

**RESOLUTIONS and/or POSITION STATEMENTS
ADOPTED by AAMN**

1. Every professional nurse position and every nursing educational opportunity shall be equally available to those meeting the entry qualifications regardless of gender. (Adopted December, 1983 and circulated to the membership for reaction.)
Interaction, vol. III, no.1; January, 1984.

2. Resolution against registered care technician (RCT) and other categories of assistive workers as adopted at the 1989 annual meeting.

Whereas, the RCT has been proposed as a new care giver in the hospital by the American Medical Association, specifically targeting men and minorities, and the educational curriculum has not yet been designed and many regulatory, supervisory, and liability questions have not yet been answered, and the proposed duties are already within the range of duties of existing nursing personnel and would cost hospitals and taxpayers more money, and high school graduates with only 2-18 months training would be carrying out “medical protocols” at the bedside where mistakes can least be afforded, and men and other minorities in nursing will experience limited career mobility on entering as an RCT and already have methods of entry into the nursing profession, BE IT RESOLVED THAT, AAMN supports the American Nurses Association and other professional organizations in their opposition to the RCT, and AAMN will designate a monetary sum to be used in opposing the RCT, and AAMN will monitor and update its members via *Interaction* concerning RCT political activity, and AAMN will write selected Congressmen and presidents of medical and nursing organizations, as well as encourage individuals to write their congressmen, and Finally, AAMN will educate nursing and medical personnel, as well as the general public, about the continual need for more registered nurses to supply the increasing needs of hospitals. (*Interaction*, vol.7, no.2, 1990).

HIV in the Health Care Setting

Whereas

AAMN is committed to the prevention of HIV transmission, and

There is public concern about the risk of HIV transmission from health care providers, and

There are calls for restrictions on the practice of competent health care providers which would limit access to health care, and

Scientific evidence supports universal precautions, used consistently, as providing the most comprehensive protection for consumers and health care providers,

THEREFORE BE IT RESOLVED THAT AAMN

Affirm its position in support of the public's protection from HIV infections, and

Endorse universal precautions, including adequate disinfection techniques, as the most effective protection for consumers and providers in all health care settings, and

Vigorously opposes mandatory testing of nurses and other health care providers, and

Strongly encourages those infected with HIV to act responsibly and professionally in their practices to ensure the safety of their clients/patients, and

Opposes the development of lists of exposure-prone procedures, and

calls for continuing research and development of safer equipment, improved universal precaution techniques, and full access to safer equipment in all health care settings.

IMPLEMENTATION: AAMN WILL

1. Publish this resolution in Interaction.
2. Communicate this resolution to appropriate organizations engaged in the provision of health care.
3. Communicate its position to the CDC.
4. Provide an update of the status of this issue to the members at the 1992 Annual Meeting in Atlanta.

(Interaction volume 10, Issue 1; January 1992, page 2)

Resolution on Clinical Assignments for MALE Nursing Students (December 3, 1993)

The American Assembly for Men in Nursing is concerned to receive reports that in some schools of nursing, and in some clinical facilities, a student's gender or race may constitute a bar to clinical expertise.

WHEREAS,

The AAMN regards bias associated with gender or race as inherently discriminatory in character and views the consequences of such discrimination as serious and unacceptable for students whose practice is thus restricted. Such restriction may also lead to deficiencies in necessary clinical experiences.

WHEREAS,

The existence of bias toward gender or race in nursing education calls into question the ethical integrity of the nursing profession itself, therefore

BE IT RESOLVED,

The American Assembly for Men in nursing categorically opposes any consideration of gender or race as determinants for the clinical assignments of students in nursing. (Interaction volume 12, Issue 1, Winter 1994, page 5)

RESOLUTION for COOPERATION BETWEEN THE AAMN and THE ANA

WHEREAS,

The American Assembly for Men in Nursing has since 1974 promoted the recruitment of men into the nursing profession, and

WHEREAS,

The American Assembly for Men in Nursing has encouraged and supported the professional growth of men in the nursing profession, and

WHEREAS,

An objective of the American Assembly for Men in Nursing reads “this Assembly intends that its members be full participants in the nursing profession and its professional associations and use this Assembly for its limited objectives”, and

WHEREAS,

The American Nurses Association, the professional association for all nurses in the United States, had a Men Nurses Section from 1940-1952, and

WHEREAS,

Both these distinguished organizations for professional nurses can accomplish their respective and joint goals better together, then therefore

BE IT RESOLVED

The American Assembly for Men in Nursing seek the highest level of cooperation with the American Nurses Association to recruit and retain men nurses and encourage active participation in both organizations by, and through, their member nurses.

