

School Nurse Update 2014-15 #3 Bette Carr, DPI School Nursing Consultant

Hello everyone,

Fall is officially here and we are already closing in on October. Please take time to review the information below. You can find a copy of this newsletter and others at http://sspw.dpi.wi.gov/sspw_snresources, under School Nurse Communications. Bookmark this page for further review.

NEWS:

Wisconsin's data collection tool is now available!

Step Up Be Counted!!

The Wisconsin School Health Services Report is now available online for your review http://sspw.dpi.wi.gov/sspw_sndata. Please take time now to review the data collection tool and begin as soon as possible collecting the 2014-15 data. You, and what you do, are very important and we want to make sure that you are able to develop a system that will help you collect the needed data. The National Association of State School Nurse Consultants (NASSNC) and the National Association of School Nurses (NASN) have been working collaboratively for several months and developed this easy-to-use national data collection tool. The collection tool should be used to collect data at the district level, and then sent on to the Wisconsin Department of Public Instruction to aggregate the data. The state data will be submitted nationally in an aggregated format. This will be a *first time effort* and we hope that everyone will participate. It is a voluntary report; however, the importance of reporting has never been more important! The tool is short and concise, and replaces the former Health Services Report. **It will need to be completed and submitted to DPI by June 19, 2015.** We want Wisconsin's data to be represented!! Join the NASN call to **STEP UP BE COUNTED** (<http://www.nasn.org/Research/StepUpBeCounted>). Review the NASN website or watch the webinars about the importance of data. Wisconsin school nurses will be helping each other tackle their district specific electronic student information systems, or in developing other collection methods.

Old data for the 2013-2014 school year can still be submitted through this link:

<https://forms.dpi.wi.gov/se.ashx?s=56301B2D6C979307>. You have until December 31st for the 2013-2014 data to be reported, but the sooner the better. The Wisconsin Association of School Nurses will again be offering an incentive to those school district nurses who participate in the report and register for the spring 2015 conference.

**From the WI Department of Health Services:
EV-D68**

The WI DHS has put together several documents now, on its website. One is for the school health professional and the other is for the general public. Please feel free to review these and use as you see appropriate.

Plan now to encourage families to have their children receive flu vaccines, check with your local health department for helpful information. *And*—what about you—don't forget to get your flu shot!!

<http://www.dhs.wisconsin.gov/communicable/DiseasePages/enteroviruses.htm>

School Nurse Summer Institute—did you miss it? Or want to review what you saw and heard?

View the PowerPoint presentations from the July 31, 2014, School Nurse Summer Institute:

Dr Lucy Zawadzki: [Overview of Seizures and Epilepsy](#)

Megan Furstenberg-Knauff and Kami Hobbs: [Epilepsy School Nurse Presentation](#)

Teresa Du Chateau: [Quality Improvement: The Why, What and How](#)

Bette Carr: [Identifying Potential Barriers to Implementation of Seizure Care in the School Setting](#)

JOB OPPORTUNITY

Middleton-Cross Plains School District is looking for a full-time school nurse to begin work as soon as possible

<http://www.mcpasd.k12.wi.us/employment/school-nurse>

Get your application in as soon as possible. Please contact Blanche Baker-Vlasak, 608-829-9056 with questions, or by email at bbaker-vlasak@mcpasd.k12.wi.us

PROFESSIONAL DEVELOPMENT

September 30th, Portage

QPR Suicide Prevention Training on Tuesday, Sept. 30, 2014 from 6:00 p.m. to 7:30 p.m. at the Columbia County Law Enforcement Center (711 E. Cook St) in Portage. (see attached)

www.PreventSuicideColumbiaCounty.org

Wisconsin Oral Health Coalition presents: Community Fluoridation 101

October 14, 2-3:15PM CDT CE Credit: 1

For more information and to register go to: <https://www3.gotomeeting.com/register/907365974>

Or contact Robbyn Kuester at robbyn.Kuester@dhs.wisconsin.gov

School Nurse Conference:

Autism Spectrum Disorder (ASD)

Date: Friday, October 17, 2014

Wisconsin Association of School Nurses, District 6 invites you to participate!

