

Assessing Progress on Increasing Diversity of the Nursing Workforce Using Existing Sources of Data

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Webinar

November 18, 2015

HANDOUTS

State	% African American-AD	% African American-BSN	% African American-ACS	% African American-Ratio (AD/ACS)	% African American-Ratio (BSN/ACS)	AD Ratio Ranking	BSN Ratio Ranking
Alabama	20.0%	16.3%	29.0%	0.69	0.56	24	38
Alaska	2.1%	2.8%	4.4%	0.48	0.63	37	35
Arizona	3.8%	8.5%	5.0%	0.76	1.71	19	3
Arkansas	10.6%	8.3%	17.0%	0.63	0.49	28	44
California	4.9%	4.8%	5.9%	0.83	0.81	15	23
Colorado	3.6%	5.1%	4.5%	0.82	1.15	16	7
Connecticut	8.2%	6.2%	12.3%	0.67	0.51	26	43
Delaware	12.3%	17.5%	23.5%	0.52	0.74	33	27
District of Columbia	58.9%	26.2%	35.4%	1.66	0.74	1	28
Florida	18.0%	18.2%	19.1%	0.94	0.95	9	15
Georgia	19.1%	21.7%	32.9%	0.58	0.66	29	34
Hawaii	0.7%	1.0%	3.1%	0.24	0.32	51	50
Idaho	0.3%	0.5%	0.6%	0.53	0.85	32	20
Illinois	10.9%	10.4%	14.8%	0.74	0.71	20	30
Indiana	7.1%	6.7%	9.9%	0.72	0.67	23	32
Iowa	2.8%	3.2%	3.8%	0.74	0.84	21	22
Kansas	7.6%	5.9%	6.7%	1.14	0.87	3	19
Kentucky	3.6%	4.2%	9.1%	0.39	0.46	47	46
Louisiana	17.5%	22.6%	33.7%	0.52	0.67	34	33
Maine	0.7%	1.7%	1.4%	0.48	1.18	38	6
Maryland	22.7%	31.5%	31.1%	0.73	1.01	22	12
Massachusetts	10.4%	8.7%	8.3%	1.25	1.05	2	9
Michigan	6.5%	5.7%	15.7%	0.42	0.37	43	48
Minnesota	7.2%	7.5%	6.8%	1.06	1.11	4	8
Mississippi	22.3%	23.8%	40.1%	0.55	0.59	31	36
Missouri	5.6%	10.7%	12.5%	0.45	0.85	41	21
Montana	0.2%	0.3%	0.4%	0.40	0.80	45	26
Nebraska	4.3%	1.8%	5.2%	0.83	0.35	14	49
Nevada	3.7%	4.8%	9.0%	0.42	0.53	44	41
New Hampshire	1.3%	1.5%	1.7%	0.78	0.90	17	18
New Jersey	15.8%	14.9%	15.0%	1.05	0.99	5	13
New Mexico	2.2%	2.5%	2.4%	0.92	1.03	11	11
New York	16.0%	15.5%	16.3%	0.98	0.95	6	14
North Carolina	9.8%	16.8%	22.7%	0.43	0.74	42	29
North Dakota	0.7%	1.7%	2.1%	0.32	0.81	49	24
Ohio	8.8%	6.2%	13.3%	0.66	0.46	27	45
Oklahoma	6.9%	7.5%	8.2%	0.84	0.91	13	17
Oregon	0.5%	1.2%	2.1%	0.25	0.56	50	39
Pennsylvania	5.9%	7.3%	12.7%	0.47	0.58	39	37
Rhode Island	5.6%	5.7%	8.2%	0.69	0.70	25	31
South Carolina	15.0%	16.1%	29.2%	0.51	0.55	35	40
South Dakota	2.3%	0.6%	2.4%	0.95	0.26	8	51
Tennessee	7.3%	9.7%	18.6%	0.40	0.52	46	42
Texas	11.2%	13.1%	12.5%	0.90	1.04	12	10
Utah	0.5%	5.2%	1.1%	0.47	4.57	40	1
Vermont	1.4%	3.2%	1.5%	0.92	2.12	10	2
Virginia	19.4%	16.2%	20.1%	0.97	0.81	7	25
Washington	3.3%	4.1%	4.4%	0.76	0.93	18	16
West Virginia	2.3%	6.1%	4.0%	0.56	1.52	30	4
Wisconsin	2.8%	3.3%	7.5%	0.37	0.45	48	47
Wyoming	0.7%	2.1%	1.4%	0.51	1.44	36	5

