



# 2026 Opportunity & Impact in Nursing Summit



American  
**Nurses**  
Enterprise



# Accelerating Impact In an Era of Backlash

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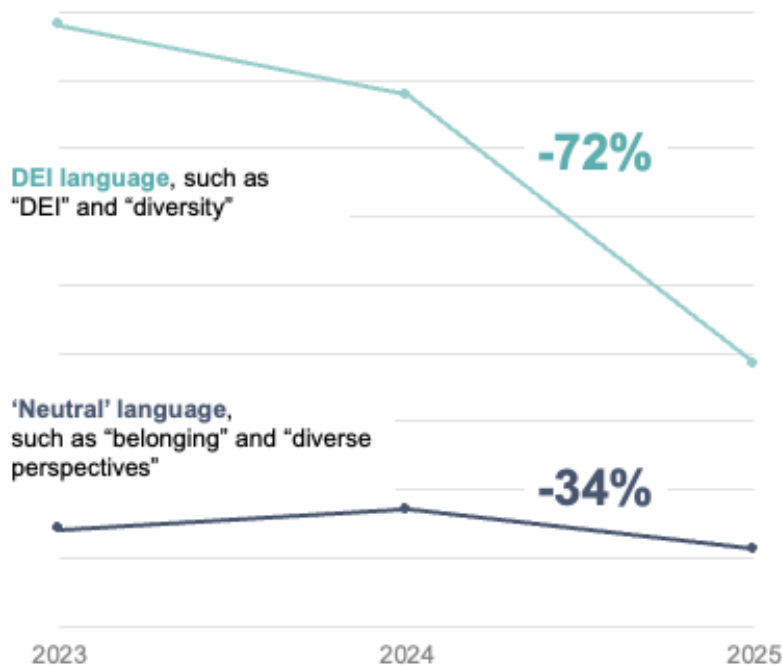
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**GRAVITY** RESEARCH

# Tracking Changes in Corporate DEI Language

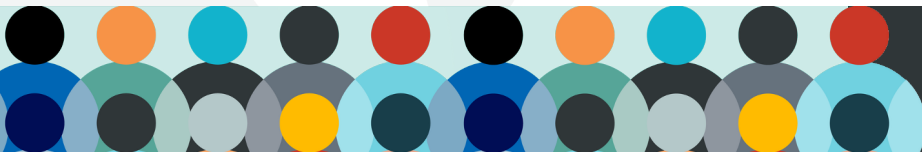
MAY 2025

Average term frequency in Fortune 100 issue reports



“Racial diversity benefits the country.”

What % of Americans do you think agree?



“Racial diversity benefits the country.”

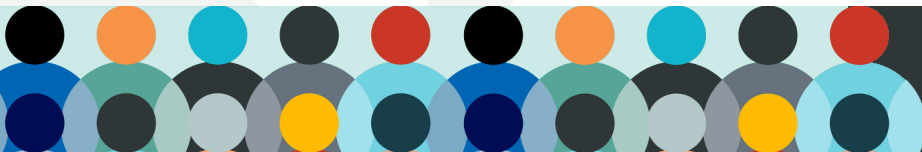
82%

Diversity and inclusion have greater support than most Americans think (Isenberg and Brauer, 2024)



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# What % of Americans have experienced workplace discrimination?



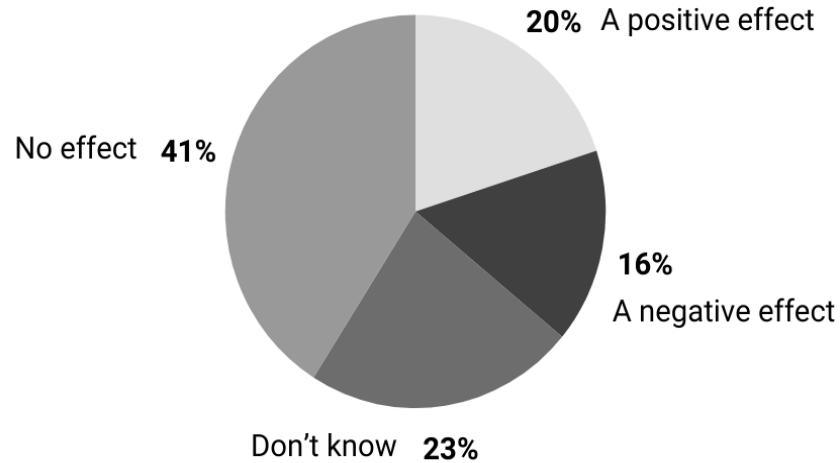
What % of Americans have experienced workplace discrimination?

91%

Monster (2023)



## WHAT EFFECT HAVE DIVERSITY, EQUITY, AND INCLUSION (DEI) PROGRAMS HAD ON YOU PERSONALLY?



Adapted from a YouGov survey of 6,419 US adults conducted on January 23, 2025





**Companies are taking programs underground and pulling investment in longstanding programs.**

- **Diversity efforts in general enjoy strong support despite the political climate, and rollbacks are unpopular.**

**Longstanding workplace programs have not created the progress that workers expect and deserve.**

**So what will?**

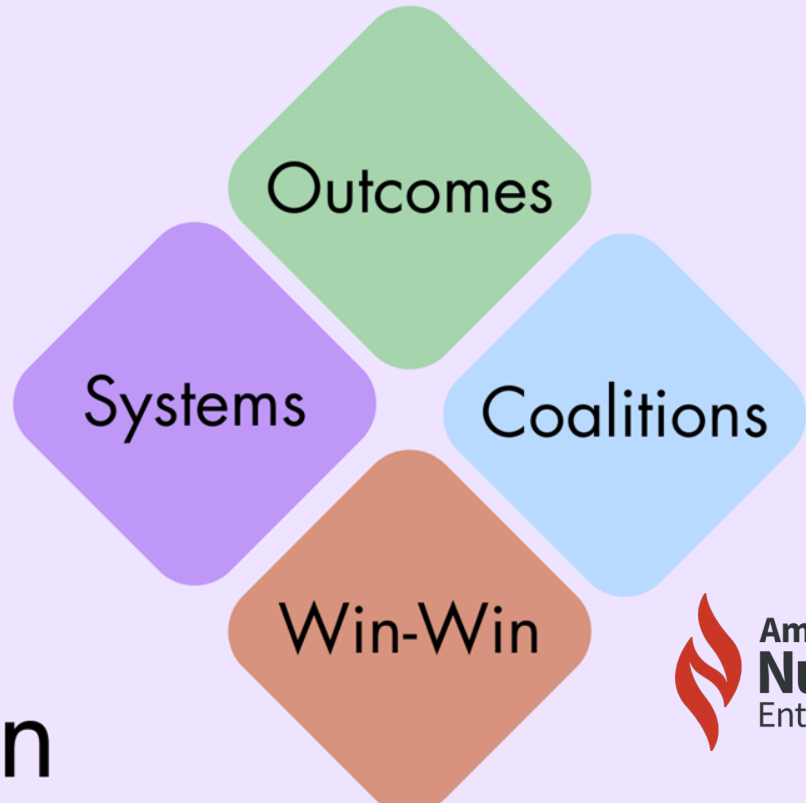


Fairness

Access

Inclusion

Representation



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