

20
25

ANPD

DIVERSITY, EQUITY, AND INCLUSION

Member Survey

*Compiled by the Association for
Nursing Professional Development*



DEI Member Survey Summary

OVERVIEW

The Association for Nursing Professional Development (ANPD) remains focused on enhancing quality healthcare by defining and promoting nursing professional development practice. One of the 2024-2026 strategic plan's goals is for ANPD to remain an inclusive organization by attracting, engaging, and collaborating with a diverse membership community.

The Association for Nursing Professional Development (ANPD) developed and administered the second Diversity, Equity, and Inclusion (DEI) member survey in 2025. ANPD distributed the survey to its members and database via email to 30,512 contacts and shared on ANPD's social media channels. 587 people viewed the survey, and 579 people responded for an overall response rate of 1.89%.

The intention of the survey was to gain an understanding of Nursing Professional Development (NPD) practitioners' and Professional Development associates' (PDA) perceptions about diversity, equity, and inclusion. In addition, we sought to understand efforts on an organizational level and provide external benchmarking on institutional engagement. This survey was anonymous and will inform resources and educational support development and offerings. All data is reported in summary form only to ensure confidentiality.

The data is reported in three parts. Part I - demographics of respondents. Part II - data on knowledge, skills, and attitudes about DEI adapted from Veldez, et al. (2023) from respondents. Part III - perceptions about ANPD and learning needs from respondents.



Part 1 – Demographics

N = 439 | Highest reported

AGE

31.7% 55 – 64 years



GENDER

87.5% Identified as female

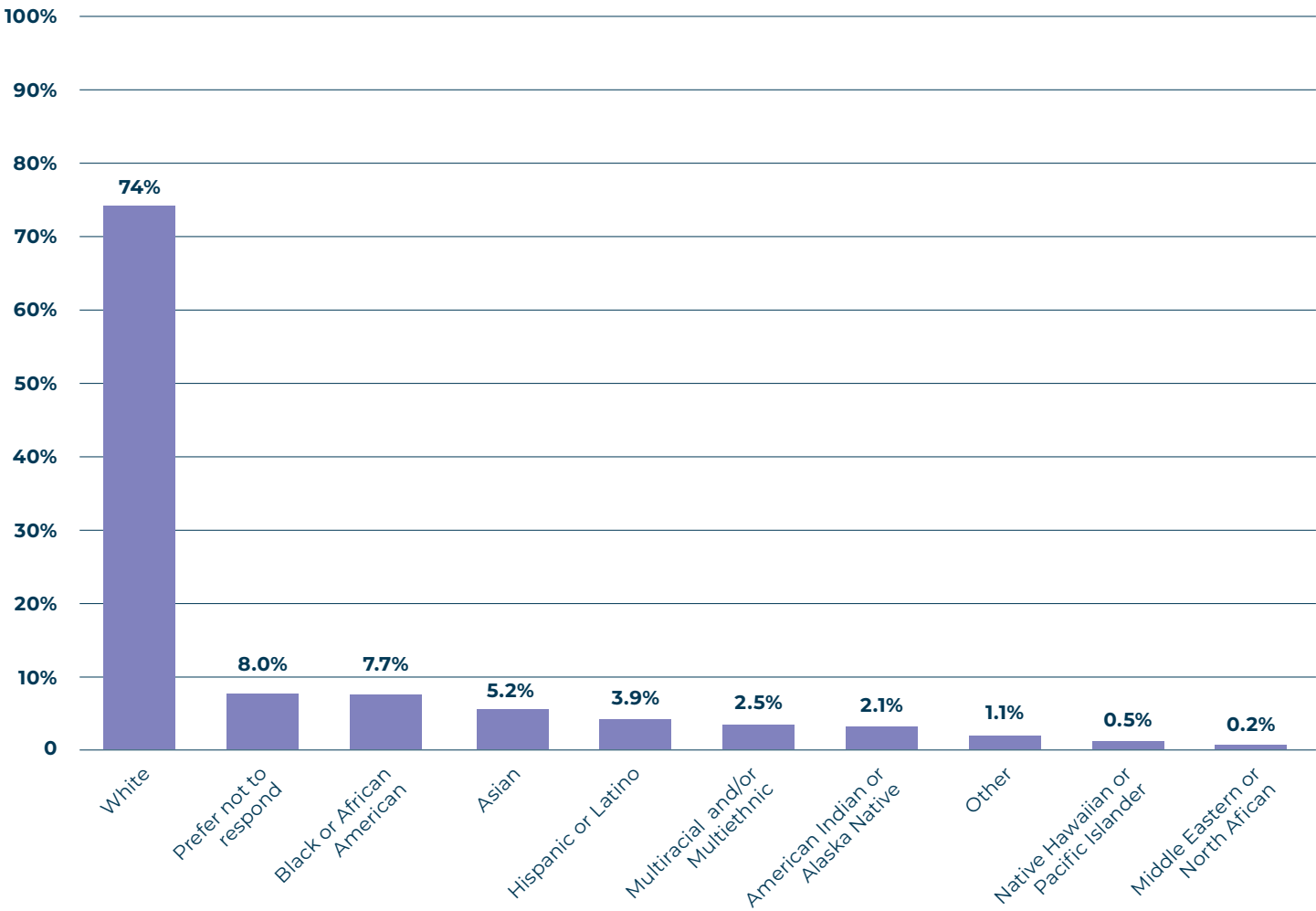
Gender options were Male, Female, Genderqueer, genderfluid, or non-binary, Transgender female/trans feminine, Transgender male/trans masculine, prefer not to answer