Time: 8:30 a.m. – 3:25 p.m.

Location: WCTC, 800 Main Street, Pewaukee WI, Richard T. Anderson Education Center, College Center

Cost: \$69.00 (lunch included)

To Register:

CRN: 11987

Register on the web: www.wctc.edu

Operator Assisted Registration: 262-691-5578

Toll Free Registration: 1-877-INF-WCTC

WAUKESHA COUNTY TECHNICAL COLLEGE

See attached

School Nurses - Reduce Your Stress: Prepare Now For School Fieldtrips!

October 23, Pewaukee, CESA 1, 4:30-6:30PM More info and registration:

<http://www.cesa1.k12.wi.us/programs/trainingforschoolnurses/>

This professional development opportunity for school nurses will allow nurses to identify key fieldtrip planning objectives and actions, both for student safety and nurse license protection.

School Nurses - Reduce Your Stress: Prepare Now For School Fieldtrips! and Continuous Quality Improvement

October 29, Turtle Lake, CESA 11 9AM-2PM

This professional development opportunity for school nurses will allow nurses to identify key fieldtrip planning objectives and actions, both for student safety and nurse license protection.

Contact Kelly Ryder at kellyr@cesa11.k12.wi.us or go to <http://www.cesa11.k12.wi.us/home/professional-development/ispd-programs/healthy-students-staff-schools/school-nurses>

New School Nurse Training: Presented by the DPI and the Wisconsin Association of School Nurses

November 5-6, 2014
Crowne Plaza Hotel, Madison, WI

Call Bette Carr, school nurse consultant, with any questions: 608-266-8857

Registration: <https://www.regonline.com/2014newschoolnursetraining>

See attached.

**SAVE THE DATES: August 5-6th, Crowne Plaza Hotel, Madison
SCHOOL NURSE SUMMER INSTITUTE 2015**

SBIRT Training: Evidence-based practice on how to approach students to encourage specific behavior changes; Screening, brief intervention, referral to treatment. Two-day event, must be present for both days. For a brief description of SBIRT in schools see the link below:
<http://www.wishschools.org/resources/schoolsbirt.cfm>

Wisconsin Safe and Healthy Schools Center (WISH Center)

Many professional development opportunities are offered through the WISH Center. Please click on the link to get to the WISH Center

<http://www.wishschools.org>

RESOURCES

New School Year – New Opportunities to Make Wishes Come True

Make-A-Wish Wisconsin® grants the wishes of children between the ages of 2 ½ and 18 living with life-threatening medical conditions that are progressive, degenerative, or malignant to enrich the human experience with hope, strength, and joy.

Please call the Make-A-Wish office at **262-781-4445** or see the attached flyer to make a referral and learn more about Make-A-Wish.

You can *share the power of a wish*® by referring a child today! See attached.

Julie Anthony

Medical Outreach Coordinator
Make-A-Wish Wisconsin

janthony@wisconsin.wish.org
262.781.4445 ext. 110
Fax: 262.781.3736

Diversity

The Wisconsin Center for Nursing's Diversity Collaborative, a work group of the Robert Wood Johnson Foundation and the State Implementation Plan Grant, has created two products - a Talking Points Fact Sheet and an Infographic on Diversity (please see attached). Visit the WCN for more information: http://www.wicenterfornursing.org/diversity_int.html

See attached.

Kids' Health

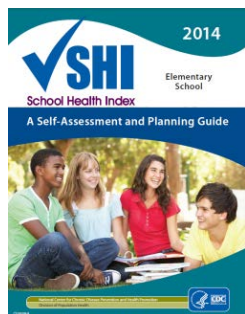
These fact sheets are great for helping teachers to understand kids' special health care needs, and/or for families who want to help teachers and school staff understand kids' health conditions! They're pretty simple...helpful for teachers/school staff with no medical background. Visit this website to review the fact sheets.

