

**WCN Board of Directors Retreat Meeting**  
**Wednesday, June 24, 2020 (9:30 am to 3:00 pm)**  
**Washington Center for Nursing Office**  
**Minutes**

Present: Michelle James, Debbie Brinker, Melissa Hutchinson, Victoria Fletcher, Jamie Shirley, Steven Simpkins, Diane Sosne, Sally Watkins

Staff: Sofia Aragon, Theresa Berry, Brenda Little, Rebecca Pizzitola, Frank Kohel

Facilitator: Mary Fertakis

Excused: Chris Birchem, Katie Eilers, Antwinett Lee

<b>Topics</b>	<b>Discussion</b>	<b>Action Needed</b>
Call to order	Michelle James called the meeting to order at 9:35 am. She began with a PowerPoint presentation reflecting on the happenings in our world today. She noted the positive signs while on a walk on Sunday and also noted the homeless camps along Capital Lake in Olympia. She asked the question of the group what will we choose as part of this work for inclusion and equity in nursing and our future?	
Welcome Agenda Review	During the Financial Committee Call it was suggested the Board move the Consent Agenda/Financials vote to the weekly Friday morning call. It was decided to make the move with the call shortened to 8:30 am to 9:00 am. All the members agreed to the move. Information and reminder will be sent out by email by staff.	June 26 <sup>th</sup> WCN Board of Directors Call to be used for the Consent Agenda.
Well-Being Check-In	Mary Fertakis, our facilitator for today, began by thanking Ms. James for the great grounding. She next asked attendees to introduce themselves and to check in.  Sally Watkins noted the Washington State Nurses Association is also working with Mary and just beginning to take on this work. She sees this time as an opportunity to turn a corner.	

Rebecca Pizzitola noted the health equity work at WCN. She continues to expand her knowledge and leading sessions on equity and inclusion creating a book club.

Melissa – WCN is in a perfect spot to move this work forward and our work is coming to fruition. She has been talking with family and how much so much of America is not treated fairly. She is also very proud her children are active and want to make a difference.

Debbie Brinker noted the unrest in her communities and how little has changed since we met last year. She is hoping the activism can make real change. How can we lead those efforts? WCN can be leaders in this state to create awareness on social justice issues and grow a commitment to make changes.

Steven Simpkins is excited to be new treasurer for WCN and for what is happening. Highline College has created an institution for equity, how they look at their students and students of color and how they can help them complete their education. Highline's new administration at school has been addressing the issues and he is looking forward to WCN helping to facilitate change.

Jamie Shirley reflected COVID-19 and social issues are an interesting confluence. We were already primed for a new normal. The equity and inclusion work is about the new normal, we can't go back but what do we go forward to? She went to the healthcare workers march. She noted the changes to protest songs.

Brenda Little noted she is grateful for working at a place working on these issues and in the role of communications associate to move this work forward and learn together and work together. COVID-19 and unrest have picked up. Personally, she is committed into peeling back the onion and peel away biases and untruths. So grateful to continue to do the work and to understand. People should be mad. She wants to help the changes and look at reasons that prevents us from moving forward.

Victoria Fletcher is pretty exhausted and not just from recent events. Mary noted that is the word she is hearing from her colleagues of color and wants to acknowledge that. We have to do a check-in like this at meetings now with all that is happening in this country now. Victoria quoted Ben Franklin, justice will not be served, she doesn't want to see more statement or platitude, she wants to see some action. How did you not see it?

Some people doubted racism existed before George Floyd. She experiences it every day.

Mary paused to reflect on what Victoria has been so gracious to share with us. When we began planning this in January and that seems a world away, Mary appreciates what everyone has shared and where they are coming from. At the intersection of a pandemic and racism that has been here for centuries, this is an unique opportunity to move into a new normal.

Theresa Berry noted she is speechless, so overwhelmed, it has been a crazy ride.

Michelle James is rethinking. She noted being in an interracial marriage and her children and the profiling her husband has gone through. The blinders we have had on until now and we see it ourselves. It is time to change the narrative and shame on us if we can't change.

Sofia Aragon said it hadn't been a goal to engage in that realm as part of her work. She noted in High School giving a speech talking about affirmative action and people hadn't even noted she was a minority, but working at WCN she has grown to see the depth of this and so proud that we have moved to social determinants of health (SDOH) and don't want to forget diversity and this can be a challenge. WCN is in a position to make a difference. We have a lot of lessons learned, like with the mentorship programs in Yakima. She dreams of Kenya Beard's implicit bias work being an ongoing program. The national attention for SDOH have been great. She still experiences with denial of racism and struggles working with them. How can she navigate these relationships? She tries to figure out the systems and barriers to get out of this trouble. Can we do anything about it? Is everyone going to do this? Not every organization has done the work WCN does and continues to learn to do.

