



Enhancing Diversity in the Wisconsin Nursing Workforce

***A presentation to promote nursing diversity by the
Wisconsin Center for Nursing, Inc. , as a product of State Implementation Program
(SiP) grant #70696, awarded by the Robert Wood Johnson Foundation®***

Objectives

1. Present Wisconsin health disparity data
2. Describe why diversity is important
3. Present Wisconsin nursing workforce diversity data
4. Identify barriers to recruiting and retaining nurses from under-represented groups
5. Outline strategies to address those barriers

WCN Mission

- *Assure an adequate, well-prepared and diverse nurse workforce to meet the needs of the people of Wisconsin*



Definition

“Diversity includes consideration of socioeconomic class, gender, age, religious belief, sexual orientation, and physical disabilities, as well as race and ethnicity.”

~1997 AACN Position Statement



‘Taking the LEAD for Nursing in Wisconsin’

- Robert Wood Johnson Foundation® *State Implementation Program (SiP)* grant #70696
- Focus areas: **L**eadership, **E**ducational **A**dvancement & **D**iversity

Future of Nursing™ Campaign for Action national partners:

- Center to Champion Nursing in America
- Robert Wood Johnson Foundation®
- AARP

FUTURE OF NURSING™
Campaign for Action

Trends impacting nursing workforce

- Growing elderly population
- Aging healthcare workforce
- Faculty shortage & age
- Potential impact of healthcare reform, changing delivery systems (ACA)
- Economy, postponed retirements
- **Changing demographics & increasingly diverse populations**

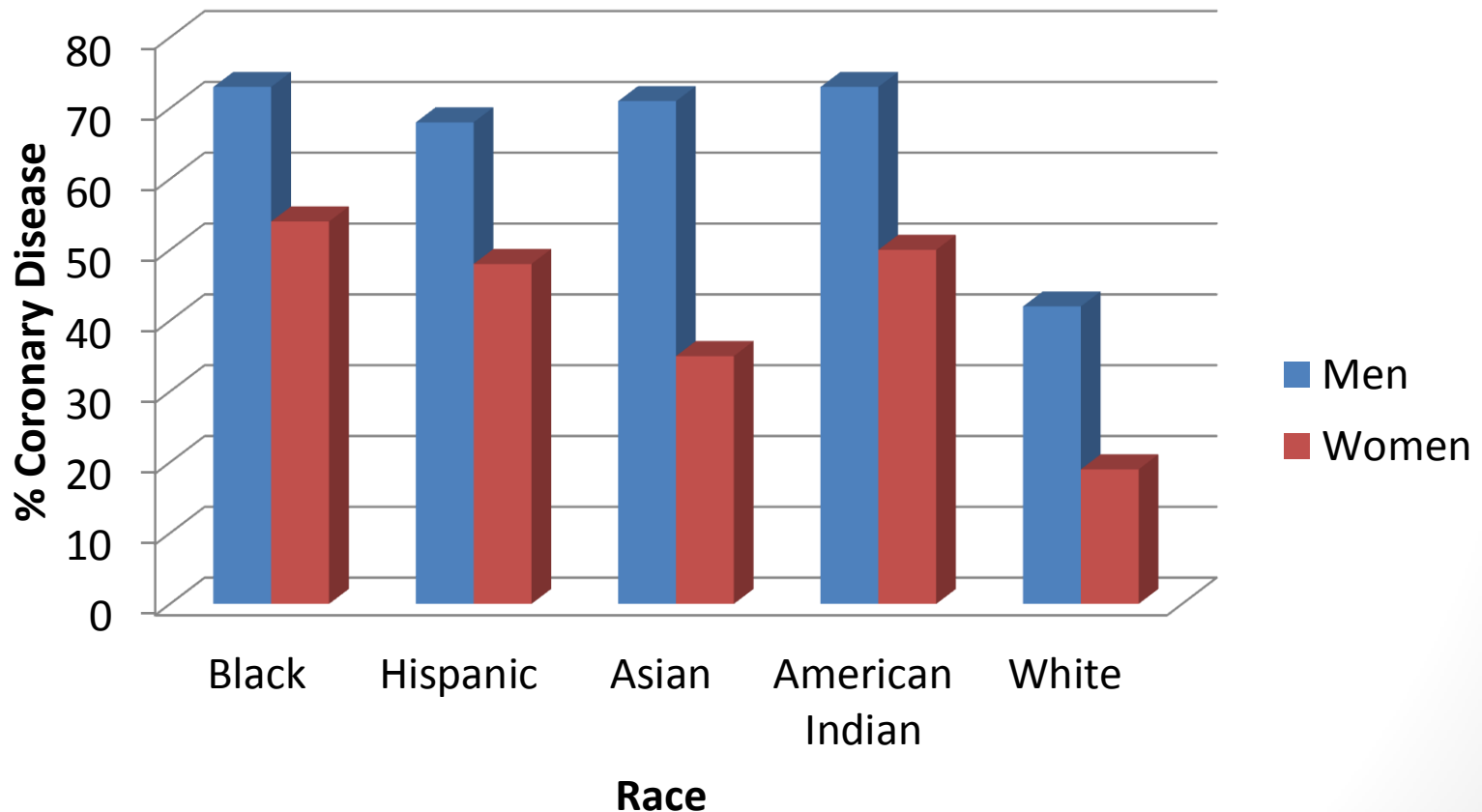
Wisconsin Health Status: **A Known Health Disparity Gap**

