



Prism Award Description

Description of Award: The Prism Award recognizes an organization who is a leader in advancing diversity and inclusion efforts within the nursing profession, health care organization or community. AONL recognizes diversity as the ability to hold multiple perspectives without judgement based on age, spirituality, cognitive/physical ability, gender, race/ethnicity, sexual orientation and socioeconomic status. This perspective supports and advances [AONL Guiding Principles for Diversity in Health Care Organizations](#).

AONL developed the [Guiding Principles for Diversity in Health Care Organizations](#) to guide nurse leaders in advocating for resources to implement and support a diversity and inclusion program, encouraging a commitment to education and leading diversity research initiatives based on performance improvement outcomes.

Eligibility Criteria

- An organization nomination must be submitted by a current AONL member.
- Current members of the AONL Board of Directors and AONL staff are not eligible.

Nomination Process

Any AONL member may nominate an organization for the award by submitting a [form](#) including the following attachments:

- Description summarizing the nominee's qualifications with respect to the award criteria listed in the application. (1000 word maximum).
- Letter of recommendation demonstrating the nominee's qualifications (e.g. a letter from CEO, supervisor, mentee, etc.).
- Supporting materials demonstrating nominee's work such as an overview of a program, additional letters of recommendation, articles, etc.
- AONL staff or Award committee members may not submit a nomination.

Selection Process

The Awards committee will select the Prism award winner using a Likert scale and the below submission criteria (D1 – 4; C1 – 7):

- *AONL Guiding Principles for Diversity in Health Care Organizations:*
 - D1: Develops internal and external resources that support patient-centered care to meet the needs of the diverse patient and workforce populations
 - D2: Establishes a healthful practice/work environment that is reflective of diversity through a commitment to inclusivity, tolerance and governance structures
 - D3: Partners with universities, schools of nursing and other organizations that educate health care workers to support development and implementation of policies, procedures, programs and learning environments that foster recruitment and retention of a diverse student population
 - D4: Collects and disseminates diversity-related resources and information

- *AONL Nurse Executive Competencies:*
 - C1: Maintains a work environment that recognizes and values differences in staff, physicians, patients and communities
 - C2: Indicators exist for cultural competency and the individual monitors progress to goals
 - C3: Utilizes population data to identify cultural clusters and the application of culturally-based care
 - C4: Policies and processes are in place which incorporates cultural beliefs into care
 - C5: Serves as lead person (champion) in the dissemination of cultural competency and diversity principles
 - C6: Process exists for the application of evidence-based practice and incorporation of best practices related to diversity in patient care
 - C7: Employment recruitment plans and strategies are in place to attract a workforce that is reflective of the populations served