Mary noted she was recently elected to the Washington State Board of Education. First thing they did was change the graduation requirement because of COVID-19. She spoke of the rage people are feeling and the work and not going back to the old normal. That can be said for all sectors of our life. The public health crisis and racism can be challenging.

<p><b>Framing Our Equity Conversation</b></p> <p>I. Background for the Purpose of this Workshop</p> <p>II. Establish helpful norms for participating in or leading equity discussions amongst the Board and the organization</p> <p>III. Define Equality &amp; Equity</p> <p>IV. Learn the terminology used in race and equity conversations to provide a common language for discussions:</p> <p>a. ACTIVITY - Define terms/words with small groups (<i>Breakout Groups</i>)</p> <p>b. VIDEO – The Power of the Bias</p>	<p>Mary walked the group through the agenda and Sofia provided background information. She noted where we were last year. This work part of the strategic plan; diversity and equality are part of moving forward. We began creating an equity definition last year. The challenges today have a focus regardless of work or partners.</p> <p>Mary wanted everyone to know all perspectives are valid and all perspectives are partial. She asked that everyone understand don't expect closure. This work is ongoing, we want to show movement forward. Everyone should</p> <ul style="list-style-type: none"> <li>• Speak Your Truth</li> <li>• Stay Engaged</li> <li>• Expect to Experience Discomfort</li> <li>• Be Aware of <u>Intent</u>; Own Your <u>Impact</u></li> <li>• Accept and Expect Non-Closure</li> <li>• Maintain a Learner Stance and Remain Open to New Thinking</li> </ul> <p>We next moved into our first breakout session. The Equity Workshop Activity handout was sent to members before the meeting. WCN Staff Members Rebecca Pizzitola and Brenda Little are scribes. As a group try to answer the questions.</p> <p>After the breakout session, Mary worked on the answers with the group.</p> <ol style="list-style-type: none"> <li>1 – Race (slide 6)</li> <li>2 – Internalized Racism (slide 7)</li> <li>3 – Interpersonal Racism (slide 80)</li> <li>4 – Racism (slide 9)</li> <li>5 – Institutional Racism (slide 11)</li> <li>6 – Structural Racism (slide 10)</li> </ol> <p>To show the power of bias, Mary followed up with the video “The Backwards Brain Bicycle” to demonstrate how hard it can be to relearn something.</p> <p>Break – 11:22 am to 11:37 am</p> <p>Sofia walked the group through the WCN Data noting the diversity of the nursing workforce. She noted the NEPIN report and academic progression increased diversity. Dr. Simpkins reported he is seeing LPN's are going straight to LPN to RN programs without beginning practice. It was noted that this has become a pathway to becoming an</p>	
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	<p>RN for some students. There followed a discussion about LPNs and academic progression to RN.</p> <p>Are we improving on equity in the last two years? We don't know, the first time we have done this survey. This data is hard to track from report to report. Is there national data? We will look into the possibility. We want similar data moving forward, this would be helpful.</p> <p>The survey asked about admissions, not applicants. Are they the same? Is there a difference? We used to gather applicant data, but students apply to more than one school/program making the data less reliable. We might want to do another study with ethnic lens.</p> <p>Equity and Social Determinants of Health looks at:</p> <ul style="list-style-type: none"> <li>• Economic Stability</li> <li>• Education</li> <li>• Health and Health Care</li> <li>• Neighborhood and Built Environment</li> <li>• Social and Community Context</li> </ul> <p>Ms. Aragon ended with this quote:  <i>“Why? Because real leadership – the kind that surfaces conflict, challenges long-held beliefs, and demands new ways of doing things - causes pain. And when people feel threatened, they take aim at the person pushing for change. As a result, leaders often get hurt both personally and professionally.”</i>  ~<u>Leadership on the Line</u> by Ronald A. Heifetz and Marty Linsky</p> <p>Please let Sofia know if you have any questions.</p>	
<p><b><i>Establish the “Why”</i></b></p> <p><i>I. Review Some Appropriate State Data Related to Current System Inequities</i></p>	<p>Mary than moved into the Root Cause Analysis: The 5 “Why’s”  Mary walked through the 5 levels.</p>	

