

visions. Nurses have an opportunity to assist in updating the bill and building in protections and provisions that may be currently missing. Email mark@coloradonurses.org to join a group.

GAPP is an official committee of CNA and can best be described as its legislative advocacy arm. The committee consists of 15 voting members who commit to familiarizing themselves with pending bills and issues before the State Legislature to facilitate meaningful and productive discussion at meetings. Members, and sometimes guests, may be asked at times to provide more in-depth information regarding a particular topic or bill as it falls within their specific area of expertise. Meetings are regularly attended by CNA's Executive Director Mark Longshore

and Deputy Director Margaret Bishop. Mary Satre and Mavis Mesi-Goresko co-chair the committee and Amy Diamond completes the leadership team as recording officer. Capitol Success, our contract lobbyist team, is represented by Gil Romero, Ryan Romero, and Alec Romero.

Semi-monthly meetings will be held from January to May 2026, on the second and fourth Wednesdays of the month from 6:15 until 8:00 PM, to allow GAPP members to follow the 2026 Legislative Session as it unfolds.

GAPP leadership encourages interested members to familiarize themselves with the "Bill Tracker" link found under the Advocacy tab on the CNA homepage (www.coloradonurses.org). This list of priority bills cites the position taken by CNA ("Sup-

port, Oppose, or Monitor") and is regularly updated during Session to reflect the work that GAPP completes. GAPP is kept informed by our team of contract lobbyists and in turn informs the CNA Board, to whom they are responsible. GAPP's work is guided and supported by the action statements and position papers passed by CNA membership.

Students and all CNA members are welcome at GAPP meetings and can access the registration details and more information about GAPP by going to: <https://www.coloradonurses.org/gapp/>. (Click the "Advocacy" tab on the CNA Homepage and then click "GAPP.") Information about becoming a voting member is provided at the start of every meeting. ■

Building Our Commitment: A CNA Position Statement on Diversity, Equity, Inclusion, and Justice

Margaret Bishop, MSN, RN

In response to the growing influence of federal policies affecting Colorado's social, economic, and health systems, the CNA Board of Directors and staff determined earlier this year that the Association must proactively affirm its values through a comprehensive position statement on Diversity, Equity, Inclusion, and Justice (DEIJ).

This initiative recognizes that the absence of DEIJ is not neutrality, but rather complicity with conformity, inequity, exclusion, and injustice — forces that directly threaten the integrity of our profession.

A Collaborative Process

What began as a focused outreach to a moderately sized group of nurses quickly evolved into an expansive collaboration. Initial invitations were met not only with enthusiasm but with an outpouring of additional recommendations, leading to the formation of a diverse working group of over a dozen nurse leaders, all experts in their fields.

Representatives came from organizations such as the Colorado Council of Black Nurses, Inc., the National Association of Hispanic Nurses, Denver Chapter, and the Colorado Nurses Association, along with other community and institutional leaders. This coalition came together to share expertise, perspectives and personal experiences, guided by a shared belief that nursing must lead the charge in creating equitable systems of care and inclusive professional environments.

The Position Statement: A Commitment

The final DEIJ position statement is more than a written document—it is an expression of the values, concerns, and vision of the nurses who created it. It articulates a clear and collective call for:

- The active dismantling of systemic barriers within nursing and healthcare institutions.
- The celebration and amplification of diverse voices within the profession.

- Guidance for advocacy in CNA's legislative and regulatory priorities.
- Ongoing accountability to the communities we serve and the nursing workforce.

This position statement will be presented to the CNA Membership Assembly for formal adoption by plurality vote on October 11, 2025, which will have already passed at the time of this publishing. If approved, it will become an official guiding document of the Colorado Nurses Association, shaping our advocacy and influencing our engagement in state and national policy arenas.

While this effort was convened and facilitated by CNA, the final product is owned by all those who contributed and is intended to be shared widely. We extend our deepest gratitude to the nurses who gave their time, expertise, and hearts to this process. ■