RACE/ETHNICITY

74% White

Followed by prefer not to respond at 8%, and Black or African American 7.7%. Other options were Asian, Hispanic or Latino, Multiracial and/or Multiethnic, American Indian or Alaska Native, Other, Native Hawaiian or Pacific Islander, and Middle Eastern or North African. The options were based on the Office of Management and Budget Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity.



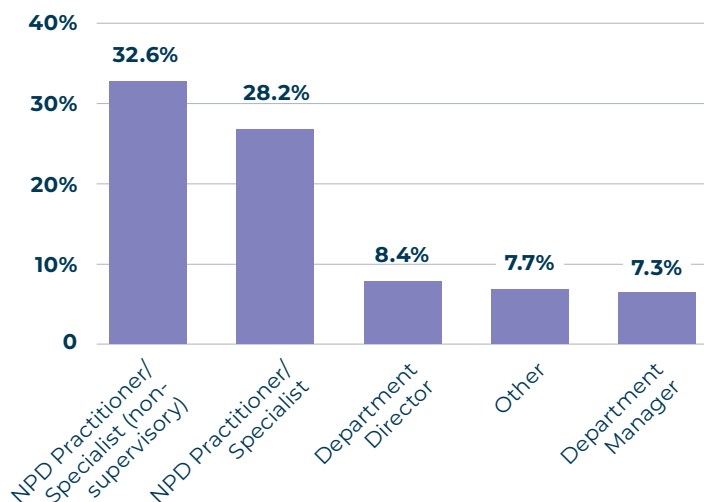
Part 1 – Demographics

N = 439 | Highest reported

NPD PRIMARY POSITION

32.6% **NPD Practitioner/Specialist:**
Centralized department; not unit based or service line based (non-supervisory)

Other options included: Other, Department Manager, Professional Development Associate, Senior Executive, Faculty, Self-Employed, Retired, Not currently working, Department Chair or Dean.



NPD WORK EXPERIENCE

38.5% **More than 10 years**



CERTIFIED STATUS

55.6% **NPD-BC or NPDA-BC**



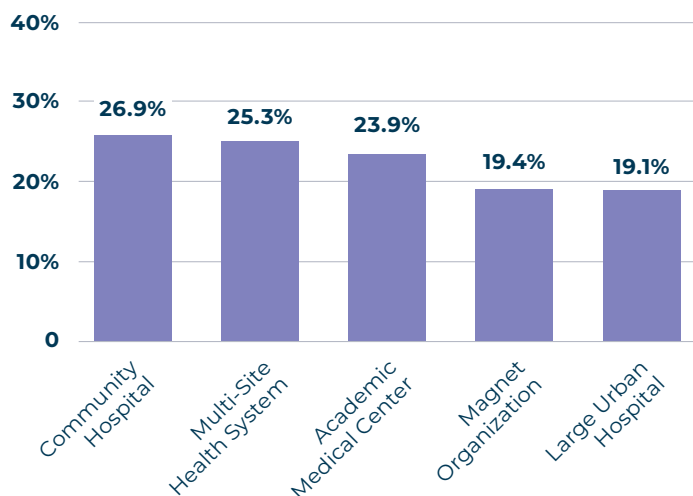
HIGHEST DEGREE

66.3% **Masters**



NPD PRIMARY SETTING

26.9% **Community Hospital**
Other options were remote work, ambulatory care - multi site or single site, rural hospital, academia, not listed, VA hospital, community/public health, self-employed, home care/hospice, etc.



