



## **Nursing Workforce Diversity Conference**

University of Wisconsin – Madison School of Nursing, Signe Skott Cooper Hall  
March 14, 2019

**Provided by The University of Wisconsin–Madison Interprofessional Continuing Education Partnership (ICEP)**

### **Overview**

Join with others interested in enhancing diversity in the nursing workforce for networking, breakout sessions and a keynote presentation designed to transfer knowledge about best practices and spark new ideas about the value of health equity in the delivery of health care.

The event kicks off with a career fair featuring employers from throughout Wisconsin. Sessions will inspire and address strategies for advocacy, recruiting and retaining more diverse nurses, and how individuals can integrate health equity into a future or current nursing practice.

### **Practice Gap and Needs**

The United States and Wisconsin population is rapidly diversifying. By 2040, the racial/ethnic groups will not be in the minority. It is for this reason that the nursing workforce must work to intentionally recruit, retain, and graduate more nurses from diverse backgrounds. According to the Wisconsin Center for Nursing diversity report (2016), 95% of nurses in Wisconsin identify as white. According to the United States Census (2010), 79% of the Wisconsin population is white.

Studies indicate better health outcomes when the nurses are from similar cultural and linguistic backgrounds as their patients. It is critical that those responsible for recruiting and retaining nurses, as well as nurses themselves recognize the value of, and advocate for health equity in the workplace and appreciate how it can lead to better patient outcomes.

### **Elements of Competence**

This CE activity has been designed to change learner knowledge and focuses on the American Board of Medical Specialties' area of professionalism and Nursing areas of values/ethics for interprofessional practice and roles/responsibilities.

### **Intended Audience and Scope of Practice**

This activity is intended for nurse practitioners, registered nurses, licensed practical nurses, and nursing faculty and students.

### **Learning Objectives**

As a result of this educational activity, learners will be able to:

1. Discuss how to be an advocate for health equity in the workplace (All).
2. Identify key features of contemporary nursing education, appraise current expectations of new nursing professionals, and distinguish how to set up the new nursing professional for success (UW-Madison Nursing Alumni, Health system diversity officers, Health system recruiters, Diversity and inclusion trainers/coordinators, Nursing faculty, and Practicing Nurses)
3. Recognize the value of health equity in the workplace and how it can improve nursing practice (All)
4. Describe inspiring opportunities in nursing and how individuals can integrate health equity into a future or current nursing practice (All)

## Accreditation Statement



JOINTLY ACCREDITED PROVIDER™  
INTERPROFESSIONAL CONTINUING EDUCATION

In support of improving patient care, the University of Wisconsin–Madison ICEP is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

## Credit Designation Statements

### **American Nurses Credentialing Center (ANCC) & Iowa Board of Nursing**

The University of Wisconsin–Madison ICEP designates this live activity for a maximum of 2.00 ANCC and Iowa contact hours. The University of Wisconsin-Madison School of Nursing is Iowa Board of Nursing provider 350. A copy of the evaluation(s) may be sent to the Iowa Board of Nursing, 400 SW 8th St., Suite B, Des Moines, IA 50309.

### **Continuing Education Units (CEUs)**

The University of Wisconsin–Madison ICEP, as a member of the University Professional & Continuing Education Association (UPCEA), authorizes this program for 0.20 CEUs or 2.00 hours.

## Policy on Disclosure

It is the policy of the University of Wisconsin–Madison Interprofessional Continuing Education Partnership (ICEP) that the faculty, authors, planners, and other persons who may influence content of this continuing education (CE) activity disclose all relevant financial relationships with commercial interests\* in order to allow CE staff to identify and resolve any potential conflicts of interest. Faculty must also disclose any planned discussion of unlabeled/unapproved uses of drugs or devices during their presentation. For this educational activity all conflicts of interest have been resolved and detailed disclosures are listed below.

The University of Wisconsin provides equal opportunities in employment and programming, including Title IX requirements. The University of Wisconsin fully complies with the legal requirements of the ADA and the rules and regulations thereof. If any participant in this educational activity is in need of accommodations, please contact [info@icep.wisc.edu](mailto:info@icep.wisc.edu).