State rankings,
African Americans
AD and BSN
(IPEDS)



November 18th 2015

State	% Hispanic-AD	% Hispanic-BSN	% Hispanic-ACS	% Hispanic-Ratio (AD/ACS)	% Hispanic-Ratio (BSN/ACS)	AD Ratio Ranking	BSN Ratio Ranking
Alabama	1.1%	1.5%	5.7%	0.19	0.25	49	43
Alaska	2.5%	3.7%	6.8%	0.36	0.54	24	8
Arizona	15.6%	6.7%	35.2%	0.44	0.19	13	51
Arkansas	1.7%	2.7%	8.6%	0.19	0.32	48	32
California	21.8%	14.2%	42.8%	0.51	0.33	9	28
Colorado	12.5%	7.4%	23.2%	0.54	0.32	7	33
Connecticut	8.7%	4.5%	19.7%	0.44	0.23	14	46
Delaware	3.9%	3.1%	11.4%	0.34	0.27	26	42
District of Columbia	3.2%	4.5%	11.1%	0.29	0.41	36	12
Florida	17.2%	17.3%	28.1%	0.61	0.61	5	7
Georgia	3.0%	3.4%	11.8%	0.26	0.29	42	38
Hawaii	7.4%	8.5%	11.3%	0.65	0.75	4	3
Idaho	4.2%	3.8%	14.0%	0.30	0.27	33	40
Illinois	8.2%	5.3%	19.7%	0.42	0.27	17	41
Indiana	2.3%	2.7%	8.0%	0.29	0.34	35	24
Iowa	1.8%	1.7%	6.9%	0.26	0.25	40	44
Kansas	4.7%	4.3%	12.7%	0.37	0.34	22	26
Kentucky	0.8%	1.8%	4.3%	0.19	0.41	50	13
Louisiana	3.1%	2.3%	6.1%	0.51	0.38	8	15
Maine	1.3%	1.1%	1.5%	0.88	0.77	1	2
Maryland	3.3%	3.3%	12.0%	0.27	0.27	37	39
Massachusetts	4.8%	4.7%	13.0%	0.37	0.36	23	19
Michigan	2.4%	1.9%	5.8%	0.42	0.33	16	27
Minnesota	2.1%	1.9%	6.3%	0.33	0.31	29	34
Mississippi	0.9%	1.2%	4.2%	0.21	0.29	47	37
Missouri	1.9%	2.6%	4.8%	0.40	0.54	18	9
Montana	1.3%	2.4%	3.5%	0.38	0.69	21	5
Nebraska	2.8%	2.6%	11.6%	0.24	0.22	43	48
Nevada	9.5%	7.7%	32.0%	0.30	0.24	34	45
New Hampshire	2.0%	1.7%	4.2%	0.47	0.41	11	14
New Jersey	10.5%	10.0%	23.9%	0.44	0.42	15	11
New Mexico	39.7%	37.5%	50.6%	0.78	0.74	2	4
New York	6.9%	7.5%	21.7%	0.32	0.34	31	22
North Carolina	2.1%	2.6%	11.7%	0.18	0.22	51	47
North Dakota	1.7%	1.2%	3.6%	0.47	0.33	12	31
Ohio	1.5%	1.6%	4.2%	0.34	0.37	27	16
Oklahoma	2.7%	4.2%	11.6%	0.24	0.36	44	18
Oregon	3.9%	4.9%	14.9%	0.26	0.33	41	29
Pennsylvania	2.6%	2.7%	7.9%	0.32	0.34	30	25
Rhode Island	4.5%	3.3%	16.8%	0.27	0.19	38	50
South Carolina	1.7%	2.7%	7.6%	0.23	0.36	45	20
South Dakota	2.0%	1.1%	5.1%	0.40	0.21	19	49
Tennessee	3.4%	2.2%	6.8%	0.50	0.33	10	30
Texas	24.8%	19.3%	41.9%	0.59	0.46	6	10
Utah	3.8%	4.3%	14.3%	0.26	0.30	39	36
Vermont	1.4%	2.7%	1.9%	0.73	1.40	3	1
Virginia	3.5%	3.5%	11.4%	0.31	0.31	32	35
Washington	5.5%	5.2%	14.2%	0.38	0.37	20	17
West Virginia	0.4%	1.2%	1.8%	0.22	0.64	46	6
Wisconsin	2.7%	2.9%	8.2%	0.33	0.35	28	21
Wyoming	3.9%	3.8%	11.0%	0.36	0.34	25	23

