the AFPPANP Strategic Plan outlining with measurable steps necessary to achieve DEI within the AFPPNP.

2. DEI initiatives are included in annual budgets, that timelines for actions are in place and that there are mechanisms to audit the Plan, Do, Study, Act (PDSA) Cycles.

3. AFPPANP implements partnerships and programs that attract more underrepresented minorities to the profession through collaboration to develop opportunities for innovative changes to DEI inequities in healthcare.

4. AFPPANP promotes or creates initiatives with all our partners to collectively voice and support policy and legislative solutions to address DEI, health and social issues, justice, tolerance and address changes to eliminate health disparities (Local, State, National and International).

5. AFPPANP will continue to support special interest groups and make extraordinary efforts to have representation of all human beings at the decision table.

6. That Executive Director will report on DEI annually to the AFPPANP Board and Membership.