



# DIVERSITY IN WISCONSIN NURSING: EXEMPLARS OF PROGRESS



A **2016** summary of statewide organizations reporting on initiatives to increase diversity in the Wisconsin nursing workforce.





## NorthEast

### Aspirus Family Physicians

212 Sturgeon Eddy Road, Wausau, WI 54401

[www.aspirus.org](http://www.aspirus.org)

**Contact:** Tina Beyer [tina.beyer@aspirus.org](mailto:tina.beyer@aspirus.org)

Continuing education presentations are required for staff to develop cultural competency and deliver culturally appropriate care. Feedback on programs is solicited through surveys.

### Bellin College School of Nursing

3201 Eaton Road, Green Bay, WI 54311

[www.bellincollege.edu](http://www.bellincollege.edu)

**Contact:** Nancy Burruss [nancy.burruss@bellincollege.edu](mailto:nancy.burruss@bellincollege.edu)

Focus on diversity in nursing education has increased with implementation of the IOM report. A new American Assembly for Men in Nursing (AAMN) chapter was created to improve diversity equalization in nursing, including equitable treatment of nurses from all diverse backgrounds. AAMN strives to increase the number of men in nursing and their contribution to the profession. Bellin College has also increased study abroad programs and TRIPS program offerings.

### Bellin Health

744 South Webster Avenue, Green Bay, WI 54305

[www.bellin.org](http://www.bellin.org)

**Contact:** Tia DeLeers [tlscha@bellin.org](mailto:tlscha@bellin.org)

A Diversity Council is in place to oversee and promote cultural competency. It serves as a vehicle to disseminate knowledge about individuals and groups of people. The Council meets monthly to share 'tips of the month,' and supports a direction in care that is patient and family-focused, equitable, and promotes patient safety. Diversity educational offerings are provided for staff on a regular basis. Bellin is currently redesigning its Interpreter Services Department to better address needs of diverse populations.

### Ministry Health Care

222 West College Avenue Suite 10A, Appleton, WI 54911

[www.ministryhealth.org](http://www.ministryhealth.org)

**Contact:** Thomas Veeseer [tveeseer@affinityhealth.org](mailto:tveeseer@affinityhealth.org)

Organization goal statements aspire to reach 20% men in nursing by 2020 and increase trends in Hispanic, Hmong and African American nurses, to achieve a workforce to match populations of communities served. There are clearly stated goals for diversity in nursing and an Administrative Council where nursing is represented. Recruiters have awareness of diversity goals, but do not have quotas. Workforce metrics are kept on existing associates and new hires.

### Nicolet College

PO Box 518 Rhinelander, WI 54501

[www.nicoletcollege.edu/academics/academic-programs/nursing](http://www.nicoletcollege.edu/academics/academic-programs/nursing)

**Contact:** Lenore Blemke [lblemke@nicoletcollege.edu](mailto:lblemke@nicoletcollege.edu)

Native American workshops are attended, along with participation and board service in the Great Lakes InterTribal grant-funded talking circle to bridge gaps between nursing and patients. The College hosts summer camps for Native American students featuring health occupations to introduce health careers to students at an early age. These are evaluated via student and instructor feedback. A Multicultural Center at Nicolet College also serves students.

### Northcentral Wisconsin Technical College

1000 W. Campus Drive, Wausau, WI 54401

[www.ntc.edu/programs-courses/all/associate-degrees/nursing](http://www.ntc.edu/programs-courses/all/associate-degrees/nursing)

**Contact:** Lorraine Zoromski [zoromski@ntc.edu](mailto:zoromski@ntc.edu)

The College has a 'first year experience' grant that focuses on recruiting, admitting and retaining diverse students. A full time Diversity Coordinator maintains outreach strategies aimed at diverse students. There is one-to-one advising and support, and tutoring for program entry test performance. Students have access to tutoring and support groups while enrolled in the program, and provide feedback for evaluation and grant outcomes.