<http://kidshealth.org/parent/classroom/index.html#cat21072>

CDC's 2014 School Health Index

Start the school year with ways to help students succeed in the classroom and beyond. Stay tuned to [CDC's Healthy Schools](http://www.cdc.gov/healthyyouth) site for new resources, including the updated [2014 School Health Index](http://www.cdc.gov/healthyyouth/shi) assessment tool, to help focus on student health as part of making school a good place to learn.

The SHI contains 8 modules, structured around CDC's eight-component model of coordinated school health:



- 1.School Health and Safety Policies and Environment
- 2.Health Education
- 3.Physical Education and Other Physical Activity Programs
- 4.Nutrition Services
- 5.Health Services
- 6.Counseling, Psychological, and Social Services
- 7.Health Promotion for Staff
- 8.Family and Community Involvement

<http://www.cdc.gov/healthyyouth/shi/index.htm>

Walgreens Flu Shot Voucher Program

Walgreens is again making vouchers available for a dose of influenza vaccine that will be administered at no cost at a Walgreen Pharmacy. The vouchers can be given to **qualified individuals** in Wisconsin that:

1. do not have insurance coverage for a flu shot; and
2. cannot afford to pay for a flu shot.

To obtain the vouchers contact the Walgreens District Office at 608-833-0415 or via e-mail to Eileen.shebesta@walgreens.com.

Please include the address and the quantity of vouchers to send. Walgreens would like to better control the number of vouchers issued compared to those used. Therefore, they ask that you be conservative in your requests and order more as you need them. School nurses are eligible to request vouchers for their families in need who qualify.

Tools for Training Staff Members

Freddi Adelson, DPI School Nursing Consultant, has training equipment available for training staff members how to do a urinary catheterization. A body torso mannequin, as well as catheters, are available for use in training by the school nurse. If you would like to borrow these items for a training, please contact Freddi at Freddi.adelson@dpi.wi.gov



COLUMBIA
COUNTY

608-742-9227
FAX: 608-742-9700
TDD: 608-742-9229
E-MAIL: DHHS@co.columbia.wi.us
WEBSITE: www.co.columbia.wi.us

**Health and Human Services
2652 Murphy Rd**

Mailing Address: P.O. Box 136
Portage, WI 53901-0136

PRESS RELEASE

Free 90-Minute QPR Suicide Prevention Training Offered

Date: September 18, 2014
From: Susan Lorenz R.N. M.S. Health Officer
Phone: 608-742-9265
E-mail: susan.lorenz@co.columbia.wi.us

Columbia County Health and Human Services is offering a free QPR Suicide Prevention Training on Tuesday, Sept. 30, 2014 from 6:00 to 7:30pm at the Law Enforcement Center (711 E. Cook St) in Portage.

The suicide prevention technique of QPR teaches three simple steps anyone can take to save a life from suicide: Question, Persuade, and Refer to resources. In addition to practicing the three-step process in role plays, participants learn the warning signs and risk factors of suicide. QPR training, like CPR, is for everyone-- no experience is necessary.

For more information, to register, or to schedule a free QPR training for your organization, please contact Debbie Millman at (608) 742-9717 or debramillman@co.columbia.wi.us

According to Susan Lorenz R.N. M.S., Columbia County Health Officer, Columbia County has higher rates of suicide and suicide attempts compared to state averages. In 2012 and 2013, twenty four people died by suicide in Columbia County, an average of one person per month. For every death by suicide, there are an estimated 25 suicide attempts. Seven to fifteen percent of suicides in Wisconsin are identified as Veterans. Adult men are more likely to commit suicide than adult women. Suicide is the second most common cause of death after car accidents for Wisconsin youth.