State rankings,
Hispanics,
AD and BSN
(IPEDS)



November 18th 2015

State Level Data
BSN

State	African American-BSN	Hispanic-BSN	total-BSN	% African American (BSN)	% Hispanic (BSN)	African American (ACS)	Hispanic (ACS)	Total (ACS)	% African American (ACS)	% Hispanic (ACS)	African American-Ratios of % (BSN/ACS)	Hispanic-Ratios of % (BSN/ACS)
Alabama	945	84	5788	16.3%	1.5%	383100	75385	1323154	29.0%	5.7%	0.56	0.25
Alaska	9	12	327	2.8%	3.7%	9742	15167	223065	4.4%	6.8%	0.63	0.54
Arizona	1274	999	14901	8.5%	6.7%	91999	647605	1837703	5.0%	35.2%	1.71	0.19
Arkansas	202	67	2441	8.3%	2.7%	136215	69220	802481	17.0%	8.6%	0.49	0.32
California	806	2362	16658	4.8%	14.2%	683149	4926418	11496970	5.9%	42.8%	0.81	0.33
Colorado	263	380	5155	5.1%	7.4%	69442	362152	1560242	4.5%	23.2%	1.15	0.32
Connecticut	159	114	2546	6.2%	4.5%	113412	182095	925481	12.3%	19.7%	0.51	0.23
Delaware	228	40	1304	17.5%	3.1%	57810	28058	246160	23.5%	11.4%	0.74	0.27
District of Columbia	255	44	972	26.2%	4.5%	90296	28215	254994	35.4%	11.1%	0.74	0.41
Florida	2438	2316	13423	18.2%	17.3%	973495	1429659	5092889	19.1%	28.1%	0.95	0.61
Georgia	1561	246	7208	21.7%	3.4%	948183	340198	2884749	32.9%	11.8%	0.66	0.29
Hawaii	12	103	1217	1.0%	8.5%	12538	46266	408248	3.1%	11.3%	0.32	0.75
Idaho	9	70	1822	0.5%	3.8%	2545	61813	440368	0.6%	14.0%	0.85	0.27
Illinois	1426	723	13659	10.4%	5.3%	545388	724518	3685756	14.8%	19.7%	0.71	0.27
Indiana	656	268	9802	6.7%	2.7%	177610	143361	1790278	9.9%	8.0%	0.67	0.34
Iowa	132	70	4085	3.2%	1.7%	31846	56866	829363	3.8%	6.9%	0.84	0.25
Kansas	191	140	3261	5.9%	4.3%	53675	101328	799037	6.7%	12.7%	0.87	0.34
Kentucky	158	67	3785	4.2%	1.8%	110271	52438	1209037	9.1%	4.3%	0.46	0.41
Louisiana	973	99	4296	22.6%	2.3%	450977	82263	1340181	33.7%	6.1%	0.67	0.38
Maine	23	15	1342	1.7%	1.1%	4579	4610	316037	1.4%	1.5%	1.18	0.77
Maryland	1396	146	4428	31.5%	3.3%	514227	199134	1654511	31.1%	12.0%	1.01	0.27
Massachusetts	632	340	7250	8.7%	4.7%	154702	240573	1855085	8.3%	13.0%	1.05	0.36
Michigan	490	163	8559	5.7%	1.9%	407087	149513	2598505	15.7%	5.8%	0.37	0.33
Minnesota	444	114	5881	7.5%	1.9%	100394	93352	1481621	6.8%	6.3%	1.11	0.31