(Interaction volume 12, number 1, Winter 1994, page 5)

POSITION STATEMENT

The Use of Gender Neutral Language in the Nursing Literature

The American Assembly for Men in Nursing (AAMN) recognizes that there is an editorial tendency in nursing specialty journals to rely on the gender specific pronoun “she” when referring to the nurse. While nursing education has taken the position that writing should be gender neutral, this is not the case with articles in the literature.

PURPOSE

The purpose of this position statement is to delineate AAMN’s beliefs about the appropriate use and gender reference for the word “nurse”.

BACKGROUND

Morse (1995) has called for the use of “inclusive language” that is non-gender specific and respects the individual worth, dignity, and integrity of all human beings. This is consistent with the feminist pedagogy that insists on equal treatment for genders. Such changes have been incorporated for the most part in the curricula in academia and thus, it is incumbent that we remind publishers to be aware of what they are publishing. Nursing literature that is true to its source is literature that is inclusive. Thus, the language and subject matter should be critically reviewed for inclusiveness. Exclusive language reinforces biased thinking. If gender references are so dichotomous, then we perpetuate these stereotypes in our profession. Bias can and should be avoided by the use of “inclusive language”. Such a stance is not unique. Specific instruction is given by the American Psychological Association (1994) that “constructions that might imply bias against persons on the basis of gender, sexual orientation, race, ethnic group, disability or age should be avoided” (p.46).

Recently, there has been discussion of the tendency of publications to think of the “bad nurse” as a male (Coffey, 1996; Smith & Hughes, 1996; Sprouse, 1996). This is the exception to the usual rule of referring to nurses as “she”. This indicates that the problem in the literature is not resolved.

Caring is a universal, and androgynous trait. Good nurses must be independent, able to solve problems, and serve as patient advocates (traits usually culturally attributed to males) as well as be nurturing and sympathetic (traits culturally assigned to females). Nursing’s concern is with the well being of the total person and is not gender biased toward patients. For this reason, good nursing requires that the most qualified nurse (male or female) is designated for patient care. This sentiment is echoed in the position of the Association of Women’s Health, Obstetric, and Neonatal Nurses (1995) that states “AWOHNN believes that all women’s health, obstetric, and neonatal clients have the right to quality care provided by a clinically competent , professional nurse. Furthermore, AWOHNN believes that nurses,

regardless of gender, should be employed in women's health, obstetric, and neonatal nursing based on their ability to provide care to the clients."

CONCLUSION

As an organization, AAMN is committed to both the science of nursing and the fair treatment of individuals and groups. Therefore, it supports:

...the effort of nursing leaders to require the attention of publishers to professional language in their editorial review of publishable material.

...the education of editorial staff to use inclusive language in nursing publications.

REFERENCES

American Psychological Association.(1994).*Publication manual of the American Psychological Association* (4th ed.). Washington, DC; Author.

Association for Women's Health, Obstetric, and Neonatal Nurses (AWOHNN). (1995). *Position statement : Gender as a qualification requirement for nursing positions in women's health, obstetric, and neonatal nursing*. Washington, DC: Author.

Morse, G.G. (1995). Reframing women's health in nursing education: a feminist approach. *Nursing Outlook*, 43(6), 273-277.

Coffey, C. (1996). Response to re-entry (Letter to the Editor). *American Journal of Nursing*, 96(4),20.

Smith, L.L., & Hughes, T.L. (1996). Re-entry: When a chemically dependent colleague returns to work. *American Journal of Nursing*, 96 (2), 32-37.

Sprouse, D. (1996), Spring). Message from the president. *Interaction*, pp1-2,4.

(Interaction volume 14, number 4, Fall 1996, pp6-7.)