### Northeast Wisconsin Technical College

2740 West Mason Street, Green Bay, WI 54307-9042

[www.nwtc.edu/Programs/Pathways/Health-Sciences/Therapeutic-Services/Nursing-Associate-Degree](http://www.nwtc.edu/Programs/Pathways/Health-Sciences/Therapeutic-Services/Nursing-Associate-Degree)

**Contact:** Kay Tupala [kay.tupala@nwtc.edu](mailto:kay.tupala@nwtc.edu)

Faculty are required to take 30 hour 'Living Inclusively' and 'Teaching Inclusively' classes. Beginning in 2016, all other employees will be taking a 30 hour class called 'Serving Inclusively.' Each of the new courses has a set of competencies and will be evaluated in 2016. Human Resources has a specific diversity recruitment plan and keeps applications open until diverse candidates are part of the applicant pool.

### Oneida Community Health Center

525 Airport Drive, Oneida, WI 54155

[www.oneidationation.org/healthcenter](http://www.oneidationation.org/healthcenter)

**Contact:** Candi Cornelius [ccorne13@oneidationation.org](mailto:ccorne13@oneidationation.org)

A Culture Awareness Policy is in effect. Presentations on diversity in healthcare professions are presented to local nursing students and practicing nurses, which review the culture of Oneida Native Americans and application of cultural practices in healthcare. The goal is to provide culturally sensitive care and preparation of the future healthcare workforce. The Oneida Tribe has many Oneida staff who are willing to provide trainings. The Oneida Nation K-12 School System provides culture and language classes for youth. Staff are required to attend culture/language classes.

### University of Wisconsin-Oshkosh College of Nursing

800 Algoma Boulevard, Oshkosh, WI 54901

[www.con.uwosh.edu/](http://www.con.uwosh.edu/)

**Contact:** Leslie Neal-Boylan [nealboyl@uwosh.edu](mailto:nealboyl@uwosh.edu)

The College of Nursing strives to include people of diverse backgrounds in recruitment of faculty, staff and students. Within the College, there is an active American Assembly for Men in Nursing (AAMN) chapter and two faculty involved in diversity research. A dedicated position for Director of Inclusive Excellence exists, along with a new Affirmative Action Director and policies. The Director of Inclusive Excellence is conducting a campus climate survey and developing new methods for increasing diversity. The new Affirmative Action Director is ensuring advertising for diversity among students, faculty and staff. A new program for freshmen of color and minority student associations includes special orientation to acclimate them to campus.



## NorthWest

### Gundersen Health System

1900 South Avenue, La Crosse, WI 54601

[www.gundersenhealth.org](http://www.gundersenhealth.org)

**Contact:** Sandra Littlejohn [smlittle@gundersenhealth.org](mailto:smlittle@gundersenhealth.org)

Active community partnerships exist with schools and organizations. LaCrosse Health Science Academy hosts pre-college for juniors and seniors, Native American Student Healthcare Careers Camp is conducted and evaluated with participant feedback. The Health Science Academy has graduated approximately 25 students each year since 2011 and is expanding to 3 other schools.

[www.lacrosseschools.org/programs-services/career-choice-education/health-science-academy](http://www.lacrosseschools.org/programs-services/career-choice-education/health-science-academy). Students join Global Partners medical team outreach to the Oglala Lakota Sioux Reservation. Human Resources conducts community open houses at workforce centers. The organization strategic plan incorporates values to increase diversity and inclusivity. A '90 Day Work Plan' drives short-term activities to achieve long-term goals via collaborative and team-orientated culture. Monthly workforce metrics are kept on recruitment and retention. Gundersen is refining overall diversity and inclusion strategies and developing a professional talent pathway for diverse members of the workforce.

### Mayo Clinic Health System Franciscan Healthcare School of Nurse Anesthesia

700 West Avenue South, LaCrosse WI 54601

[www.mayoclinichealthsystem.org/locations/la-crosse/education/school-of-anesthesia](http://www.mayoclinichealthsystem.org/locations/la-crosse/education/school-of-anesthesia)

**Contact:** Jessica Peterson [matthewpeterson@centurytel.net](mailto:matthewpeterson@centurytel.net)

Annual assessment is completed on race and ethnicity of students and faculty, and reported by percentages to the Council of Accreditation for nurse anesthesia programs. Annual diversity training is part of mandatory education for faculty and students.