Mississippi	617	32	2597	23.8%	1.2%	331128	34770	824838	40.1%	4.2%	0.59	0.29
Missouri	1429	347	13381	10.7%	2.6%	207137	79866	1654340	12.5%	4.8%	0.85	0.54
Montana	3	22	911	0.3%	2.4%	1097	9274	266788	0.4%	3.5%	0.80	0.69
Nebraska	58	83	3243	1.8%	2.6%	26644	59551	514481	5.2%	11.6%	0.35	0.22
Nevada	72	115	1503	4.8%	7.7%	72830	259048	808393	9.0%	32.0%	0.53	0.24
New Hampshire	15	17	983	1.5%	1.7%	5560	13965	329227	1.7%	4.2%	0.90	0.41
New Jersey	817	549	5466	14.9%	10.0%	357365	568113	2377837	15.0%	23.9%	0.99	0.42
New Mexico	24	359	957	2.5%	37.5%	13925	289598	572207	2.4%	50.6%	1.03	0.74
New York	2380	1146	15330	15.5%	7.5%	931052	1238959	5715415	16.3%	21.7%	0.95	0.34
North Carolina	1143	176	6806	16.8%	2.6%	619991	318554	2733728	22.7%	11.7%	0.74	0.22
North Dakota	20	14	1198	1.7%	1.2%	4342	7528	209612	2.1%	3.6%	0.81	0.33
Ohio	928	238	15077	6.2%	1.6%	406722	129627	3055979	13.3%	4.2%	0.46	0.37
Oklahoma	294	165	3928	7.5%	4.2%	88952	125820	1085528	8.2%	11.6%	0.91	0.36
Oregon	31	128	2612	1.2%	4.9%	23212	162679	1094574	2.1%	14.9%	0.56	0.33
Pennsylvania	1124	415	15326	7.3%	2.7%	425073	266707	3357722	12.7%	7.9%	0.58	0.34
Rhode Island	67	38	1169	5.7%	3.3%	23682	48847	290468	8.2%	16.8%	0.70	0.19
South Carolina	573	97	3564	16.1%	2.7%	380005	98550	1301276	29.2%	7.6%	0.55	0.36
South Dakota	10	17	1610	0.6%	1.1%	5498	11526	227609	2.4%	5.1%	0.26	0.21
Tennessee	696	159	7152	9.7%	2.2%	332785	121363	1792732	18.6%	6.8%	0.52	0.33
Texas	2597	3847	19890	13.1%	19.3%	979224	3285182	7835009	12.5%	41.9%	1.04	0.46
Utah	301	251	5781	5.2%	4.3%	10383	130297	912294	1.1%	14.3%	4.57	0.30
Vermont	12	10	371	3.2%	2.7%	2404	3038	157399	1.5%	1.9%	2.12	1.40
Virginia	1046	226	6471	16.2%	3.5%	476465	270667	2374526	20.1%	11.4%	0.81	0.31
Washington	159	204	3908	4.1%	5.2%	87377	285532	2004042	4.4%	14.2%	0.93	0.37
West Virginia	135	26	2204	6.1%	1.2%	19397	8854	482528	4.0%	1.8%	1.52	0.64
Wisconsin	192	164	5748	3.3%	2.9%	114158	124564	1527851	7.5%	8.2%	0.45	0.35
Wyoming	11	20	532	2.1%	3.8%	2342	17952	163665	1.4%	11.0%	1.44	0.34
Total	29436	17847	287828	10.2%	6.2%	12071432	18030638	88725983	13.6%	20.3%	0.75	0.31

