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Contact: Brenda Little
WCN Communications Associate
Ph: 206.787.1200 x103
Email: brendal@wcnursing.org

WCN 2022 Annual Report – Content Draft

Cover

Letter from WCN Executive Director Sofia Aragon, JD, BSN, RN

- Pending



Strengthening our Capacity to Advance Nursing Workforce Data in Washington State

- Washington State Nursing Workforce Supply, Demand, and Education Data Reports

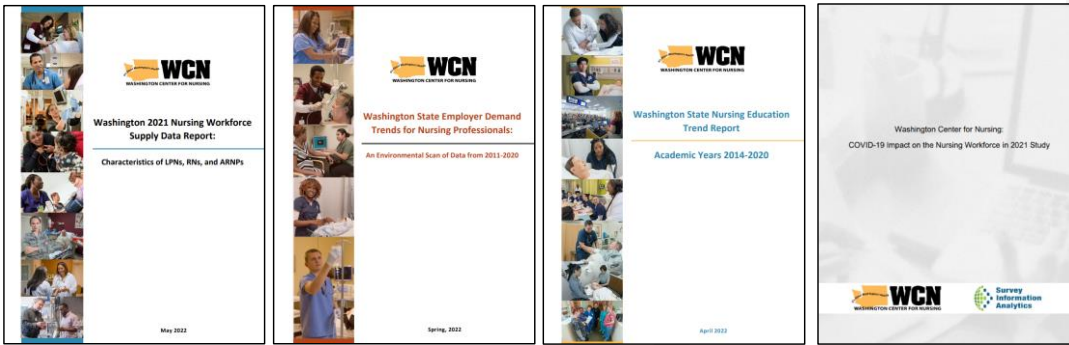
In 2022, WCN released four major nursing workforce reports for Washington State. The data in these reports are for nursing workforce leaders, stakeholders, and policymakers to inform policy regarding access to quality nursing care for Washingtonians. Each report contributes invaluable insights to better understand the state of Washington's nursing workforce while documenting some of the effects of COVID-19, and other factors, on nursing education, demand, and supply for future planning.

To view the reports, visit <https://www.wcnursing.org/data-reports-publications/>



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- Nursing Workforce Data 101 Video: Understanding How Nursing Workforce Data is Collected and Used

Another project WCN completed in 2022 was a video educating nurses and the public on the three primary categories of data in nursing: supply, demand, and education, and how WCN uses data to provide an accurate picture of Washington's nursing workforce to inform health workforce policy in the state.

The short 5-minute animated video, Nursing Workforce Data 101, explains what each category tells us about the nursing workforce and how the data is collected and used.



Strengthening Coalitions and Centering New Voices

- Working Together to Advance the Future of Nursing in Washington State: WCN's Future of Nursing Event at Salty's on Alki

In May 2021, the National Academy of Medicine released The Future of Nursing 2020-2030 Consensus Study Report. The report created a set of recommendations and practical strategies for the nursing profession to advance health equity in the next decade.

In 2022, WCN hosted the **Working Together to Advance the Future of Nursing in Washington State** event at Salty's on Alki. The hybrid event brought together Washington nursing leaders representing practice, policy,



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oversight, education, multicultural nurses' organizations, unions, public health, and more to build a plan for positioning the FON report as a framework and organization tool for all the work happening across the state.

The successful event included virtual presentations from national speakers on The FON 2020-2030 report, the importance of diversity in nursing leadership, and ways nurses can lead the way in advancing diversity, equity, and inclusion. The second half of the full-day event included working breakout sessions for creating a work plan to move the work forward in Washington State.

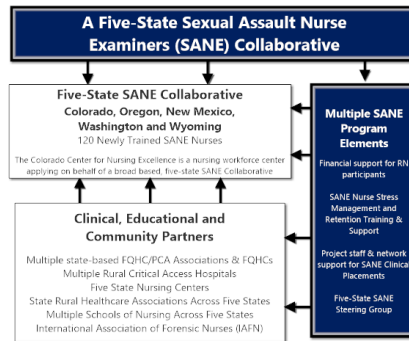
- WCN Participates in SANE Fellowship

Through an HRSA grant awarded to the Colorado Center for Nursing Excellence, WCN began recruiting Washington RNs to participate in a Sexual Assault Nurse Examiner (SANE) Fellowship program. This five-state collaborative aims to significantly increase the supply and distribution of qualified working SANES in Washington. The project will have a strong focus on rural and underserved communities in addition to a focus on diverse RN nursing participants.

