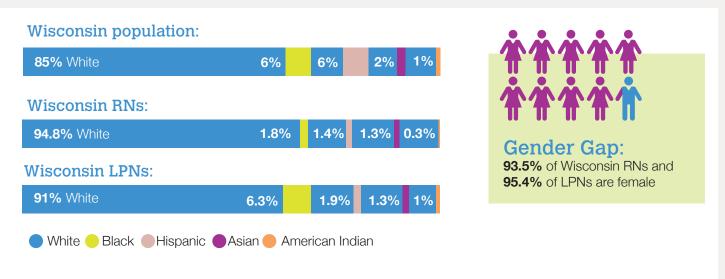# Diversity in Nursing
A Solution for Wisconsin

A diverse nursing workforce, reflective of the population it serves, contributes to *improved patient access, satisfaction,* and *health outcomes*.

A diverse healthcare workforce is required to meet the complex health needs of an increasingly diverse population. The Wisconsin nursing workforce lacks diversity on all levels and exists across the state and across all regions. Nursing has not made adequate progress recruiting minorities and does not mirror the diverse populations for which it provides care.

Wisconsin population:
85% White   **6%**   **6%**   **2%**   **1%**

Wisconsin RNs:
94.8% White   **1.8%**   **1.4%**   **1.3%**   **0.3%**

Wisconsin LPNs:
91% White   **6.3%**   **1.9%**   **1.3%**   **1%**

● White ● Black ● Hispanic ● Asian ● American Indian

Gender Gap:
93.5% of Wisconsin RNs and **95.4%** of LPNs are female

Projections indicate there is a pending nursing workforce crisis with the shortage of RNs growing to nearly 20,000 nurses in Wisconsin by 2035. An inability to recruit and retain nurses from under-represented groups will impede efforts to grow the nursing workforce.

Death before age 75

Coronary heart disease:
73% Black
68% Hispanic
71% Asian
73% American Indian
as compared to
42% of White men

54% Black
48% Hispanic
35% Asian
50% American Indian
as compared to
19% of White women

Stroke:
66% Black
59% Hispanic
68% Asian
64% American Indian
as compared to
28% of White men

53% Black
46% Hispanic
43% Asian
40% American Indian
as compared to
15% of White women

Note: Although the Hmong population encompasses a significant percentage of Wisconsin's diversity, no Hmong-specific data are available at this time.

Infant mortality:
An infant born to a Black woman is **3 times** as likely to die before reaching his or her first birthday as an infant born to a White woman.

Homicide:
Blacks are **12.8 times** as likely as Whites to be victims of homicide

American Indians **3.2 times**

Hispanics **2.5 times**

Diabetes:
Black adults are **2.5 times** more likely, American Indians **2.3 times** more likely, and Hispanics **1.5 times** more likely to be diagnosed with diabetes than White adults.