Diversity in Nursing
A Solution for Wisconsin

A diverse healthcare workforce is required to meet the complex health needs of an increasingly diverse population. The Wisconsin nursing workforce lacks diversity on all levels and exists across the state and across all regions. Nursing has not made adequate progress recruiting minorities and does not mirror the diverse populations for which it provides care.

**Infant mortality:**
An infant born to a Black woman is 3 times as likely to die before reaching his or her first birthday as an infant born to a White woman.

**Diabetes:**
Black adults are 2.5 times more likely, American Indians 2.3 times more likely, and Hispanics 1.5 times more likely to be diagnosed with diabetes than White adults.

**Homicide:**

Blacks are 12.8 times as likely as Whites to be victims of homicide

American Indians 3.2 times

Hispanics 2.5 times

**Death before age 75**

<table>
<thead>
<tr>
<th>Condition</th>
<th>Percentage of White</th>
<th>Percentage of Black</th>
<th>Percentage of Hispanic</th>
<th>Percentage of Asian</th>
<th>Percentage of American Indian</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coronary heart disease</td>
<td>54% Black</td>
<td>48% Hispanic</td>
<td>35% Asian</td>
<td>50% American Indian</td>
<td>19% of White women</td>
</tr>
<tr>
<td>Stroke</td>
<td>53% Black</td>
<td>46% Hispanic</td>
<td>43% Asian</td>
<td>40% American Indian</td>
<td>15% of White women</td>
</tr>
</tbody>
</table>

**Gender Gap:**
93.5% of Wisconsin RNs and 95.4% of LPNs are female

**Projections:**
Projections indicate there is a pending nursing workforce crisis with the shortage of RNs growing to nearly 20,000 nurses in Wisconsin by 2035. An inability to recruit and retain nurses from under-represented groups will impede efforts to grow the nursing workforce.

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