

FANA DEI Committee's Pilot Mentorship Program

FANA Sand & Surf Anesthesia Symposium

FANA Mission

FANA advances patient safety and CRNA practice through advocacy, education, and member engagement.

FANA Bylaws

SECTION 5. Specific Duties

G. Diversity/Equity/Inclusion (DEI) Committee

1. The committee is responsible for incorporating the tenets of Diversity, Equity, and Inclusion into every aspect of FANA structures and functions.
2. Specifically, the committee shall present the Board with current state of DEI within the FANA organization.
3. The committee co-chairs will work with the other committees to ensure that DEI is incorporated into the structure of all committees with the goal that DEI becomes the natural culture of the organization.
4. The committee shall host no fewer than three (3) activities per annum at FANA meetings and other events.
5. The committee shall provide a clear means of anonymous communication for members to voice concerns and make suggestions related to matters of DEI within the FANA culture.

The Mentorship Pilot Program

I. Program Description

The FANA Diversity, Equity, and Inclusion (DEI) committee provides for opportunities among our associate members (i.e., Student Registered Nurse Anesthetists [SRNA]) to be mentored by experienced CRNA members. The overarching goal of the mentorship program is to be an avenue in harnessing the various leadership potentials of SRNAs in becoming full-fledged practicing CRNA members of the AANA. FANA considers the inclusivity of all gender, race, background, financial status, experience, and all other diverse qualities of both the SRNA and CRNA members at random. Portions of this program have been adopted from the AANA Mid-Year Assembly's Mentorship Program.

II. Program Objectives (Adopted from the AANA Mid-Year Assembly Mentoring Program)

1. To provide an opportunity for students to network with other students, CRNAs, and association leaders at the meeting.
2. To inform students about the value of becoming an active member in FANA/AANA and the importance of advocating for the nurse anesthesia profession.
3. To provide an understanding of what it takes to become an association leader and active member.

II. Participants

A total of 54 participating SRNAs and CRNAs will be enrolled in this pilot mentorship program. In each of the 9 Nurse Anesthesiology programs, three SRNAs per program will be selected at random (i.e., lottery method), with a total of 27 SRNAs. The CRNAs will be selected at random from a pool of enrolled participants. The pairing of the SRNA with the CRNA participants will also be done through a lottery method.

III. Recruitment

- A. SRNAs
 1. Nurse Anesthesiology Programs and Program Directors
 2. Social Media (i.e., SRNA Facebook page, etc.)
- B. CRNA
 1. FANA Board of Directors
 2. FANA Committee Co-Chairs and Members
 3. Social Media (i.e., FL CRNA and SRNA Facebook page, etc.)

IV. Activities and Schedule

- A. A call for participation will be sent to all SRNAs and CRNAs on April 19, 2021 with a May 8, 2021 deadline to participate.
- B. Qualifications: The only qualifier is attendance at the FANA Sand & Surf Anesthesia Symposium on May 22, 2021. A simple submission of your Symposium registration email with your phone and email contact information entitles you to be eligible for the selection process.
- C. The SRNA and CRNA pair will be emailed the results and a participation agreement, if selected, by May 10, 2021. Both the CRNA mentor and SRNA mentee agrees to be contacted by each other via phone or email before May 22, 2021.
- D. The SRNA and CRNA pair will be required to attend the entire day's events on May 22, 2021, starting with the breakfast session, morning meetings, luncheon and business meeting, up to the last session of the day. The day's activities will be the platform for conversations about topics of interest in clinical practice, education, leadership, research, and so forth.

- E. The day's activity will conclude with the awarding of a certificate of completion to both the CRNA mentor and SRNA mentee.

V. Cost

- All costs are covered by the CRNA and SRNA participants (i.e., meeting registration, lodging, transportation, etc.).
- Other than the first bullet, there are no current costs associated with this program.

VI. Participation Submission

- CRNA Submissions: [Click Here](#)
- SRNA Submissions: [Click Here](#)

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