

2022

ANNUAL REPORT



WCN
WASHINGTON CENTER FOR NURSING

OUR VISION

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

OUR MISSION

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

WCNursing.org

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**From the WCN Executive Director
Sofia Aragon, JD, BSN, RN, FAAN**



2022 was a dynamic year for WCN. Our Board of Directors met to set WCN's strategic direction for the next 3-5 years, asking, "How will we work together to strengthen and sustain a diverse nursing workforce?" Their work established four pillars to guide our work in the coming years. The pillars, which are elevating the central importance of nursing retention, building on our unique role to support population health, strengthening coalitions and centering new voices, and strengthening our capacity to advance the data, ensure WCN is fulfilling its mission to support a healthier Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands. We are proud to see these strategic directions reflected in our 2022 Annual Report.

Moving forward from the COVID-19 pandemic, WCN's research teams worked to advance the data with a report documenting the effects of the pandemic on Washington's nurses. In addition, we released nursing supply, demand, and nursing education reports, helping nursing workforce partners identify issues and develop nursing workforce policy.

In September 2022, WCN held the Working Together to Advance the Future of Nursing in Washington State Summit. The Summit brought together Washington nursing leaders from multiple disciplines and environments, including multicultural nursing organizations, to examine the challenges and opportunities for nursing to advance diversity, equity, and inclusion based on the Future of Nursing 2020-2030 Consensus Study Report. The event focused on creating work plans to support this work toward 2030.

35% of Washington residents identify as a race or ethnicity other than white, compared to around 16.5% of nursing faculty and 24.6% of RNs. Advancing health equity requires a nursing faculty and workforce representative of the state's population. Several of WCN's 2022 programs and workshops worked to support greater diversity among nursing faculty and population health and community health nursing. Our new Caring for Communities: Nursing Careers in Population Health Workshop, held in collaboration with the UW School of Nursing, was a huge success! The workshop was attended by 40+ diverse participants looking to learn more about nursing careers in public health. WCN looks forward to hosting the popular workshop again in 2023. Retaining diverse nurse educators and forming a second Diverse Nurse Mentoring Program cohort was another key outcome in 2022.

To support our commitment to being an anti-racist organization and ensure that we have a diversity, equity, and inclusion lens in all our work, WCN welcomed new DEI Associate Fawzi Belal to our team.

WCN continues to take advantage of new grant opportunities and partnerships to expand our impact. We thank our Board of Directors, colleagues, and collaborators for continuing to help drive our success. If you'd like more information on how to get involved, get in touch with us at info@wcnursing.org.

Over the next 3-5 years, how will we work together to strengthen and sustain a diverse nursing workforce?

OUR STRATEGIC DIRECTIONS

We will address our contradictions and advance our vision by:

Strengthening our Capacity to Advance the Data

Strengthening Coalitions & Centering New Voices

Building on our Unique Roles to Support Population Health

Elevating the Central Importance of Nursing Retention

OUR VISION

Three years from now, as a result of our efforts, we will see:

Defined and Funded Nursing Roles in SDOH

A Variety of Funding Streams Beyond DOH

Robust Data Informing Policy

A Diverse Workforce at all Levels

Systems of Mentoring to Advance Excellence in all Roles of Nursing

Strategic Alignment and Partnerships

With the Application of an Equity Lens in all of our Work and Initiatives

WCN 2022 FINANCIALS

REVENUE

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	

THANK YOU TO OUR CONTRIBUTORS, THE WASHINGTON STATE DEPARTMENT OF HEALTH, PREMERA, AND HRSA WHOSE GRANTS SUPPORT OUR INITIATIVES AND PROJECTS.

Note: The negative expense margin of -\$64,461 is due to 2022 HRSA and Premera payments received in 2023. Grant funds received by HRSA and Premera in 2023 went to address the delayed receipt of \$64,461 of grant funds in 2022 resulting in a balanced budget.

- 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.