This effort will support the annual recruitment and training of at least 135 new SANE-certified nurses over three years and across the five participating states.

The Fellowship offers:

- (1) Support for SANE Fellows through coaching and academic support as necessary in passing the online SANE didactic training from the International Association of Forensic Nurses (IAFN);
- (3) Help in securing practice sites for clinical experience;
- (4) Student stipends to support nurse training and certification;
- (5) Tracking of participants through their didactic and clinical training, SANE certification, and practice adoption; and
- (6) A SANE nurse Stress Management and Retention Training program, including training and follow-up coaching.

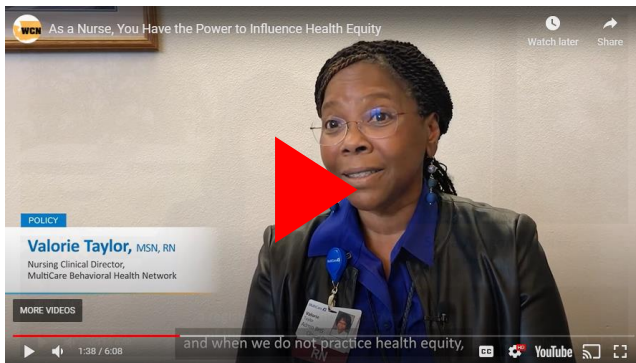


- As a Nurse, You Have the Power to Influence Health Equity video by the HCA and WCN

The WCN and the Washington Health Care Authority (HCA) are committed to engaging the powerful influence of nurses to advance health equity in Washington state. To support this effort, we teamed up to produce a 6-minute video featuring nurse leaders from across Washington sharing ways they incorporate health equity in their area of nursing expertise. The video takes a closer look at how nurses can use an equity lens every day at work.

The video was shared across WCN and HCA social media pages and sent out in WCN's quarterly newsletter, WCN News, and is available on WCN's website at <https://www.wcnursing.org/videos-podcasts/>.

Together, we are looking at ways social justice or injustice shows up in Washington's healthcare systems, and asking how it impacts access to quality, affordable healthcare for Washingtonians.



Building on our Unique Roles to Support Population Health

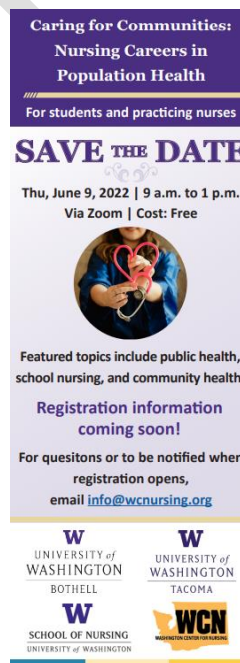
- Caring for Communities: Nursing Careers in Population Health (June 9, 2022, 9 a.m.-1 p.m.)

Through an HRSA grant awarded to the University of Washington, the WCN received a sub-award to support the creation of workshops about nursing careers in public health and population health. Modeled after the successful WCN So You Want to Be a Professor workshops, the first Caring for Communities: Nursing Careers in Population Health workshop took place virtually on June 9, 2022.

The four-hour workshop presentations by David Reyes, DNP, MN/MPH, RN, PHNA-BC, and Interim Dean & Associate Professor, University of Washington Tacoma, School of Nursing; Therry Eparwa, DNP, MSN, RN, FNP-BC, and Assistant Clinical Professor, Seattle University College of Nursing; Katie Eilers, MPH, MSN, RN, and Director, Office of Family & Community Health Improvement; Prevention & Community Health, Washington State Department of Health; and Lynnette Ondeck, MEd, BSN, RN, and NCSN School Nurse Corp Administrator, Northwest Educational Service District 189.

Objectives of the workshop included:

- Defining population health and population health nursing.
- Describing the broad scope of population health nursing practice.
- Discussing the contributions of population health nursing to health equity and health outcomes.



**Caring for Communities:
Nursing Careers in
Population Health**

For students and practicing nurses

SAVE THE DATE

Thu, June 9, 2022 | 9 a.m. to 1 p.m.
Via Zoom | Cost: Free

Featured topics include public health, school nursing, and community health.

