



## 2021 ANNUAL REPORT

[WCNURSING.ORG](http://WCNURSING.ORG)



## From Executive Director Sofia Aragon, JD, BSN, RN



WCN's work in 2021 summarizes the last year of WCN's 2019-2021 Strategic Plan, which had 3-pillars; First, to develop and use data to inform leaders (elected and policy) to ensure systems solutions to address the nursing shortage. Second, grow and ensure diverse nursing leaders are in decision-making positions to transform healthcare. And third, strengthen WCN sustainability to fulfill regulatory statutes and achieve organizational goals. We are proud to see the activities and funding levels captured in the annual report reflect the successful implementation of the strategic plan.

For example, by establishing a WCN Research Team, we can better provide demand, supply, and education data to inform workforce development broadly in a more sustainable way. Specialized research projects such as the COVID-19 Impact on the Nursing Workforce showed to what extent the pandemic disrupted nursing education, captured the experience of nurses, and why we need to rethink nursing retention.

The WCN relies on multicultural nurse organizations and diverse nurse leaders with expertise in diversity, equity, and inclusion to inform and shape WCN initiatives. In this way, WCN grows and ensures diverse nurse leaders are in decision-making positions to transform healthcare. For example, diverse nurse leaders engaged in the Critical Gaps teams, and the result of their knowledge was the formation of strategic directions to increase nursing workforce diversity in several areas of nursing practice. WCN data shows that strengthening diverse nurse leadership is necessary to close the diversity gap between nurse leaders, administrators, nursing students and the population. This is why we provide programs such as So You Want to Be a Professor to encourage diverse nurses to consider nursing education as a career. For nurse educators already on that path, the Diverse Nurse Educator Mentorship program provides the structure of a mentor training institute to deeply examine the role of bias and racism in professional development, networking, and coaching.

Finally, WCN obtained private and public grants to more fully realize the role of the WCN in RCW 18.79.202. Public grants, such as the Paycheck Protection Act grant, helped us maintain operations and staff through the pandemic, where revenues paused for 6-months. Recognized for our work and role in nursing workforce diversity, The University of Washington sought out the Center with federal HRSA dollars to expand the reach of WCN initiatives to associate, baccalaureate and graduate students. Similarly, WCN obtained private grants from Premera Blue Shield to expand So You Want to Be a Professor from western Washington to statewide.

As we enter a new chapter in 2022, we are excited to see our investments in research and partnerships with diverse nurse leaders paving the way for the WCN to contribute further to nursing workforce development in Washington State.



WCN Executive Director,

A handwritten signature in black ink, which appears to read "Sofia Aragon".

## NURSING WORKFORCE DATA

In June WCN released their COVID-19 Impact on the Nursing Workforce Study conducted by Survey Information Analytics (SIA). The study aims to understand better the challenges faced by Washington nurses responding to the pandemic.

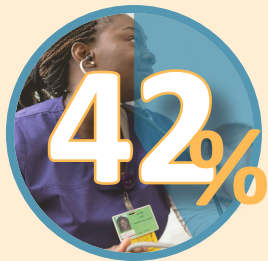
Because diversity and equity are priorities to WCN, the study process reached out to multicultural nurses' organizations to help promote participation in the study. As a result, the racial diversity of the 418 survey respondents and 67 focus group participants, in most cases, matched or exceeded that of the state's general population. Voices of diverse nurses are necessary to understanding inequities experienced by nurses through the pandemic.

Click [here](#) to view the full report.

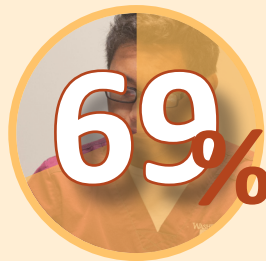
Highlights from the survey found that of the nurses surveyed:



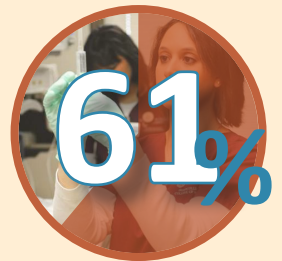
Were laid off or furloughed from one or more nursing/healthcare jobs.



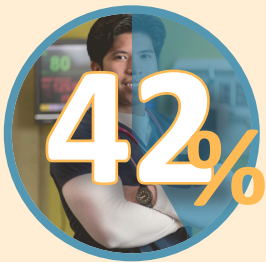
Thought about or made plans to leave the field of nursing.