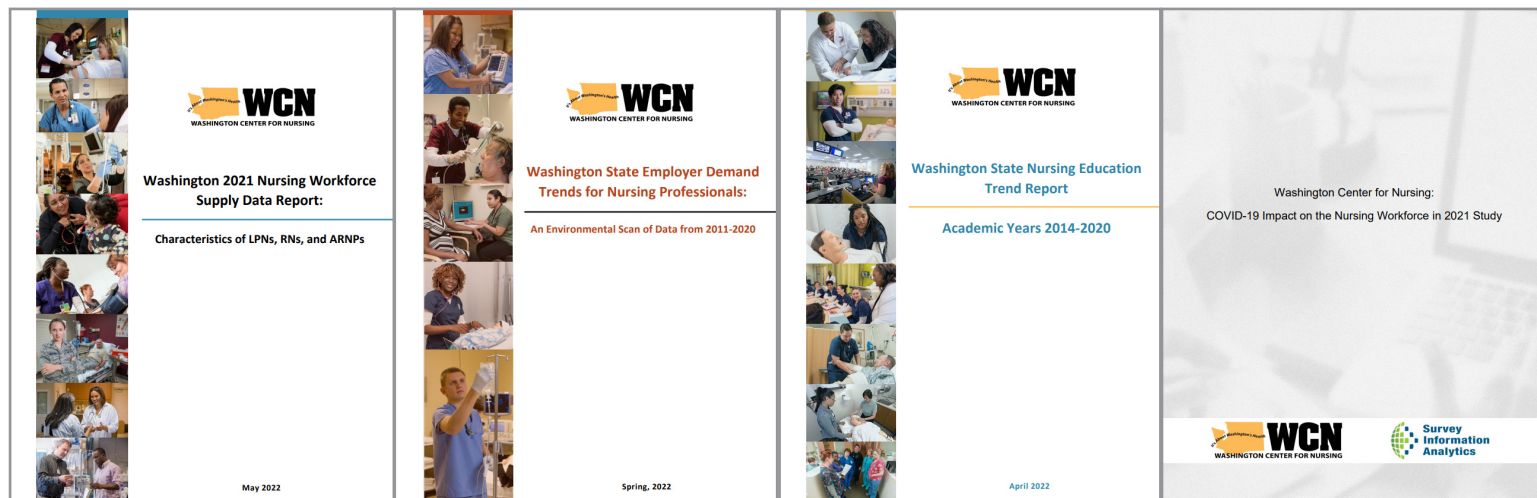
- \$58,385 HRSA/UW Caring for Communities project.

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/>



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.



NURSING WORKFORCE DATA



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, 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.

WORKING TOGETHER
to **ADVANCE THE FUTURE of NURSING**
in **WASHINGTON STATE**

Tue, Sep 20, 2022 • 9 a.m. - 4 p.m.

Where: Salty's on Alki • 1936 Harbor Ave SW • Seattle, 98126
Morning snacks & plated lunch provided. This event is free & by invitation only. Option to attend virtually also available.

Join us in...

- Learning about the Future of Nursing Initiative and opportunities for investment in WA state
- Engaging with national speakers who will share about how nurses are central to promoting equity
- Networking across nursing disciplines to celebrate recent advancements in addressing critical gaps in nursing
- Together exploring how we can ensure Washington remains a leader in innovation as we prioritize strategic partnership in our future of nursing

Featured Speakers...

The NAM Future of Nursing 2020-2030 Report: An Overview 	Dr. Ashley Darcy-Mahoney, PhD, NNP-BC, FAAN Professor & Chair, Policy, Population, & Systems Community George Washington University School of Nursing RNJIF Senior Nurse Scholar
The Importance of Diversity in Nursing Leadership 	Dr. Piri Ackerman-Barger, PhD, RN, CNE, ANEF, FAAN Associate Dean of Health Equity, Diversity & Inclusion, & Director of Faculty Development for Education & Teaching at UC Davis Health Professor at Betty Irene Moore School of Nursing
Nursing Leading the Way: Advancing Diversity, Equity, & Inclusion 	Carmen Shaw, DNP, RN, NEA-BC Atrium Health Assistant Vice President Nursing Excellence, Enterprise Nursing Dr. Jaki Opello, PhD, RN, MSN, MPH, NEA-BC Atrium Health Vice President Talent Initiatives & Chief Diversity Officer Phyllis Justus DNP, RN, NEA-BC Atrium Health Assistant Vice President, Enterprise Nursing
AND, hear from WA nursing leaders on work happening across the state!	Plus! Next Steps: Moving Forward Together from Here An afternoon working collaboration and brainstorming session facilitated by Una McAlinden with Creative Strategy Solutions