- Racial and ethnic minorities experience significant health disparities & increased burden of illness



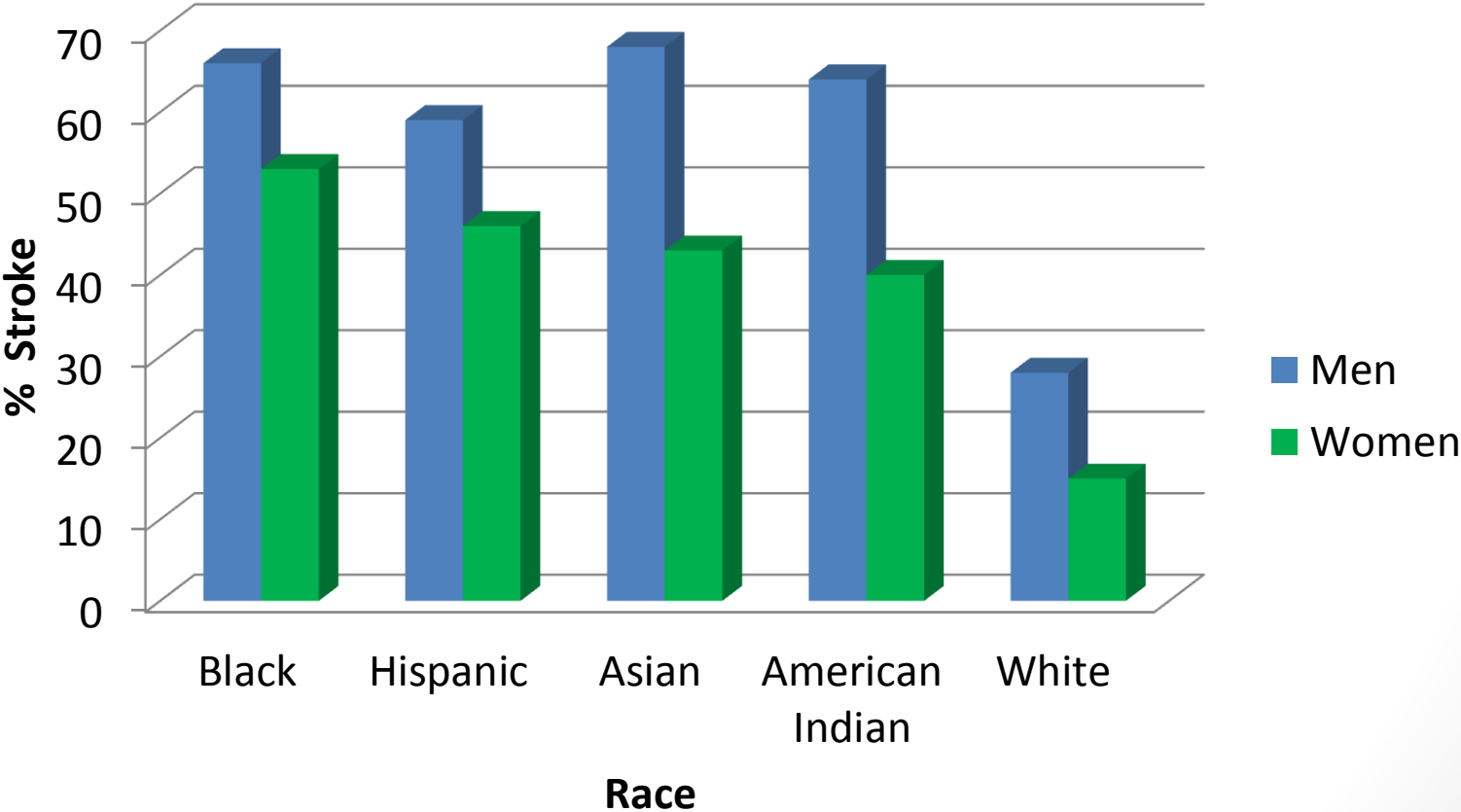
Wisconsin Health Status: Coronary Heart Disease