\*The ACCME, ACPE, and ANCC defines a **commercial interest** as any entity producing, marketing, re-selling, or distributing health care goods or services consumed by, or used on, patients. The ACCME, ACPE, and ANCC does not consider providers of clinical service directly to patients to be commercial interests.

Name	Role	Financial Relationship Disclosures	Discussion of Unlabeled/Unapproved uses of drugs/devices in presentation?
Lisa Bratzke, PhD, RN, ANP-BC, FAHA, Assistant Professor, Honors Program Coordinator, School of Nursing, UW-Madison	Planner/Co-Moderator	No relevant financial relationships to disclose	No
Erika A. Colon, RN, Nursing Talent Liaison, Talent Acquisition, Aurora Health Care	Panelist	No relevant financial relationships to disclose	No
Beth Dawson, BA, Career Advisor, School of Nursing, UW-Madison	Planner	No relevant financial relationships to disclose	No
Jennifer Draeger, MA, BSN, RN, Public Health Madison Dane County	Panelist	No relevant financial relationships to disclose	No
Ummu Drammeh, BSN, BSN Alumuni, UW-Health	Panelist	No relevant financial relationships to disclose	No
Mel Freitag, PhD, Diversity Officer, School of Nursing, UW-Madison	Course Director	No relevant financial relationships to disclose	No

<b>Name</b>	<b>Role</b>	<b>Financial Relationship Disclosures</b>	<b>Discussion of Unlabeled/Unapproved uses of drugs/devices in presentation?</b>
Brenda Gonzalez, MS, Diversity Manager, Agrace Hospice	Planner	No relevant financial relationships to disclose	No
Samone Hall, Pre-Nursing Student	Co-Moderator	No relevant financial relationships to disclose	No
Rolanda Johnson, PhD, MSN, RN, Assistant Dean for Diversity and Inclusion, Vanderbilt University, School of Nursing	Presenter	No relevant financial relationships to disclose	No
Jessica Kendall, BSN, BSN Alumni, UW Health	Panelist	University of Wisconsin - UW Health (Employee)	No
Pamela McGranahan, DNP, RN, Clinical Assistant Professor, DNP Program Director, School of Nursing, UW-Madison	Planner	No relevant financial relationships to disclose	No
Guisella Y. Medrano, TSBN Student, School of Nursing, UW-Madison	Planner/Co-Moderator	No relevant financial relationships to disclose	No
Tracy Mrochek, MPA, RN, Continuing Education Program Coordinator, School of Nursing, UW-Madison	ICEP Staff	No relevant financial relationships to disclose	No
Phuoc Hong Nhan, BSN Student, Multicultural Student Nurse Organization (MSNO)	Co-Moderator	No relevant financial relationships to disclose	No
Barbara Pinekenstein, DNP, RN-BC, FAAN, Clinical Professor, Richard E. Sinaiko Professor in Health Care Leadership, School of Nursing, UW-Madison	Panelist	No relevant financial relationships to disclose	No
Joann Pritchett, PhD, University of Wisconsin-Madison, Board of Directors for Foundation for Black Women's Wellness	Panelist	No relevant financial relationships to disclose	No
Marlee Promisel, Alumni Relations Officer, School of Nursing, UW-Madison	Planner	No relevant financial relationships to disclose	No
Kathy Schraith, MS, SHRM-SCP, HR Director, Agrace Hospice	Panelist	No relevant financial relationships to disclose	No
Aniqueka J. Scott, ABSN Student, School of Nursing, UW-Madison	Planner, Co-Moderator	No relevant financial relationships to disclose	No
Alisa Smith, BSN, BSN Alumni, DNP Student, University of Wisconsin-Madison	Panelist	No relevant financial relationships to disclose	No
Binto Suso, BSN Student, Multicultural Nursing Student Organization (MSNO), School of Nursing, UW-Madison	Planner, Co-Moderator	No relevant financial relationships to disclose	No
Lucy Vang, ABSN Student, School of Nursing, UW-Madison	Planner	No relevant financial relationships to disclose	No
Pa Ying Vang, TSBN Student, School of Nursing, UW-Madison	Planner, Co-Moderator	No relevant financial relationships to disclose	No