



# 2026 Opportunity & Impact in Nursing Summit



American  
**Nurses**  
Enterprise



# 2026 Opportunity & Impact in Nursing Summit

## **The Genesis of the Academy of Diversity Leaders in Nursing: Elevating marginalized voices in health policy and nursing leadership**

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A future where nurses represent the rich diversity of the communities we serve and are fully empowered to transform health for all people.



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# Academy of Diversity Leaders in Nursing (ADLN)

Advancing justice, equity, diversity, and inclusion in nursing, health and healthcare through combatting all forms of oppression with the ultimate goal of achieving health equity.



Innovation



Advocacy



Accountability



JEDI



Responsibility



Anti-racism



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01

Posthumous Fellow

These historical trailblazing nurse leaders paved the way for JEDI in nursing. Despite their extraordinary contributions, many of these phenomenal leaders did not receive the recognition they deserved during their lifetime. We stand on their shoulders and honor them posthumously by inducting them as ADLN Fellows.

02

Luminary Fellow

This group of Fellows comprises highly distinguished individuals who are renowned for their JEDI contributions in education, research, practice, policy, or administration. Each luminary ADLN Fellow has at least thirty years of experience in nursing and continues to open doors for greater JEDI in nursing while they continue their innovative groundbreaking work.

03

Distinguished Fellow

This group of Fellows consists of individuals who have created innovative JEDI initiatives in nursing and transformed nursing education, research, practice, policy or administration.



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# Becoming an ADLN Fellow

## Ideal candidates will:

- Be a current professional nurse (LPN/LVN/RN), actively practicing or retired
- Demonstrate a **sustained impact on JEDI** within nursing or healthcare systems
- Be passionate about driving structural change and equity
- Bring a track record of collaborative leadership and innovation
- Must have been an active dues paying member of one of the following five ethnic minority nursing associations, NBNA, NAHN, AAPINA, PNAA, NANAINA, or another diversity focused organization (such as AAMN, Chi Eta Phi, Haitian American Nurses Association, GLMA-Nursing section, Lambda Psi-Nu (National Sorority for LPNs), National Alliance of LPNs, Caribbean American Nurses Association, etc. for two years before applying to be an ADLN Fellow.
- Time as a student member does not count towards this time commitment.



# Our Work

## Professional Organizations for Nurses of Color Collaborative (PONC)

PONC is a grassroots network of nursing organizations that represent nurses of color. We came together because we're stronger when we support each other and speak with a collective voice. We're not a formal organization—no officers, no board, no membership fees. We're just nursing orgs helping each other out and amplifying our advocacy efforts.

## How We Work

- **Equal voices** - Everyone participates however works for them. No hierarchy.
- **Rotating facilitation** - Different orgs take turns leading conversations and coordinating activities.
- **Mutual support** - We share resources, ideas, and platforms to strengthen each other's work.
- **Collective action** - When we align on issues, we explore joint statements or coordinated campaigns.
- **Flexible participation** - Join what interests you, skip what doesn't. No pressure.

## What We Have Done Together

### Joint statements:

- [Nursing Science Under Threat Urgent Call to Action from Professional Organizations for Nurses of Color](#)
- [Professional Organizations for Nurses of Color Respond to Executive Orders Impacting DEI, Reaffirming Commitment to Justice, Equity, Diversity, Inclusion, and Accessibility](#)
- [Professional Organizations for Nurses of Color Unite: Global Health Requires Unity Amid U.S. Withdrawal from WHO](#)



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## Nursing workforce

- Increasing diversity in the profession
- Faculty diversification



## Infrastructure

- Capacity building
- JEDI Trainings for students, nurses, administrators
- JEDI nursing school score card



## Strategic communication

- Newsletter
- Publications / White papers
- Policy Statements
- Website
- Social Media
- Podcast

**ADVANCING HEALTH EQUITY**

## Advocacy-Related Practices

- Local and national collaboration are commonly used to share strategies and professional support
- Structured approaches are often employed to advance justice, equity, diversity, and inclusion initiatives within practice settings
- Mentorship is a recognized strategy for supporting and developing emerging nurse leaders



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# *In Loving Memory*



**LINDA BURNS BOLTON**  
DRPH, MS, RN, FAAN, FADLN



**JOYCE NEWMAN GIGER**  
EDD, APRN-BC, FAAN, FADLN



**LINDA D. SCOTT**  
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*Academy of Diversity Leaders in Nursing*



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# Connect with Us!



**Instagram: @nursing\_adln**

**LinkedIn: Academy of Diversity Leaders in Nursing**

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