### University of Wisconsin-Eau Claire College of Nursing and Health Sciences

105 Garfield Avenue, Eau Claire, WI 54702

[www.uwec.edu/academics/college-nursing-health-sciences](http://www.uwec.edu/academics/college-nursing-health-sciences)

**Contact:** Rita Sperstand [sperstra@uwec.edu](mailto:sperstra@uwec.edu)

Diversity is included in the strategic goal to "expand and retain our diverse student population." The goal has specific objectives: define diversity within the College, gather data identifying past and current retention of diverse students in nursing, conduct review of literature/ EBP related to strategies to recruit and retain diverse students, and connect and explore campus, state, and national resources with diversity. Progress in meeting the goal and objectives is regularly assessed.

### Viterbo University School of Nursing

900 Viterbo Drive, LaCrosse, WI 54601

[www.viterbo.edu/school-nursing](http://www.viterbo.edu/school-nursing)

**Contact:** Mary Lu Gerke [mlgerke@viterbo.edu](mailto:mlgerke@viterbo.edu)

Delayne Vogel [dgvogel@viterbo.edu](mailto:dgvogel@viterbo.edu)

A Hmong recruiter ambassador has been hired to seek Hmong students for Nursing and Social Work programs. The recruiter is an elder of the Hmong community and Viterbo graduate who performs outreach in high schools and participates in community events. The Academic Resource Center has culturally-like student admissions recruiters who schedule visits at Native American schools in the region and these are evaluated by students. Human Resource policies are in place to

prioritize recruitment of diverse persons. Visit days on and off campus are used for recruitment of transfer and high school students to engage prospective students and families by showcasing the simulation center and providing participation in hands-on activities. These also provide students opportunity to speak with nursing faculty to learn more about programs and observe upper level nursing classes. The number of student visits to campus and students enrolled are monitored.



## SouthEast

### Aurora Health Care

975 Port Washington Road, Grafton, WI 53024

[www.aurorahealthcare.org](http://www.aurorahealthcare.org)

**Contact:** William DeMeyer [william.demeyer@aurora.org](mailto:william.demeyer@aurora.org)

Diverse recruitment and engagement of minority nurses is actively pursued. Specific features of the program include fair and just rules. The program is evaluated using organizational demographics and NDNQI data. Other diversity initiatives include diversity nurse 'townhall' meetings.

### Cardinal Stritch University College of Nursing and Health Sciences

6801 North Yates Rd., Milwaukee, WI 53217

[www.stitch.edu/nursing](http://www.stitch.edu/nursing)

**Contact:** Kristen Bachman [khbachman@stitch.edu](mailto:khbachman@stitch.edu)

Stritch has a newly developed Multicultural Student Nursing Association and multicultural student clubs including: Asian Student Association, Students for Justice in Palestine, Black Student Union, Hispanic Club and Hispanic Professionals of Greater Milwaukee. [www.stitch.edu/Student-Life/Student-Involvement/Clubs-and-Organizations](http://www.stitch.edu/Student-Life/Student-Involvement/Clubs-and-Organizations). Diversity training is provided for students, faculty and staff.

### Carroll University Nursing Program

100 N East Avenue Waukesha, WI 53186

[www.carrollu.edu/programs/nursing](http://www.carrollu.edu/programs/nursing)

**Contact:** Angie Brindowski [abrindow@carroll.edu](mailto:abrindow@carroll.edu)

The Academic Success Program in Nursing (ASPIN) 2014-2017 Nursing Workforce Diversity HRSA Grant provides pre-college programming with school and community partners; college advising, office of student success, peer mentors and alumni advising network; academic support with peer tutors and supplemental instruction; and economic support with tuition, living allowance and work study. HRSA reports and program surveys monitor student retention rates. Planned outcomes include: health education and targeted pre-college programming to K-12 students and increased BSN enrollment of vulnerable populations; minority, economically disadvantaged and educationally disadvantaged students. The program goal is to enroll 10 students annually and retain 80%. [www.carrollu.edu/prospective/scholarships/nursing](http://www.carrollu.edu/prospective/scholarships/nursing). The Office of Cultural Diversity offers pre-college summer enrichment programs for high school students.

