

Keeping Wisconsin in Mind: Diversity in Training

It is important that the names and demographics we use for scenarios and examples mirror the W-2 applicants and participants that are served. Based on 2019 data, that means that our examples should be roughly:

57% Black/African American
25% White
8% Hispanic/Latino
6% Multiracial and/or Other Races

Likewise, we need to be mirroring age, education, number of children, and sex demographics. Again, based on 2019 data, our examples should be composed of the following:

33% 30-39 years old
28% 25-29 years old
61% have a High School Diploma
45% have 1 child
93% female

While exact statistics on gender and sexual preference are unknown for Wisconsin, we need to be representing that population as well. This includes adding same sex couples in our scenarios and including other genders with an inclusive “they” instead of assuming all applicants, participants, and learners identify as a “he” or “she”.

Use the provided statistical information when developing material to ensure our examples are an accurate snapshot of the W-2 individuals being served. If you are unable to come up with diverse names, you can search for baby names based on the race/ethnicity you are looking for. If you are unable to find names, or need a quick list of names to use, see the chart below.

Female	Male
Aaliyah (<i>Arabic, African</i>)	Adrian
Aiyana (<i>Native American, Somali</i>)	Agustin
Alana	Akeno (<i>Japanese</i>)
Alejandra	Andres
Alma	Bane
Asha (<i>Indian</i>)	Cameron
Catalina	Chin (<i>Chinese</i>)
Diamond	Dasan
Elena	Dewayne
Guadalupe	Diego
Imani (<i>African</i>)	Elu
Jayla	Ignacio
Kai (<i>Japanese</i>)	Jamar
Kameko (<i>Japanese</i>)	Javier
Kanesha	Jin (<i>Chinese</i>)
Kiara	Kai
Kona	Kenau
Leilani	Kele (<i>Native American</i>)
Lio	Kwan
Lin (<i>Chinese, Korean</i>)	Makani
Lucia	Marques
Machi	Mateo
Makawee (<i>Native American</i>)	Mato
Malia	Paco
Najwa (<i>Arabic</i>)	Ping
Nina	Quareen
Odina	Roshon (<i>Indian</i>)
Reena	Tahoma
Tandic	Tavon (<i>African American</i>)
Tayen	Uba (<i>African</i>)
Tyesha	Wapi
Valentina	Zian
Winona	
Xiang (<i>Chinese</i>)	

Note: Do not use ethnic names in service job examples/scenarios.