Percent of Coronary Heart Disease in Individuals Before Age 75



Wisconsin Health Status: Stroke

Percent of Stroke in Individuals Before Age 75



Wisconsin Health Status: FACTS

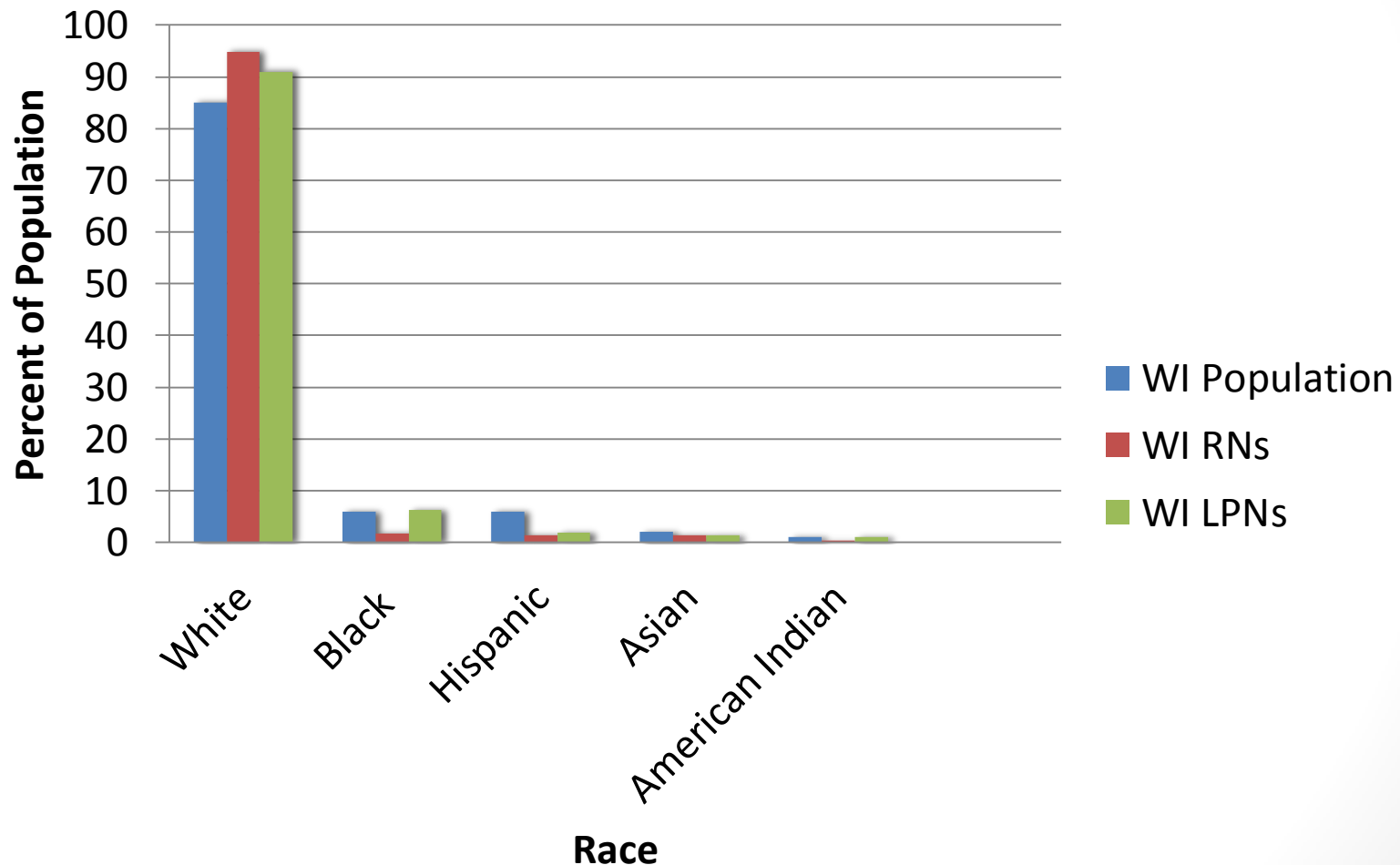
- **Black** are **2.5 times** more likely to be diagnosed with **diabetes** than White adults.
- **American Indians** are **2.3 times** more likely, and Hispanics 1.5 times more likely to be diagnosed with diabetes than White adults
- **Blacks** were **12.8 times** as likely as whites to die of **homicide**; American Indians were 3.2 times as likely, Hispanics 2.5 times as likely
- 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