### Children's Hospital of Wisconsin

PO Box 1997 8915 West Connell Court, Milwaukee, WI 53226

[www.chw.org](http://www.chw.org)

**Contact:** Nancy Korom [nkorom@chw.org](mailto:nkorom@chw.org)

President nursing scholarships are prioritized to diverse employees who are in school for nursing. These employees come from patient care units, as well as many other departments from the health system. The program includes scholarship money

awarded in addition to tuition reimbursement and a mentorship program, which has been funded by donors. Program evaluation includes tracking graduation rates, hire rates and retention of nurses. Outcomes include an 81% retention rate of nursing graduates over an 11 year period. Other diversity initiatives are the Black Achiever Program, scholarships for the Black Nurses Association, and outreach to schools where diverse middle school and high school students attend.

### **Concordia University Wisconsin School of Nursing**

12800 North Lake Shore Drive Mequon, WI 53097  
[www.cuw.edu/academics/schools/son/index.html](http://www.cuw.edu/academics/schools/son/index.html)

**Contact:** Sharon Chappy [Sharon.Chappy@cuw.edu](mailto:Sharon.Chappy@cuw.edu)

A workshop in Nursing Student Success (WINSS) targets pre-nursing and nursing students to improve their retention in the nursing program. Specific features consist of study skills, test-taking skills, using Concordia resources for success, communication tactics and writing skills. Program evaluation includes participant tracking and retention in both pre-nursing and nursing. Program outcomes are in process since the program was offered for the first time in Fall, 2015. Overall participants rated the program very successfully on the exit survey. Other diversity initiatives include continuation of enhancing recruitment of diverse faculty.

### **Froedtert and the Medical College of Wisconsin**

9200 West Wisconsin Avenue, Milwaukee, WI 53226  
[www.froedtert.com](http://www.froedtert.com)

**Contact:** Shary Tran [shary.tran@froedtert.com](mailto:shary.tran@froedtert.com)

A healthcare career fair is conducted for minority high school students, and the INROADS internship program places talented minority students throughout the organization. Froedtert maintains partnerships with the minority nursing associations and provides conference scholarships. Program evaluation includes measuring retention, tracking participants reached by each program, and follow-up on whether programs result in employment for participants. Outcomes include an increased awareness of career opportunities and access to tools and skills to be successful in the healthcare field, and increased minority representation of staff and leaders. Other diversity initiatives include a Multicultural Leadership Development Program for staff, expanding LGBT patient care offerings, expanding language services capabilities, launching unconscious bias education for staff, expanding community outreach in minority markets, restructuring employee resource groups and diversity councils.

### **Marquette University College of Nursing**

Clark Hall, PO Box 1881, Milwaukee, WI 53201-1881  
[www.marquette.edu/nursing](http://www.marquette.edu/nursing)

**Contact:** Leona VandeVusse [leona.vandevusse@mu.edu](mailto:leona.vandevusse@mu.edu)

The goal of Project BEYOND-2 [www.marquette.edu/nursing/project-beyond/](http://www.marquette.edu/nursing/project-beyond/) is to improve nursing workforce diversity by increasing numbers of students and graduates from disadvantaged and underrepresented backgrounds, while working collaboratively with local schools to address social determinants of health that act as barriers to success. Programming includes: a Pre-Admission Intensive for incoming freshmen; academic learning resources; nurse mentor program; personal support; peer mentoring and tutoring; leadership development; networking in nursing association chapters; scholarships and stipends; and focused programs with local middle and high school students and staff to address social determinants of health. The program is evaluated with a mixed method approach by an evaluation specialist, local and national diversity consultants. Outcomes include an approximate 96% retention rate, including students passing NCLEX-RN, McNair Minority Research Scholars working with nursing faculty mentors on projects, students winning awards, and graduates attending graduate

school to earn advanced degrees. Other diversity initiatives are a commitment to social justice and fostering a climate of inclusion, establishing a college-wide diversity and inclusion committee with faculty, staff and students, and centralizing data about campus diversity initiatives to build capacity and gain more impact.