Registration information coming soon!

For questions or to be notified when registration opens, email info@wcnursing.org

UNIVERSITY of WASHINGTON BOTHELL | UNIVERSITY of WASHINGTON TACOMA | SCHOOL OF NURSING | WCN WASHINGTON CENTER FOR NURSING



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- Describing the educational requirements and practice expectations for population/public health nursing.

CE credits were available to the forty participants who attended the workshop, and the feedback from the participants was very positive. WCN will host another Caring for Communities workshop in 2023.

Elevating the Central Importance of Nursing Retention

Working to increase the diversity of Washington's nursing workforce and advancing health equity is part of WCN's strategy to elevate the importance of nursing retention. Supporting diverse nurses in their roles and career advancement opportunities strengthens nursing and health equity in Washington.

- First full year of WCN Diverse Nurse Faculty Mentorship Program

2022 marked the first year of WCN's Diverse Nurse Faculty Mentorship Program. The program aims to support diverse nurse faculty in their roles as educators. WCN recruited 13 mentor/mentee pairs to participate in the program. Mentors completed an Intercultural Development Inventory (IDI) assessment and group coaching sessions every month for six months led by the Colorado Center for Nursing Excellence. Mentors and mentees agreed to meet for at least one hour a month as part of the program.

At the end of the year, mentors and mentees completed surveys to help WCN make program improvements. WCN will continue the program in 2023.

- WCN Hires a DEI Associate

WCN is committed to becoming an anti-racist organization and diversifying the State's nursing workforce. To help us accomplish this, WCN hired a Diversity, Equity, and Inclusion Associate to help ensure that we are using an equity lens in all our work.

The DEI Associate will support WCN by convening nursing partners and stakeholders to identify, develop, and implement diversity, equity, and inclusion initiatives based on data, developing and implementing effective strategies to recruit and retain a diverse nursing education and nursing leadership workforce in coordination with key stakeholders and be a DEI spokesperson for the WCN.

- So You Want to Be a Professor workshop, video series, and skills seminars



This year, WCN proudly offered (for the fourth year in a row) the successful, So You Want to Be a Professor workshop created by the WCN Diversity Advisory Committee. Supported by a grant from the Premera Foundation, the virtual workshop took place on May 20, 2022.

To increase program sustainability, WCN also worked to produce a So You Want to Be a Professor video series. The video series shares 2 hours of content introducing participants to nursing education as a career, including the different and surprising paths nurse educators can take. In ten easy-to-watch 6-18 min videos, the FREE series features interviews with four nurse faculty from universities and community colleges in Western and Eastern Washington. All four faculty are previous So You Want to Be a Professor workshop presenters.

Interested viewers will access the series by filling out a short six-question survey giving them a link to the videos on WCN's YouTube channel. WCN will launch the video series in 2023.

The video series includes:

- [WCN So You Want to Be a Professor Video Series: Meet the Professors](#)
- Video 1 (Part 1): Teaching at a Four-year Public School or Private University: On Overview
- Video 1 (Part 2): Teaching at a Technical or Two-year College: An Overview
- Video 2: Teaching at a Four-year Public School or Private University: Beyond the Basics
- Video 3: Teaching at a Technical or Two-year College: Beyond the Basics
- Video 4: Service: Leading by Example
- Video 5: Research/Scholarship: A Deeper Look (R1 institutions vs. other institutions)
- Video 6: DEI: Working towards anti-racism in nursing education
- Video 7: Teaching and Professional Development Support
- Video 8: Application, Presentation, Interview Overview, and Salary
- Video 9: Exploring the Nursing Educator Role: Ways to Get Started
- Video 10: Our Journey into Nursing Education: A Question-and-Answer Session with the Presenters

In addition to the workshop and video series, WCN continued to provide additional resources for those looking to pursue a career in nursing education through success seminars hosted by WCN and Waldron. The seminar topics come directly from surveys completed by, So You Want to Be a Professor workshop

participants and feature Tips for Interview Success and Tips for Interview Presentation Success. WCN held each seminar twice in 2022.



Promoting Nursing as a Profession

- WCN Supports Sound Career in Healthcare Virtual Career (SCIH) Fair

The Sound Careers in Healthcare (SCIH) virtual fair is a collaborative event created to educate students and young adults ages 16-24 about the many career opportunities in healthcare. The event was organized by healthcare and community organizations and higher education institutions in Washington. This year marks the third year of the career fair and its second year as a virtual event. To help ensure students had plenty of opportunities to learn about careers in nursing, WCN served on the event planning Leadership Committee.