Part 2 – Knowledge, Skills, Attitudes (KSAs) about DEI adapted from Valdez, et al (2023)

Valdez, A., Fontenot, J., Millan, A., & Murray, P. (2023). Knowledge, skills, and attitudes about diversity, equity, and inclusion among nurse educators. Teaching and Learning in Nursing, 18(2), 308-316. <https://doi.org/10.1016/j.teln.2022.11.011>

Questions	Agree/Strongly Agree Cumulative %
Workplace Diversity	
The learners are diverse .	95.0%
People welcome diversity.	87.0%
Actions are being taken to increase the diversity of learners.	79.0%
People are committed to increasing the diversity of NPD practitioners and PD associates.	74.0%
The NPD practitioners and PD associates are diverse .	67.9%
Actions are being taken to increase the diversity of NPD practitioners and PD associates.	66.1%
Workplace Equity	
Learners are respected and treated equitably .	92.7%
People are committed to achieving health equity.	88.8%
Actions are being taken to address inequity.	87.1%
NPD practitioners and PD associates are respected and treated equitably .	81.1%
Workplace Inclusion	
People from all backgrounds are welcome .	90.7%
Inclusivity is valued .	88.2%
Inclusivity is the norm .	81.1%
Systems are designed to be inclusive.	76.1%
KSAs & Workplace Support	
I value diversity, equity, and inclusion in nursing.	96.4%
I have the knowledge that I need to address DEI.	92.5%
I have the skills that I need to address DEI.	88.4%
I have the support I need to address DEI.*	79.7%

*Question added to Valdez et al. (2023) survey

Part 2 – Knowledge, Skills, Attitudes (KSAs) about DEI adapted from Valdez, et al (2023)

*As an NPD Practitioner or PD Associate, my professional practice includes the following considerations (Ranked from highest to lowest)

Considerations	Agree/Strongly Agree Cumulative %
Health equity	74.3%
Social drivers of health/health related social needs	72.2%
Implicit bias	71.3%
Cultural humility	66.5%
Disability	62.6%
Neurodiversity	57.4%
Explicit bias	54.9%
Impact of racism on social drivers of health/health related social needs	54.2%
LGBTQIA+ health	49.0%
Diverse gender identities	49.0%
Differences between sex and gender	44.2%
Types of racism	43.5%
Transgender adult health	34.2%
Transgender child health	18.0%

*question adapted from Valdez et al. (2023) survey

Part 3 – Perceptions about ANPD and Learning Needs

Question	Agree/Strongly Agree Cumulative %	2022* result for Agree/Strongly Agree
ANPD rewards or recognizes members who are leading or promoting DEI in the profession.	90.2%	51%
I am aware of the steps ANPD has taken to increase DEI in the profession.	80.9%	45.3%
ANPD incorporates DEI into public policy advocacy .	93.2%	61.6%
I feel free to express alternative views or opinions when interacting with ANPD members.	89.3%	59.4%
ANPD demonstrates a commitment to DEI.	95.7%	69.6%
ANPD effectively promotes DEI and belonging amongst members and in the organization.	94.1%	69.8%
ANPD provides sufficient professional development , learning opportunities, and/or resources that help me incorporate principles of DEI into my practice.	92.0%	68.5%
ANPD makes me feel included in the NPD specialty.	92.9%	75%

Part 3 – Perceptions about ANPD and Learning Needs

We asked about confidence with knowledge and skills to address various topics in the DEI space.

THE 3 MOST CONFIDENT WERE IDENTIFIED AS:

94.8%	Inclusion	92.7%	Diversity	92.5%	Equity
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THE 3 LEAST CONFIDENT WERE IDENTIFIED AS:

53.8%	Intersectionality*	65.6%	Ableism*	70.8%	Allyship
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TOP 3 RESOURCES AND/OR SUPPORT REQUESTS IDENTIFIED AS HELPFUL TO INCORPORATE DEI INTO YOUR WORK?



49.4%

Specific tools and materials to help me implement diversity and inclusion strategies



37.9%

Trainings or professional development related to diversity, equity, and inclusion principles and strategies



28.7%

Advocacy for public policy that incorporates diversity, equity, and inclusion into nursing professional development