The mission of Prevent Suicide Columbia County is to prevent suicide through awareness, education, collaboration, and improved access to mental health care. All funds donated to PSCC help to fund its local suicide prevention activities, which include QPR (Question, Persuade, Refer) Suicide Prevention training, public service announcements via billboard and video, and the annual Walk for Hope (scheduled for October 4, 2014). The group's vision is a suicide-free community where people will recognize the warning signs, intervene, and help individuals find hope. For more information, visit their website: www.PreventSuicideColumbiaCounty.org

Mission Statement: To promote and protect the health and safety of our community.

School Nurse Conference: *Autism Spectrum Disorder (ASD)*

Wisconsin Association of School Nurses (WASN) District 6 will be having its Fall Conference at WCTC.

The purpose for this program is to:

- Examine Autism Spectrum Disorder (ASD) including an overview and current updates.
- Discuss pertinent nursing assessment of children in the school setting with ASD.
- Identify treatments for ASD.
- Explore the impact of ASD on the family system.
- Describe the Individualized Education Plan (IEP) process as it relates to ASD.

Target audience:

- School nurses and health care professionals interested in care of children.

Accreditation and Contact Hours:

- Waukesha County Technical College is an approved provider of continuing nursing education by the Wisconsin Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.
- Participation awards will be provided to all conference participants who attend the entire program.
- This program is being offered for **5.75** contact hours.

Planning Committee:

- Ann M. Cook, MSN, RN – *WCTC*
- Isa Chase, MSN, RN, CPNP -- *Franklin School Dist.*
- Sally Roepe, BSN, RN, NCSN – *Wauwatosa School Dist.*
- Lynn Svetnicka, MSN, RN, CPNP – *Madison Metro School Dist.*
- Lisa Schulpius, BS – Dept. Admin. Assistant, *WCTC*

Details:

- Date: Friday, October 17, 2014
- Time: 8:30 a.m. – 3:25 p.m.
- Location: WCTC, 800 Main Street, Pewaukee WI, Richard T. Anderson Education Center, College Center
- Cost: \$69.00 (lunch included) For special diet needs contact Jessica at 262-695-6576

To Register:

- CRN: 11987
- Register on the web: www.wctc.edu
- Operator Assisted Registration: 262-691-5578
- Toll Free Registration: 1-877-INF-WCTC

WAUKESHA COUNTY TECHNICAL COLLEGE

See agenda on back.

For more **information only** on this seminar and others, call WCTC School of Health / Continuing Education at **262.691.5149**.



SCHOOL OF
Health

WAUKESHA
COUNTY TECHNICAL
COLLEGE

School of Health – Nursing and Health Continuing Education

SCHOOL NURSE CONFERENCE: **Updates in Autism Spectrum Disorder (ASD)** *Open to all interested in the care of children*

Friday, October 17, 2014

AGENDA

- 8:30am - 8:45am **Welcome and Introductions**
Overview of the Day
Ann M. Cook, MSN, RN, WCTC
- 8:45am – 10:00am **Autism Spectrum Disorder (ASD) General Overview and Updates**
Kathryn Berg MA, *Program Support Teacher for Autism,*
Milwaukee Public Schools
- 10:00am - 10:15am Break
- 10:15am - 11:00am **Nursing Assessment in the School Setting**
Sally Roepe BSN, RN, NCSN
Wauwatosa School District Nurse
- 11:00am – 12:00 noon **ASD Treatments**
Emily Levine
Executive Director Autism Society of Southeastern Wisconsin
- 12:00 noon - 12:45pm Lunch (*Provided*)
- 12:45pm - 1:45pm **Impact of ASD on the Family System**
Norah Johnson, PhD, RN
Assistant Professor, Marquette University
- 1:45pm – 2:00pm Break
- 2:00pm - 3:30pm **ASD and the Individualized Education Program (IEP) Process**
Daniel Parker, *Autism and Family Engagement Consultant,*
Wisconsin Department of Public Instruction

For more **information only** on this seminar and others,
call WCTC School of Health / Continuing Education at
262.691.5149.