### **Milwaukee School of Engineering School of Nursing**

1025 North Broadway Milwaukee, WI 53202  
[www.community.msosoe.edu/groups/nursing](http://www.community.msosoe.edu/groups/nursing)

**Contact:** Debra Jenks [jenks@msosoe.edu](mailto:jenks@msosoe.edu)

The President Diversity Scholarship, a four-year full tuition scholarship, is awarded to top end students. The goal of this scholarship is to increase diversity through gender as well as ethnicity. Additionally, MSOE holds an overnight Raider Diversity Event. This event is open to all accepted students regardless of race, however students of diverse backgrounds are highly encouraged to attend. The School of Nursing has set a goal of 80% retention of all subgroups of students; ethnic minority is one of those groups.

### **University of Wisconsin-Milwaukee College of Nursing**

1921 East Hartford Avenue, Milwaukee, WI 53201  
[www.uwm.edu/nursing](http://www.uwm.edu/nursing)

**Contact:** Kim Litwack [litwack@uwm.edu](mailto:litwack@uwm.edu)

The Nursing Endeavor Program focuses on student recruitment at local high schools, including targeted faculty recruitment. Programming includes admission of first generation, underrepresented and economically challenged students, who are then mentored throughout the first two years. If successful in pre-nursing, students are offered guaranteed admission to the nursing major. Program evaluation is measured by success of students who are admitted, and who graduate and pass NCLEX. Admissions and faculty hires are also tracked. Program outcomes have seen an overall improvement in diverse and student admissions, and approximates a 60% success rate. Other diversity initiatives include targeted student recruitment and a student success collaborative to track all freshmen.

### **Wheaton Franciscan Healthcare**

3801 Spring Street, Racine, WI 53405  
[www.wfhealthcare.org](http://www.wfhealthcare.org)

**Contact:** Mary Ouimet [mary.ouimet@wfhc.org](mailto:mary.ouimet@wfhc.org)

Youth Apprentice Program scholarships are made available for diverse students to increase access to healthcare careers, and collaborative partnerships are in place with schools and community leaders to encourage local public high school students to apply for employment at Wheaton. Program evaluation consists of individually capturing the number of student hires tracked over time. Outcomes are tracked by the workforce characteristics of each organization. [www.mywheaton.org/about-wheaton/community-impact/promoting-careers-in-health](http://www.mywheaton.org/about-wheaton/community-impact/promoting-careers-in-health)

### **Wisconsin Lutheran College School of Nursing**

8800 West Bluemound Road, Milwaukee, WI 53226  
[www.wlc.edu/academics/nursing/](http://www.wlc.edu/academics/nursing/)

**Contact:** Sheryl Scott [sheryl.scott@wlc.edu](mailto:sheryl.scott@wlc.edu)

WLC connects inner city youth to programs on campus and helps them stay on track for college. Programs include: vision screenings at multiple elementary schools in low-income areas, and assigning nursing students to various community organizations in Milwaukee during their community health rotations. Health camps for middle school students were held to raise their awareness of healthcare careers and nursing role models. This outreach is done because of limited diversity numbers in the school of nursing. Overall, students are exposed to a great deal of diversity throughout the program in various clinical sites and experiences. All junior nursing students spend two weeks in Zambia, Africa for a global health clinical.



## SouthWest

### Fort HealthCare

611 Sherman Avenue East Fort Atkinson, WI 53538  
[www.forthhealthcare.com](http://www.forthhealthcare.com)

**Contact:** Janet Simdon [janet.simdon@forthc.com](mailto:janet.simdon@forthc.com)

Fort HealthCare hosts a Career Fair for high school students to expose them to healthcare opportunities. 'Camp 911' is facilitated by diverse nursing professionals for 4th and 5th grade students; male nursing leaders are actively involved in the community and youth outreach projects; and job shadowing is provided for students. The education sessions are well attended with 150 students participating annually. Many students in this group have a wonderful "take away" for their future. Outreach is evaluated by keeping track of attendance, retention in the community, including comparison of diversity in our organization to that of the community.