<p>II. ACTIVITY – Root Cause Analysis (Breakout Groups)</p> <p>a. Possible prompt: “Why do health disparities exist in our communities?”</p>	<p><b>Data Observations: According to multiple measures we are not closing the achievement gap for our sub groups in the area of literacy.</b></p> <table border="1" data-bbox="577 300 1669 755"> <tr> <td>1. Why does this exist?</td> <td>Hypothesis: Our curriculum, instructional methods, interventions, and supports do not meet the needs of our diverse learners.</td> </tr> <tr> <td>2. Why does this exist?</td> <td>We do not check on the data periodically to check progress, monitor and adjust.</td> </tr> <tr> <td>3. Why does this exist?</td> <td>We do not have a process for using the data to adapt our instruction/curriculum in order to help learners who struggle.</td> </tr> <tr> <td>4. Why does this exist?</td> <td>There has not been a consistent K-12 curriculum review/alignment process.</td> </tr> <tr> <td>5. Why does this exist?</td> <td>Silos prevent a coherent approach to curriculum review.</td> </tr> </table> <p>Mary next moved to the Big Why Questions Breakout Session. Once again WCN Staff Members Rebecca Pizzitola and Brenda Little are scribes.</p> <p>The BIG “WHY” Question:  <b><u>“Why do inequities exist in the nursing profession?”</u></b></p> <p>** Do NOT focus on factors you have no control over – i.e. budget</p> <ul style="list-style-type: none"> <li>• Choose a Recorder</li> <li>• Discuss in your group chat room</li> <li>• Record your responses</li> <li>• When completed, each group will report out to the full group</li> </ul> <p>When the group returned, they reported their ideas and discussion followed.</p> <p>Break – 12:44pm to 12:55pm</p>	1. Why does this exist?	Hypothesis: Our curriculum, instructional methods, interventions, and supports do not meet the needs of our diverse learners.	2. Why does this exist?	We do not check on the data periodically to check progress, monitor and adjust.	3. Why does this exist?	We do not have a process for using the data to adapt our instruction/curriculum in order to help learners who struggle.	4. Why does this exist?	There has not been a consistent K-12 curriculum review/alignment process.	5. Why does this exist?	Silos prevent a coherent approach to curriculum review.	
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<p><b>Create a Draft Definition of Equity for</b></p>	<p>When we returned from the break with went into another breakout session to work on Creating a DRAFT Equity Definition.</p>											

<p><b><i>the WCN Board that captures our unique role in diversity &amp; equity in nursing workforce development</i></b></p>	<p>Groups share drafts and staff put into two columns as requested by Mary. Discussion and wordsmithing followed. Ms. Sosne suggested Ms. Aragon wordsmith a first draft for review by the Board of Directors. This statement is for and from the WCN Board of Directors. The question was asked, who do we want input from? External partners? Mary suggest we get input on the “how”.</p>	
<p><b><i>Next Steps/Reflection/Closing</i></b></p>	<p>Next Steps/Reflections/Closing</p> <ul style="list-style-type: none"> <li>• Having an analysis to fit with deliverables</li> <li>• Use the June 26<sup>th</sup> WCN Board of Directors Call for the Consent Agenda.</li> <li>• Use the July 10<sup>th</sup> WCN Board of Directors Call for further work on the Diversity Statement.</li> <li>• Ms. Aragon to send out the link for the recommendation for a facilitator for the work with DOH/NCQAC.</li> <li>• The George Floyd statement to be part of the June 26<sup>th</sup> WCN Board of Directors Call.</li> <li>• We want to make sure to offer WCN Board of Directors who weren’t able to attend the June 14<sup>th</sup> WCN Board of Directors Retreat an opportunity to give their input into today’s work.</li> <li>• Staff to send out to the WCN Board of Directors the slides from June 24<sup>th</sup>, Ms. Fletcher’s story and revised WCN Financial documents.</li> <li>•</li> </ul> <p>Mary took a few moments to thank the members for their hard work noting that this draft statement is one of the strongest she has facilitated develop.</p> <p>The retreat adjourned at 3:13 pm.</p>	
<p>Next Meeting</p>	<p>The next WCN Board of Directors Meeting is September 18, 2020 from 9:30 am to 1:30 pm with the WCN Finance Committee Meeting from 8:30 am to 9:30 am.</p>	

Submitted by: Frank Kohel

Approved: