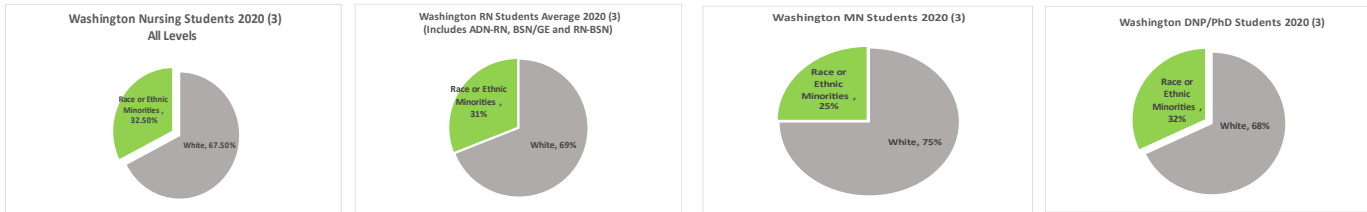
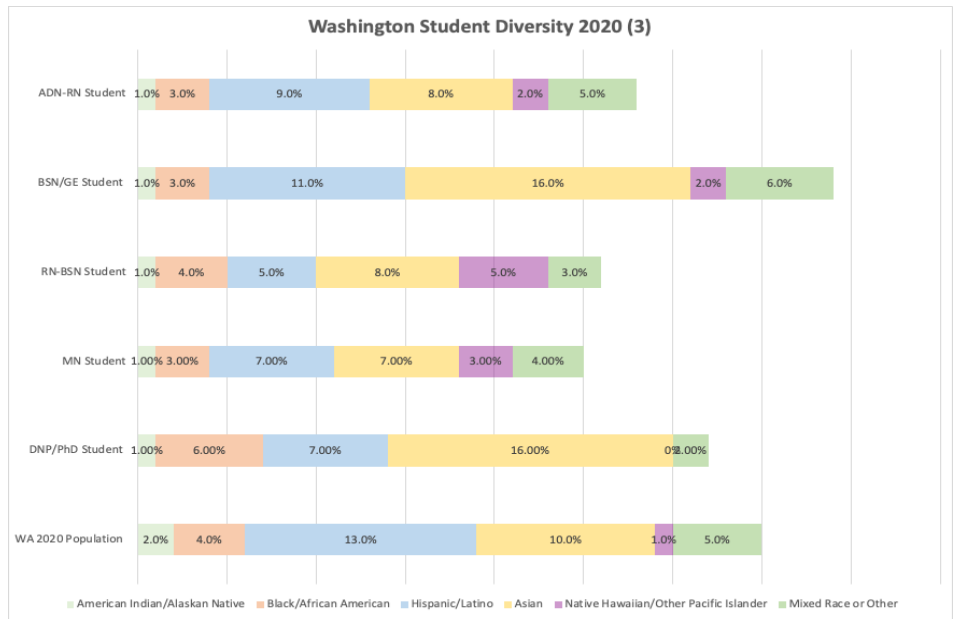


Issue: The diversity of Washington State nursing students and nurses does not mirror the population of our state. The greatest gaps are among master's prepared and above including Advanced Practice Nurses and faculty.

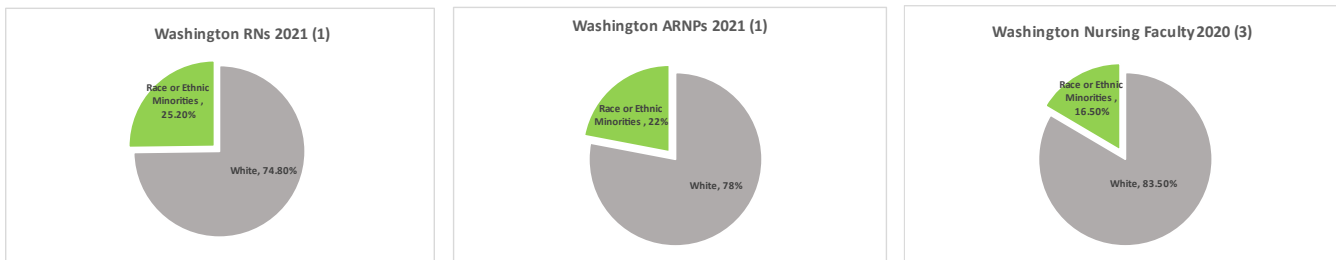


Overall, there is a gap between Washington nursing students and the 35% Race or Ethnic Minorities that comprise Washington's population.

However, future nurses graduating from Washington's BSN/Graduate Entry programs are more diverse than Washington's population.

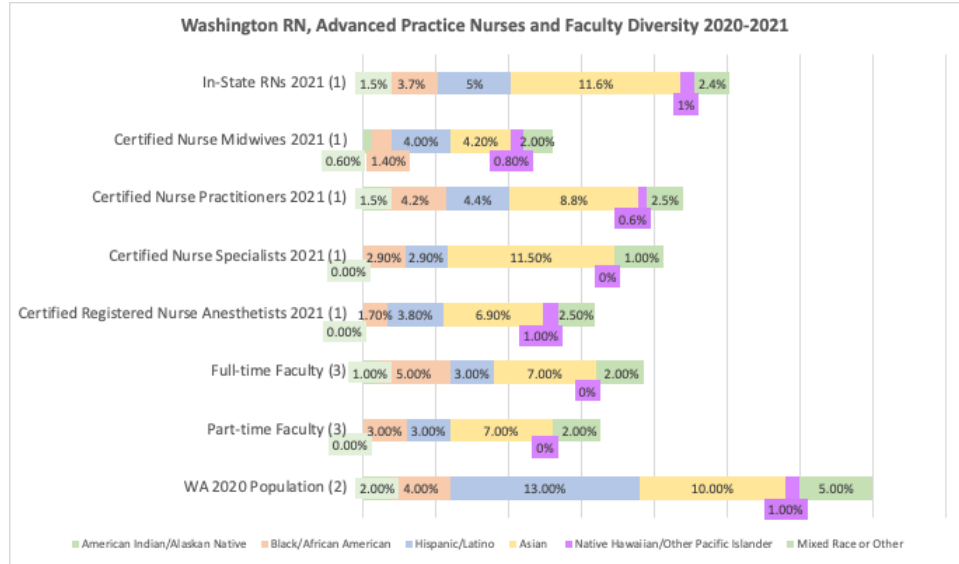


There is an even larger gap for Washington's licensed RNs, ARNPs and Faculty.



More work is needed for all levels of Advanced Practice Nurses and Faculty.

In particular, both full- and part time faculty and Certified Nurse Midwives have the greatest need to reach population levels.



### Diversity Dashboard- Greatest Gaps to Match Population Levels

		2020/2021 Baseline	2030 Goal To Match 2020 Population	Increase Needed to fill Gap %	Additional #s Needed by 2030
Asian	Full-time Faculty (N=998) (3)	7%	10%	3%	30
	Part-time Faculty (N=656) (3)	7%	10%	3%	20
	Certified Nurse Midwives (N=353) (1)	4.2%	10%	5.8%	20
	Certified Registered Nurse Anesthetists (N=692) (1)	6.9%	10%	3.1%	21
Hispanic/Latino	Full-time Faculty (N=998) (3)	3%	13%	10%	100
	Part-time Faculty (N=656) (3)	3%	13%	10%	66
	Certified Nurse Specialists (N=104) (1)	2.9%	13%	10.1%	11
Black/African American	Certified Nurse Midwives (N=353) (1)	1.4%	4%	2.6%	9
	Certified Nurse Specialists (N=104) (1)	2.9%	4%	1.1%	1
	Certified Registered Nurse Anesthetists (N=692) (1)	1.7%	4%	2.3%	16
American Indian/Alaskan Native	Part-Time Faculty (N=656) (3)	0%	2%	2%	13
	Certified Nurse Specialists (N=104) (1)	0%	2%	2%	2
	Certified Registered Nurse Anesthetists (N=692) (1)	0%	2%	2%	14
Native Hawaiian/Other Pacific Islander	DNP/PhD Students (N=1,095) (3)	0%	1%	1%	11
	Full-time Faculty (N=998) (3)	0%	1%	1%	10
	Part-Time Faculty (N=656) (3)	0%	1%	1%	7
	Certified Nurse Specialists (N=104) (1)	0%	1%	1%	1
Mixed Race or Other	DNP/PhD Students (N=1,095) (3)	2%	5%	3%	33
	Part-Time Faculty (N=656) (3)	2%	5%	3%	20
	Certified Nurse Midwives (N=353) (1)	2%	5%	3%	11
	Certified Nurse Specialists (N=104) (1)	1%	5%	4%	4

Total number Race and Ethnic Minorities needed by 2030 to fill Gap:

DNP/PhD Students= 44

Certified Nurse Midwives= 40

Certified Registered Nurse Anesthetists= 51

Certified Nurse Specialists needed= 8

Faculty (Full and Part-Time) = 266

#### References

- (1) Moulton Burwell, P. and Flores- Montoya, Angelina (2022). *Washington 2021 Nursing Workforce Supply Data Report: Characteristics of LPNs, RNs, and ARNPs*. Published at Washington Center for Nursing. Last accessed on 8/15/2022 at [https://www.wcnursing.org/wp-content/uploads/documents/reports/2022-May\\_WCN-WA-2021-Nursing-Workforce-Supply-Data-Report-Characteristics-of-LPNs-RNs-and-ARNPs\\_FINAL.pdf](https://www.wcnursing.org/wp-content/uploads/documents/reports/2022-May_WCN-WA-2021-Nursing-Workforce-Supply-Data-Report-Characteristics-of-LPNs-RNs-and-ARNPs_FINAL.pdf)
- (2) Washington Decennial Census Data 2020 Last accessed on 8/18/2022 at <https://ofm.wa.gov/washington-data-research/population-demographics/decennial-census/2000-census/census-2000-4-page-demographic-profiles>
- (3) Flores-Montoya, A. & Moulton Burwell, P. (2022). *Washington State Nursing Education Trend Report Academic Years 2014-2020*. Published at Washington Center for Nursing. Last accessed on 8/18/2022 at [https://www.wcnursing.org/wp-content/uploads/documents/reports/2022.4\\_WCN-WA-State-Nursing-Education-Report-Academic-Years-2014-2020\\_FINAL.pdf](https://www.wcnursing.org/wp-content/uploads/documents/reports/2022.4_WCN-WA-State-Nursing-Education-Report-Academic-Years-2014-2020_FINAL.pdf)