WAUKESHA
COUNTY TECHNICAL
COLLEGE

SCHOOL OF
Health

The Wisconsin Department of Public Instruction and the
Wisconsin Association of School Nurses present:

New School Nurse Training

November 5-6th, 2014

Crowne Plaza Hotel
4402 E. Washington Ave., Madison, WI



Every Child Deserves a School Nurse

National Association of School Nurses

For registration use the QR code or go to

<https://www.regonline.com/Register/Checkin.aspx?EventID=1491028>

Please call Elizabeth Pease with further
questions, 608-267-9240



New School Nurse Training – Survival Skills for the First Year

Nov. 5th 9-3:45PM

8:30-9:00 Registration

9:00-9:15 Welcome/Opening Remarks

Bette Carr, RN, DPI School Nurse Consultant

What Is School Nursing?

National and Wisconsin school nursing perspectives

Dr. Teresa DuChateau, School Nurse Resource Coordinator

Wisconsin Public Health Association

Laws That Affect School Nurses

What do school nurses need to be aware of in this new field of practice

Bette Carr, RN, DPI School Nursing Consultant

Records, Records, Records

What student information can you share, with whom, under what circumstances, and where records are kept

Nic Dibble, DPI School Social Work Consultant

The Nurse's Role in the Individual Disabilities Education Act

Provides an overview of the IDEA process and the nurse's contributions to individualized educational programs.

Margaret Resan, DPI School Administration Consultant, Special Education

Nurse's Role in Section 504 Accommodation Plans

Overview of the process and nurse's contribution to 504 Accommodation Plans

Louise Wilson, RN, Beaver Dam School Nurse

Nov. 6th 8-3:45PM

8:00-8:15 Welcome/Opening Remarks

Bette Carr, RN, DPI School Nurse Consultant

Providing Care for Students with Special Health Care Needs

Health care providers will give recommendations on resources and best practice in the school setting. Included will be diabetic care, children with anaphylaxis and asthma, and seizure resources

Asthma and Anaphylaxis (8:15-9:30)

Kathleen Kelly Shanovich, RN, MS, CPNP

UW Dept of Pediatrics

Dr. Teresa DuChateau, School Nurse Resource Coordinator

Wisconsin Public Health Association

Diabetes (9:45-10:45)

Lanaya Ballou, RN, CDE, Beloit School Nurse

Epilepsy (10:45-11:30)

Anne Faulks, RN, Community Outreach Coordinator

WI Epilepsy Foundation

Individual Health Care Plans

Dos and Don'ts of Getting Them Done

Cindy Vandenberg, RN, Kimberly School Nurse

Emergency Action Plans

What needs to be done and who needs to do it?

Rachel Gallagher, CPNP, RN, NCSN, Madison, School Nurse

Delegation to Unlicensed Assistive Personnel – How do you decide?

How do I decide to whom and when to delegate?

Isa Chase, RN, CPNP, Franklin School Nurse

Sally Roepe, RN, Wauwatosa School Nurse



Wisconsin Safe & Healthy Schools Center Events 2014-2015

Date	Training	Location
October 13 & November 17	SBIRT*	CESA #7
October 16 & November 20	6+12 Training*	CESA #12
October 22 & November 12	SBIRT*	CESA #2
October 17	Emerging Drug Trends	The Waters, Minocqua
October 17 & 23	6+12*	CESA #6
October 27 & December 2	SBIRT*	CESA #4
November 14	Emerging Drug Trends	CESA #5
December 10	PREPaRE Workshop 1	Wisconsin Dells (Pre-conference Building the Heart of Successful Schools)
January-February	Cyberbullying- Words Wounds*	Online Book Study
January 6 & February 9	SBIRT*	CESA #1
January 13 & 14	PREPaRE Workshop 2*	Rice Lake-Wisconsin Indianhead Technical College
January 21 & 22	PREPaRE Workshop 2*	CESA #7
January 30	PREPaRE Workshop 1	Mequon-Columbia St. Mary's Hospital
January 30	Emerging Drug Trends	CESA #6
February 26	Helping Students through Trauma & Loss	CESA #10
February 27	Helping Students through Trauma & Loss	CESA #9
March 11 & 12	PREPaRE Workshop 2*	CESA #8
March 24	Helping Students through Trauma & Loss	CESA #8
April 24	Emerging Drug Trends	CESA #10
Spring 2015	Online AODA Course*	Online
June 17 & 18, 2015	Helping Students through Trauma & Loss*	CESA #6