Let us know you will be joining us!
RSVP required for in-person attendance.

Click HERE to RSVP today!
(Guest space is limited, so register early to attend in person!)

WCN
Washington Nursing Coalition

Washington NURSING ACTION COALITION

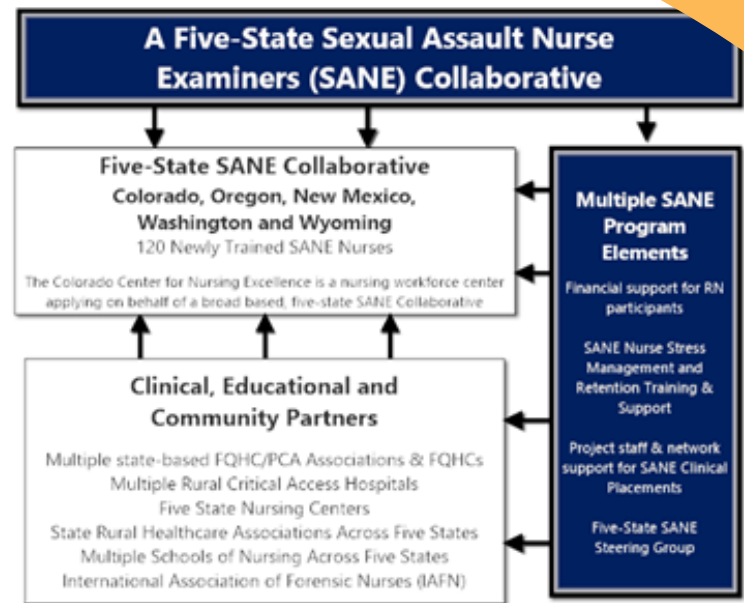


WCN Participates in SANE Fellowship

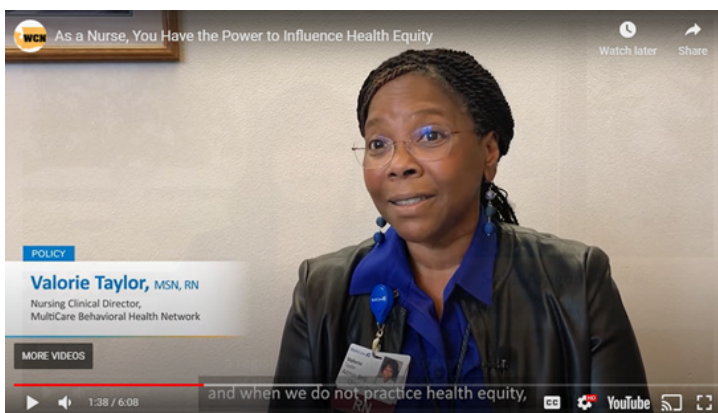
Through an HRSA grant awarded to the Colorado Center for Nursing Excellence, WCN began recruiting Washington RNs to participate in a Sexual Assault Nurse Examiner (SANE) Fellowship program. This five-state collaborative aims to significantly increase the supply and distribution of qualified working SANEs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

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 included 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.

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 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.

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.



2022 WCN 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
- **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
- **Antwinett O. Lee**, EdD, MSN-CNS, RN | Ethnic Nurses Association Position Associate Dean, Seattle Pacific University, Associate Dean of Nursing Bellevue College Health Sciences, Education and Wellness Institute
- **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