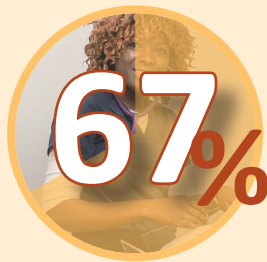
Reported moderate or extreme COVID-19 related staffing concerns.



Reported moderate or extreme concern for their friends'/family's safety.



Believed their employers provided adequate quarantining for employees who may have been/were exposed to COVID-19.



Agreed or strongly agreed their employer provided more telehealth nursing services during the pandemic in comparison to pre-pandemic services.



Felt they were discriminated against in their primary nursing role because of accent/language barriers.

“I think that the word that I would use to describe the last year is chaos, constant change, constant adaptation, a high level of uncertainty. A year of challenge. (Nursing Program Dean/Director, 2021)”

# INCREASING NURSING WORKFORCE DIVERSITY

## Critical Gaps Workgroups

In 2021, the Washington Nursing Quality Care Commission transitioned management of the Critical Gaps initiative to WCN. In addition to serving as a convener for the five Critical Gaps workgroup areas focusing on addressing workforce issues in long-term care, community and public health nursing, nursing in rural communities, nursing education, and advanced practice nurses; WCN provided expert facilitation to establish workforce diversity goals for each group.

WCN will continue supporting Critical Gaps in 2022.

2019 diversity of WA RN's		2019 diversity of WA Population
4.4%	Hispanic/Latino	13%
2.3%	Black/African American alone	4.1%
0.5%	American Indian or Alaska Native alone	1.8%
0.4%	Native Hawaiian or Pacific Islander alone	0.8%
10.2%	Asian alone	8.7%
81.4%	White alone	79.5%
2%	Other race alone	N/A
3.1%	Two or more race	5.1%

From the WCN and UW Center for Health Workforce Studies [Washington State's 2019 Registered Nurse Workforce](#) report released in March of 2020.

## WCN Diverse Nurse Faculty Mentorship Program Planning

When WCN surveyed nurse faculty in 2017 (Survey of Nursing Educators in Washington State, 2017), we found that approximately 40% of nurse faculty planned to retire by 2027. The survey also showed that the racial and ethnic diversity of nursing faculty lags behind the nursing student population and the state.



In 2021, WCN initiated the development of a pilot program to support the retention of diverse nurse faculty across the state. The Diverse Nurse Faculty Mentorship Program will pair diverse nurse faculty relatively new to their role with more experienced faculty members or nurse leaders to support their success in academia. The program also responds to the need for greater diversity among nurse faculty in Washington State.

Inspired by the Colorado Center for Nursing Excellence's Mentor Training Institute for diverse Bachelor of Science in Nursing students, the WCN will tailor the program to fit the needs of nurse faculty. As a result, 14 mentees and 14 mentors agreed to meet for at least one hour once a month over one year starting January 2022.



## ADVANCING NURSING EDUCATION

### HRSA Nursing Workforce Diversity Grant with UW, Caring for Communities: Careers in Population Health-Planning

As part of a multi-year HRSA grant awarded to the University of Washington (UW) in 2021 to increase the diversity of nurses in population health and nursing education, the project team is partnering with WCN and our Diversity Advisory Committee to develop a workshop focused on careers in population health.

2021 represents the kick-off of the planning stage for the workshop, and WCN is convening committee and workgroup meetings to facilitate, develop, implement, and evaluate the workshop for nursing students and practicing nurses. The goals for the program include educating participants about the rewarding opportunities available in population health and the roles public health nurses have in building health equity. WCN is also offering the established, So You Want to Be a Professor, workshops to UW students as part of promoting nursing education as a career to diverse students.

The public health nurse workshop will be presented in the spring of 2022 and, from there, annually.

### So You Want to be a Professor Workshops

Created by the WCN Diversity Advisory Committee and supported by a grant from the Premera Foundation, WCN hosted over 75 participants in two more half-day Zoom, So You Want to be a Professor Workshops, hosted in May and October of 2021. This successful program is in its third year and works to address the shortage of nursing faculty in Washington State while also expanding diversity among nursing educators by introducing practicing nurses and prelicensure and graduating nursing students to a career in nursing education.

Workshop participant demographics in 2021 continue to exceed the diversity typical of the nursing population and met additional goals of attracting practicing nurses in rural areas and specializing in mental health or psychiatric nursing.

The program is now offered statewide with new faculty representing the following nursing programs in eastern Washington: Columbia Basin College, Walla Walla College, and WA State University-Tri Cities.

The program also expanded this year to include skills seminars on nurse educator Tips for Interview Success. WCN will launch a Tips for Interview Presentation Success Seminar in 2022.