~Subject to changes & additions, check: www.wishschools.org~ *Graduate credit available for a fee ~ 9/24/2014

NEW SCHOOL YEAR

New opportunities to make wishes come true

MAKE-A-WISH®
Wisconsin



THE MAKE-A-WISH® MISSION

Make-A-Wish® Wisconsin grants the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength and joy. You can *share the power of a wish®* by referring a child today!

WHO QUALIFIES FOR A WISH?

A child is eligible for a wish if he or she:

- Is between the ages of 2½ and 18 at time of referral
- Is living with a life-threatening medical condition that is progressive, degenerative or malignant
- Has not received a wish from ANY wish-granting organization

HOW TO MAKE A REFERRAL

A referral can be made any number of ways:

- Submit a secure referral online at **www.md.wish.org**
- Provide child's information over the phone at **262.781.4445**
- Fax the completed Referral Form below to **262.781.3736**
- Mail the completed Referral Form below to:

Make-A-Wish® Wisconsin, ATTN: Julie Anthony, 13195 W. Hampton Avenue, Butler, WI 53007

Share the
Power
of a Wish®

REFERRAL SOURCE INFORMATION

Name _____ Title _____

Phone _____ E-Mail: _____

Please send me: "Wishful Thinking" newsletter "Wish-A-Week" e-newsletter Information on upcoming events

I WOULD LIKE TO REFER

Child's Name _____ Date of Birth ____ / ____ / ____

Diagnosis _____

Hospital _____ Doctor _____

Parent(s)/Guardian(s) Name(s) _____

Family Phone _____ Family is aware I am making this referral: Yes No

Questions? Please contact Make-A-Wish® Wisconsin's Medical Outreach Coordinator Julie Anthony at **262.781.4445** or **janthony@wisconsin.wish.org** to discuss eligibility.

Mail completed form to: Make-A-Wish Wisconsin, 13195 W. Hampton Ave. Butler, WI 53007 Fax to: 262.781.3736

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:



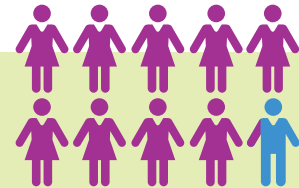
Wisconsin RNs:



Wisconsin LPNs:



● 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

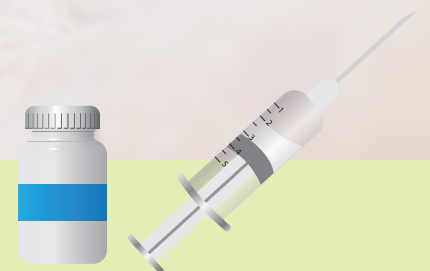
53% Black
46% Hispanic
43% Asian
40% American Indian
as compared to
15% of White women

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.



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.

Homicide:



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

American Indians **3.2 times**

Hispanics **2.5 times**



Enhancing Diversity in the Wisconsin Nursing Workforce

A diverse nursing workforce, reflective of the population it serves, contributes to improved patient access, satisfaction, and health outcomes. The 2004 Sullivan Report stated, "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." (p. 1)

According to the 2014 Healthiest Wisconsin 2020: Baseline and Health Disparities Report, Wisconsin health disparities include:

- **Men** who died before age 75 from **coronary heart disease**: Black 73%, Hispanic 68%, Asian 71%, and American Indian 73%, as compared to 42% of White men. **Women** who died before age 75 from **coronary heart disease**: Black 54%, Hispanic 48%, Asian 35%, American Indian 50%, as compared to 19% of White women.
- **Men** who died before age 75 from **stroke**: Black 66%, Hispanic 59%, Asian 68%, and American Indian 64%, as compared to 28% of White men. **Women** who died before age 75 from **stroke**: Black 53%, Hispanic 46%, Asian 43%, and American Indian 40%, as compared to 15% of White women.
- 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.
- Blacks were 12.8 times as likely, American Indians 3.2 times as likely, and Hispanics 2.5 times as likely to be the victim of **homicide**.
- **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.

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

A diverse workforce is required to better meet the 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% Black, 6% Hispanic, 2% Asian, 1% American Indian
- Wisconsin RNs: 94.8% White, 1.8% Black, 1.4% Hispanic, 1.3% Asian, 0.3% American Indian
- Wisconsin LPNs: 91.0% White, 6.3% Black, 1.9% Hispanic, 1.3% Asian, 1.0% 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.

Barriers to achieving greater diversity in nursing education, and ultimately the profession, include financial needs, academic support, feelings of isolation of under-represented groups, and potential for racism and discrimination. In order to enhance diversity in the nursing profession, 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.

To address these barriers, the Wisconsin Center for Nursing Diversity Taskforce developed the following recommendations and strategies in its 2013 report:

- 1. Make diversity an organizational priority and system-wide approach.**
 - Include diversity in the mission statement, core values and strategic plan of each institution.
 - Support diversity specific departments, positions or councils.
 - Create mechanisms, programs to support success and retention of under-represented populations.
 - Establish collaborative academic-practice-community partnerships between schools, healthcare organizations, community, and consumer organizations.
 - Dedicate efforts to seek funding to support diversity growth through innovative approaches and outreach to new philanthropy sources.
- 2. Provide a variety of support mechanisms for underrepresented populations in both academic and practice settings.**
 - Provide specific programs which provide support to under-represented populations i.e. mentoring, coaching, student/employee academic and employment resources, social networks.
- 3. Train all staff and students to ensure higher levels of cultural competency.**
 - Require cross-cultural, competency training and/or courses for all students, faculty and staff including specific courses and programs on cultural awareness and building and maintaining positive interracial relationships.
- 4. Develop a standardized system with agreed upon benchmarks for tracking data on under-represented populations in nursing programs and health systems throughout the state.**
 - Formalize an inclusive tracking system of numbers for all nursing students and faculty in public, private, ADN, BSN, and higher programs.
 - Collect, analyze and monitor data to include demographics, program participation, NCLEX results and acquired employment post-graduation.
 - Standardize employment metrics on practicing nurses from under-represented populations, including recruitment, employment, and retention.
- 5. Join forces for a statewide initiative to increase funding for nursing scholarships for under-represented populations.**

Call to Action

The nursing workforce in Wisconsin is predominantly white and female. This lack of diversity will affect our ability to provide culturally competent care to the populations we serve, hamper efforts to address health disparities, and retard efforts to grow the nursing workforce in the face of a looming workforce crisis. A nursing workforce that is inclusive and embraces diversity enriches both productivity and innovative approaches to care. The recruitment, preparation, and retention of a diverse nursing workforce is a key to a healthy Wisconsin population for decades to come. The health of our state depends on it.

Resources

American Association of Colleges of Nursing. (2011). *Effective strategies for increasing diversity in nursing programs*. Washington, DC: American Association of Colleges of Nurses. <http://www.aacn.nche.edu/aacn-publications/issue-bulletin/effective-strategies>.

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For full reports and more information on nursing diversity initiatives by the Wisconsin Center for Nursing, Inc., go to www.wicenterfornursing.org



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