### Meriter-UnityPoint Health

202 South Park Street, Madison, WI 53715  
[www.meriter.com](http://www.meriter.com)

**Contact:** Shelly Kinne [shelly.kinne@unitypoint.org](mailto:shelly.kinne@unitypoint.org)

Meriter-UnityPoint has a Diversity Roundtable and Manager Diversity Training. Programming includes connecting with other area organizations to discuss diversity initiatives, teaching managers to lead diverse groups and the benefits to having diverse teams. Program outcomes are a measure of the number of diverse nurses at our facility. There was an increase from 30 employees in 2014 to 33 in 2015. While that didn't greatly impact our percentage, we are seeing a slow improvement in numbers across the organization and anticipate to continue to grow in this area. Other diversity initiatives in place include organization-wide diversity and inclusion training.

### Mercy Health System

1000 Mineral Point Avenue, Janesville, WI 53547  
[www.mercyhealthsystem.org](http://www.mercyhealthsystem.org)

**Contact:** Deb Potempa [dpotempa@mhsjvl.org](mailto:dpotempa@mhsjvl.org)

A Diversity Committee is maintained and provides learning modules specific to population, age, gender, generation, and ethnicity. Online resources are provided on cultural competence. Program evaluation is based on feedback from users. Program outcomes at this time are not formally measured, other than clinicians providing just-in-time information and education.

### Rural Wisconsin Health Cooperative

880 Independence Lane Sauk City, WI 53583  
[www.rwhc.com](http://www.rwhc.com)

**Contact:** Jo Preston [jpreston@rwhc.com](mailto:jpreston@rwhc.com)

A new 'Men in Nursing Roundtable' began in January, 2016 for men in rural nursing and others who support this diversity. It will meet quarterly to support, network, educate, and advocate for men who are nurses working in rural areas. The goal is also to encourage growth of chapters of American Assembly for Men in Nursing (AAMN). It will be evaluated on outcome goals determined by the group as it forms, to continue as a roundtable, encourage retention, and report back to their nurse executives. The group plans to create outreach strategies to attract more men to nursing. [www.rwhc.com/Services/EducationalServices/ProfessionalRoundtables.aspx](http://www.rwhc.com/Services/EducationalServices/ProfessionalRoundtables.aspx). Other RWHC programs include development of a leadership workshop for "individualizing care and increasing quality through respecting culture."

### University of Wisconsin - Madison School of Nursing

701 Highland Avenue Madison, WI 53705  
[www.son.wisc.edu](http://www.son.wisc.edu)

**Contact:** Katharyn May [kamay@wisc.edu](mailto:kamay@wisc.edu)

Mel Freitag [mbfreitag@wisc.edu](mailto:mbfreitag@wisc.edu)

Carol Aspinwall [caaspinwall@wisc.edu](mailto:caaspinwall@wisc.edu)

Programs at the School of Nursing include: the Lawton Scholarship Minority Retention Reception; PEOPLE program for middle and high school students; Pre-nursing Students of Color talking circles; a Multicultural Student Nursing Organization; Nursing 510 which provides Culturally Congruent Care Outreach to current pre-nursing PEOPLE, Posse, CeO, Pathways students; an Underrepresented Student Panel and Faculty workshops. A Graduate Research Scholars (GRS) program and BioFlex grant funds used for graduate student recruitment of targeted populations including the Jonas Scholars, are awarded to underrepresented graduate students. Other specific features of the program, supported by BioFlex funds, include attendance to minority nursing association conferences for graduate student recruitment. Program outcomes are submitted annually. Subsequent funding is based on outcome evaluation. Programs are evaluated using post-evaluation forms, Qualtrics surveys for all faculty, staff and students, and annual campus level evaluations. Other diversity initiatives include more pre-nursing student of color academic and social support, an Ethnic Studies designation for Nursing 510 course, targeted programming for American Indian students, high school level outreach to begin "future nurses" student organizations, and increasing days on campus and presentations for selected underrepresented groups. UW Madison offers schools the ability to expand the hiring process with additional funds through its Strategic Hiring Program, if a well-qualified underrepresented candidate appears in the applicant pool.