## CHARACTERISTICS OF WORKSHOP PARTICIPANTS

The average percentage of each race or ethnicity exceeded demographics typical of nursing students and practicing nurses (with the exception of white participants).

An average of **22%** of the workshop participants specialized in mental health or psychiatric nursing.

An average of **20%** of participants live or work in rural areas.

The percentage of actively practicing nurses increased from prior workshops by **70%**.

## PROMOTING NURSING AS A PROFESSION

### Sound Careers in Healthcare Career Fair (K-12 outreach)

From April 26-30, the WCN participated in the Sound Careers in Healthcare: Charting real options in a virtual world career fair. The weeklong virtual event presented to 350+ high school students from 114 different Western Washington schools about the variety of careers in healthcare, including nursing.

As a priority to both the planning committee and support partners for the event, promotion and recruitment efforts focused on ethnically diverse high school students from across King and Pierce Counties. Themes present throughout the fair included health equity and the impact of institutionalized racism on persistent health inequities in health care delivery.

### Sound Careers in Healthcare

Charting real options in a virtual world

April 26-30 | 3-4:30 p.m.



A free, online event for high school students in Pierce and King Counties. Join for a day or all week.



**"I got really motivated,  
I learned how minority  
representation is needed  
in healthcare industry."  
~2021 Student Participant**

### Nursing: From Social Anxiety to Social Media

EXPLORE A CAREER IN NURSING  
WITH STEFAN J. TORRES



[WCNursing.org](https://WCNursing.org)



## PROMOTING NURSING LEADERSHIP

### Future of Nursing 2010-2020 Report Card

For the last decade, WCN has worked to advance the Future of Nursing 2010-2020 recommendations toward strengthening Washington's nursing workforce. In May of 2021, the National Academy of Medicine released recommendations for the next decade of nursing in their Future of Nursing 2020-2030 report. As we look to the future of nursing, WCN created the Future of Nursing 2020: Report Card for Washington State to review all that Washington State has accomplished so far.

A collection of accomplishments and highlights for the state, the graphic report card is available on the WCN website at [wcnursing.org/future-of-nursing-2020-report-card-for-washington-state/](https://wcnursing.org/future-of-nursing-2020-report-card-for-washington-state/).

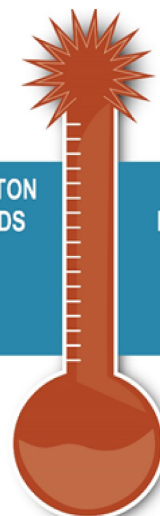
### The 10,000 Nurses on Boards Campaign: Encouraging Nurses to Lead Through Board Service

GOAL NUMBER OF WASHINGTON  
NURSES SERVING ON BOARDS  
BY 2020

158

NUMBER OF WASHINGTON  
NURSES SERVING ON BOARDS  
AS OF JUNE 2020

164



## WCN 2021 Financials

The negative margin is due to a DOH surcharge quarterly payment (Oct-Dec 2021) that was not received until 2022. Expenditure exceeded revenues in this timeframe because \$137,600 in DOH surcharge funds anticipated to be received in 2021 were not disbursed until 2022. The additional expenditure funding came out of WCN's reserves.

### REVENUE

Total Grants .....	\$217,869
Paycheck Protection Program .....	\$92,890
Premera So You Want to be a Professor .....	\$85,177
Premera LPN to BSN Academic Progression .....	\$39,802
DOH Grant.....	\$482,800
Contributions .....	\$6,855
Other .....	\$515
TOTAL.....	\$708,039

### EXPENSES

Programs .....	\$704,748
Administrative .....	\$67,951 (10%)
Development.....	\$500
TOTAL.....	\$773,199
MARGIN .....	\$-65,160

## THANK YOU to WCN's 2021 Financial and In-kind Supporters!

### Individuals

Joel & Katherine Eilers  
James & Victoria Fletcher  
Julie Holmes  
Jamie Shirley Steven Simpkins  
Diane Sosne

### Organizations

AmazonSmile  
SEIU Healthcare 1199 NW

The Washington State  
Department of Health,  
whose grant supports our  
initiatives and projects.  
And Premera Blue Cross.

## 2021 WCN Board Members

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The Washington Center for Nursing is a non-profit  
501(c)(3).

#### OUR MISSION

Transforming communities in Washington State through increased  
access to quality nursing care.

#### OUR VISION

WCN supports a healthy Washington by engaging nurses' expertise,  
influence, and perspective and by building a diverse, highly quali-  
fied nurse workforce to meet future demands.