The week-long event, Sound Careers in Health: Envision Your Future and Keep it in Focus, took place April 25-29, 2022, from 3-4:30 p.m. each day, and succeeded in attracting over 200 diverse participants from across Puget Sound and beyond. Students in attendance got to hear from leaders and professionals in healthcare, including a keynote presentation on day one by Sofia Aragon, WCN's Executive Director, who presented on careers in nursing.



• Cascadia Tech Academy College and Career Fair

The Cascadia Tech Academy College and Career Fair was the first in-person career fair for WCN since the start of the pandemic. The Fair took place on March 29, 2022, in Vancouver, WA. WCN tabled at the event, presenting to over 100 diverse students in two sessions from 16 Cascadia Tech programs about careers and pathways into nursing. The students were very engaged and curious about careers in nursing and asked excellent questions. WCN gave students a list of Washington State nursing programs and other informational resources.



WCN 2022 Financials

Expenses:

- The negative Expense is due to HRSA and Premera project expenses from 2021 that were not reconciled until 2022.

Note: The negative expense margin is due to 2021 HRSA and Premera invoices received in 2022, the grant funds received in 2021 carried over to cover these expenses in 2022.

Commented [SA1]: Sounds like an additional statement needs to be made so people don't assume we have a negative balance? Total assets and liabilities for example?



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- Admin fees are lower in 2022 because the Premera grant pass-through funds came in and left with very little administrative work.

Other Grants:

- \$981,792 for the Premera LPN – BSN pathway funding project to support the universities and tuitions, these funds were a pass-through.
- \$58,385 HRSA/UW Caring for Communities project.

Revenue	2022	
Grants/Other	\$1,040,177	
DOH Grant	\$539,425	
Contributions	\$5,555	
Program Fees	\$0	
Other	\$3609	
Total	\$1,588,766	
Expenses		
Programs	\$1,578,912	
Administrative	\$73,039	5%
Development	\$1,277	
Total	\$1,653,228	
Margin	-\$64,461	

2022 Financial Supporters

Melissa Hutchinson
 Michelle James
 Steven Simpkins
 Aileen Okrent
 SEIU Healthcare 1199 NW
 AmazonSmile

Board Members

- Michelle James, MBA, MM, BSN, RN, CCRN, CENP | President | NWone Position Executive Director, Providence St. Joseph Health Nursing Institute
- Melissa L. Hutchinson, MN, ARNP-CS, CCNS, CCRN | Vice President | ARNP Position, Clinical Nurse Specialist – MICU/CCU, VA Puget Sound Healthcare System Seattle
- Steven C. Simpkins, PhD, RN | Secretary/Treasurer | CNEWS Community/Technical College Position, Nursing Program Coordinator, Highline College Nursing Program • Tim J. Bock, DNP, MBA, RN | NWONL Position Staff Nurse, Harborview Medical Center



DRAFT

Contact: Brenda Little
WGN Communications Associate
Ph: 206.787.1200 x103
Email: brendal@wcnursing.org

- Katie Eilers, MPH, MSN, RN | Public Health Position, Director Washington State Department of Health, Office of Family and Community Health Improvement, Prevention and Community Health
- Victoria Fletcher, RN, MSN, ARNP, FACNM | ARNP Position Per Diem Clinician, Planned Parenthood of the Great Northwest and the Hawaiian Islands
- Jamie Shirley, PhD, RN | CNEWS University Position Director, University of Washington Bothell Nursing Programs, Nursing and Health Studies
- Diane Sosne, RN, MN | SEIU Position President, SEIU Healthcare 1199NW Nurse Alliance
- Edna Cortez, RN | WSNA Position Staff Nurse, Seattle Children's Hospital
- Tim Bock, DNP, MBA, RN | NWONL Position, Director of Patient Care Services Legacy Health – Salmon Creek Hospital
- Lena Hristova, DNP, ARNP, AGCNS-BC, CNE, NPD-BC, OCN | At Large Position, Associate Professor of Nursing Seattle Pacific University School of Health Sciences
- David Keepnews, PhD, JD, RN, FAAN | WSNA Position, Executive Director Washington State Nurses Association

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