The Wisconsin Nursing Workforce

- Lacks diversity on all levels
- Exists across the state
- Exists across all regions
- Has not made adequate progress recruiting minorities
- Does not mirror the diverse populations for which it provides care



Demographics: Race/Ethnicity of Wisconsin Nurses



Gender of Wisconsin Nurses

Wisconsin Nurses by Gender	% Female	% Male
WI 2010 RN	93.2	6.8
WI 2012 RN	93.1	6.9
WI 2011 LPN	95.4	4.6
WI 2013 LPN	95.6	4.4

Source: 2010, 2012 RN & 2011, 2013 WI LPN Surveys

Future Nursing Workforce Shortages

- Projections indicate there is an impending nursing workforce crisis with the shortage of RN's ***growing to nearly 20,000 nurses in Wisconsin by 2035.***
- An inability to recruit & retain nurses from under-represented groups will impede efforts to grow the nursing workforce.

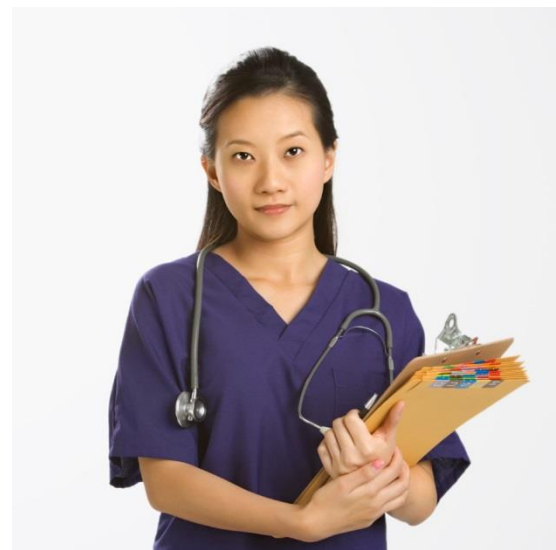
Source: Walsh, T., Udalova, V. & Winters, D. (2011). Wisconsin Registered Nurse Supply and Demand Forecasting: Results Report 2010-2035. Wisconsin Department of Workforce Development, Office of Economic Advisors.

http://worknet.wisconsin.gov/worknet_info/projects/rn_forecasting/results_report_printer_friendly.pdf

Why is nursing diversity important?

A diverse workforce is required to better meet the health needs of an increasingly diverse population.

1. Improved quality of patient care resulting in:
 - ~ ***Improved health outcomes***
 - ~ ***Decreased health disparities***
2. Improved patient satisfaction
3. Increased access to healthcare



Improved quality of patient care & improved health outcomes

“The fact that the nation’s health professions have not kept pace with changing demographics may be an even greater cause of disparities in health access and outcomes than the persistent lack of health insurance for tens of millions of Americans”.

~ 2004 Sullivan Report

Improved patient satisfaction

- **Nurse-patient relationship & patient education**
 1. Increased comfort level with nurse
 2. Increased trust that nurse will be advocate
 3. Improved communication (especially if language barriers)
 4. Improved cultural understanding
 5. Increased understanding of the patient experience

***Diversity promotes culturally competent care
across the lifespan***

Increased access to healthcare

- Patients who feel comfortable with their healthcare providers will be more willing to seek healthcare
- Every patient has the right to quality care regardless of race, gender, religion or economic status



Targeted under-represented groups

In Wisconsin, these are the identified groups to target to increase diversity in nursing:

1. African-American
2. Latino
3. Hmong
4. Native American
5. Men



Barriers to Achieving Greater Diversity in Nursing Education

- Financial needs
- Academic support
- Feelings of isolation of under-represented groups
- Potential for racism & discrimination

*Concerted efforts must be made to address barriers which prevent under-represented groups from entering the profession, as well as **advancing to levels of nursing leadership, including becoming educators.***

WCN Diversity Taskforce - 2013 Report

Recommendations and strategies to achieve greater diversity in the nursing workforce:

1. Make diversity an organizational priority & system-wide approach.
2. Provide a variety of support mechanisms for underrepresented populations in academic & practice settings.
3. Train all staff & students to ensure higher levels of cultural competency.
4. Develop a standardized system with agreed upon benchmarks for tracking data on under-represented populations in nursing programs & health systems throughout the state.
5. Join forces for a statewide initiative to increase funding for nursing scholarships for under-represented populations.

1. Make diversity an organizational priority and system-wide approach

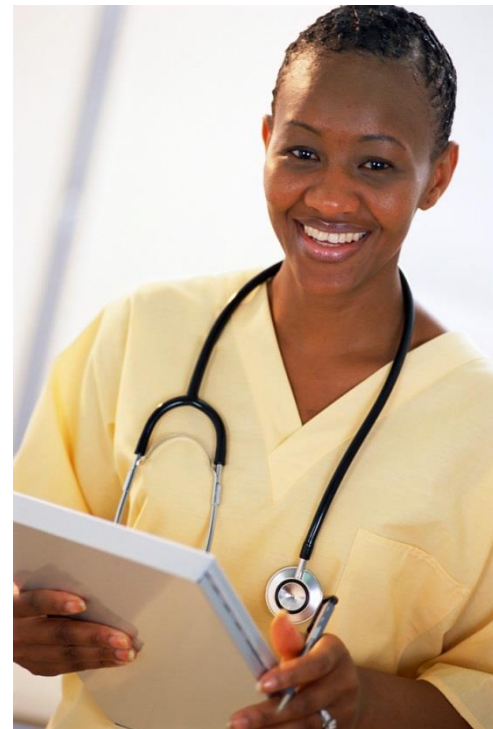
- **Include diversity in the mission statement, core values & strategic plan of each institution**
- Support diversity-specific departments, positions, or councils
- Establish organizational structure that ensures accountability for recruiting & retaining a diverse nursing student body/staff
- Create mechanisms, programs to support success & retention of under-represented populations

1. Make diversity an organizational priority and system-wide approach, continued

- Focus on recruitment for students at earlier stages of education
- Establish collaborative academic-practice-community partnerships: schools, community healthcare & consumer organizations
- Dedicate efforts to seek funding to support diversity growth through innovative approaches & outreach to new philanthropy sources
- Set goals for attainment of specified metrics in diversity; track data & evaluate outcomes

2. Provide support mechanisms for under-represented populations in academic & practice settings.

- **Provide specific programs which provide support to under-represented populations**
 1. Mentoring
 2. Coaching
 3. Student/employee academic & employment resources
 4. Social networks



3. Train all staff & students to ensure higher levels of cultural competency

- Require cross-cultural competency training and/or courses for all students, faculty, healthcare staff
- Inclusion of specific courses & programs on cultural awareness; building & maintaining positive interracial relationships
- Host system-wide diversity events



4. Develop a standardized system for tracking data on under-represented populations in nursing programs & health systems throughout the state

- Utilize agreed-upon benchmarks
- Formalize inclusive tracking system for all nursing students and faculty in public, private, ADN, BSN & higher programs
- Collect, analyze & monitor data to include: demographics, program participation, NCLEX results, post graduation employment
- Standardize employment metrics on practicing nurses from under-represented populations, including recruitment, employment & retention

5. Join forces for a statewide initiative to increase funding for nursing scholarships for under-represented populations

- Embrace IOM recommendations in Future of Nursing Campaign for Action to support academic progression, nursing leadership & future faculty development
- Collaborate with healthcare & private sector entities for collective approaches to advocate for, and provide, increased funding to support under-represented populations in the nursing profession
- Develop a statewide scholarship repository

Conclusions

- Strategies to promote & increase diversity nursing in the workplace in Wisconsin are in place, but have yet to make great strides.
- Research & IOM reports indicate diverse nurses have the greatest capability, credibility & competency to care for increasing underrepresented populations.
- Implementing strategies & practices to change workforce culture, educational systems and overcoming barriers are key elements to increasing diversity.

A Call to Action

- The nursing workforce in Wisconsin predominantly white and female.

This impacts ability to:

1. provide culturally competent care
2. address health disparities
3. grow the nursing workforce

- A nursing workforce that is inclusive & embraces diversity enriches both productive & innovative approaches to care.

The recruitment, preparation & retention of a diverse nursing workforce is key to a healthy population in Wisconsin.

The health of our state depends on it.



Websites & Contact Info

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