### UW Health

600 Highland Drive, Madison, WI 53792  
[www.uwhealth.org](http://www.uwhealth.org)

**Contact:** Christine Whelley [cwhelley@uwhealth.org](mailto:cwhelley@uwhealth.org)

UW Health provides diversity training for all nursing staff. Specific features include availability of both online education and in-person training. Tracey Abitz is the training contact person [tabitz@uwhealth.org](mailto:tabitz@uwhealth.org). Tracey also leads the local chapter of the Transcultural Nursing Society, which has as its mission "to enhance the quality of culturally congruent, competent and equitable care that results in improved health and well-being for people worldwide." [www.tcns.org](http://www.tcns.org)

## TECHNICAL NOTES:

The Wisconsin Center for Nursing (WCN), co-lead for the Wisconsin Action Coalition along with the Rural Wisconsin Health Cooperative, is proud to present *Diversity in Wisconsin Nursing: Exemplars of Progress*. This brochure highlights the many efforts taking place to enhance diversity in the Wisconsin nursing workforce. It is hoped this summary will provide exemplars to stimulate dialogue on creative approaches to achieve a diverse nursing workforce for our state. The project was supported in part by the Robert Wood Johnson Foundation (RWJF) State Implementation Program (SIP #72504) grant, "Wisconsin Nursing LEADs the PACC: Partnerships in Action for Community Care," as well as generous match funding from our stakeholders.

This update follows the 2013 WCN Diversity Taskforce Report, *Enhancing Diversity in the Nursing Workforce*. The 2013 report highlighted work being done in the state, and concluded with five overarching recommendations which encourage organizations to:

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

As part of Wisconsin's commitment to increasing diversity in nursing, a new Diversity Collaborative was formed under the auspices of WCN and its RWJF grant awards. The Collaborative is comprised of twenty-five diverse members from academic and practice settings throughout the state, and convenes to work on multiple projects to address the need for increased diversity.

Compiling information on diversity initiatives taking place in the state was one such project. In October, 2015, a questionnaire was disseminated utilizing the WCN statewide listserv to gather information on current diversity activities. The questionnaire posed six brief questions regarding formal initiatives and programming to increase diversity in nursing, as well as specific features, evaluation measures, program outcomes, and other new programs in development.

Forty-three individuals responded to the questionnaire with information on their programs. In three instances, more than one person from a school submitted information, resulting in a final combined total of 39 responses. The following inclusion criteria were then applied: 1) submitting a completed questionnaire, and 2) having an active, structured diversity initiative in place. Of the responses, 9 did not meet these inclusion criteria. The remaining 30 responses include schools and/or healthcare systems that have identified implementation of structured activities or programs that focus on diversity training and/or recruitment and retention of diverse students and staff.

Reported activities included a wide range of responses that are summarized briefly within this brochure. Exemplars include: recruitment and community outreach, programs for middle schools and high schools, support mechanisms for underrepresented populations, and structured diversity training for staff and faculty. Several organizations offer minority scholarships at academic institutions for students enrolled in pre-nursing, undergraduate, and graduate nursing programs. Additionally, some healthcare organizations offer scholarships for employees returning back to school to pursue nursing degrees. Program evaluation varies from anecdotal comments and informal surveys to structured quantitative and qualitative data analysis. Program outcomes include: increased awareness of nursing in diverse communities, increased numbers of diverse staff, increased enrollments of underrepresented groups, enhanced retention, and improved graduation rates of minority, economically/educationally disadvantaged nursing students. Outcomes indicated success rates ranging from 60%-95% in specific, reported programs.

Numerous organizations and academic programs also reported efforts that were in development; such as enhancements to current programs, targeted recruitment of diverse faculty or staff, tailored diversity programs, and expanded community outreach. It is recognized that many initiatives are underway in our state that are not included here, but this summary is limited to respondents to the questionnaire that met the inclusion criteria.

The results of this project appear to indicate greater awareness, emphasis and forward movement in the area of enhancing nursing diversity. While there are multiple efforts underway, much work remains to be done in Wisconsin to achieve a workforce that mirrors the diverse populations it serves. Thus, it is critical that support for this work is sustained.

Through ongoing collaborative efforts and a commitment to systematic assessment to monitor nursing diversity, the mission of the Wisconsin Center for Nursing can indeed be accomplished:

***Assure an adequate, competent and diverse nursing workforce for the people of Wisconsin***



[wicenterfornursing.org](http://wicenterfornursing.org)

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