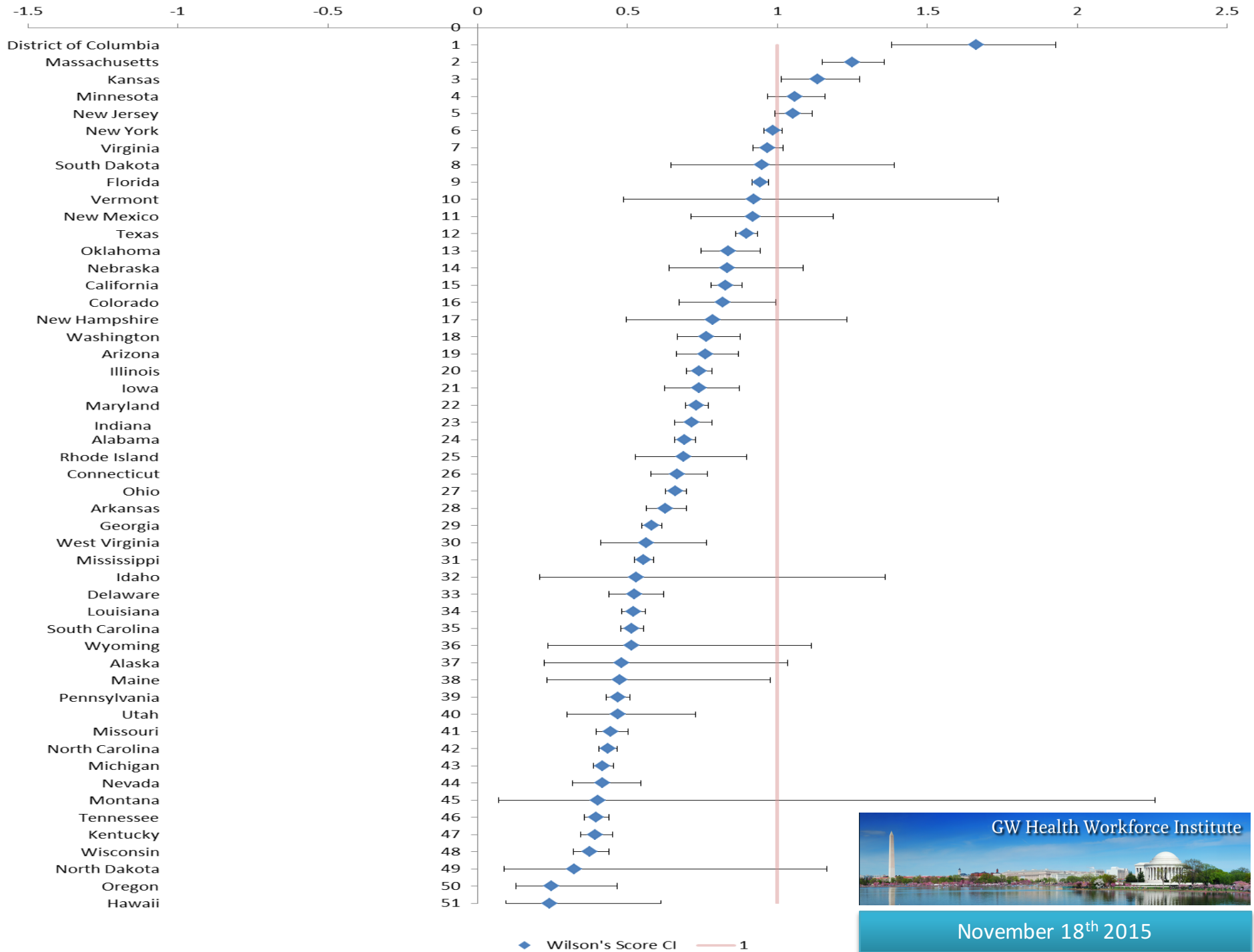


State Level Data
ADN

State	African American-AD	Hispanic-AD	total-AD	% African American (AD)	% Hispanic (AD)	African American (ACS)	Hispanic (ACS)	Total (ACS)	% African American(A CS)	% Hispanic (ACS)	African American Ratios of % (AD/ACS)	Hispanic-Ratios of % (AD/ACS)
Alabama	1207	66	6028	20.0%	1.1%	383100	75385	1323154	29.0%	5.7%	0.69	0.19
Alaska	6	7	285	2.1%	2.5%	9742	15167	223065	4.4%	6.8%	0.48	0.36
Arizona	200	819	5249	3.8%	15.6%	91999	647605	1837703	5.0%	35.2%	0.76	0.44
Arkansas	298	47	2805	10.6%	1.7%	136215	69220	802481	17.0%	8.6%	0.63	0.19
California	921	4087	18707	4.9%	21.8%	683149	4926418	11496970	5.9%	42.8%	0.83	0.51
Colorado	96	329	2636	3.6%	12.5%	69442	362152	1560242	4.5%	23.2%	0.82	0.54
Connecticut	175	187	2147	8.2%	8.7%	113412	182095	925481	12.3%	19.7%	0.67	0.44
Delaware	110	35	896	12.3%	3.9%	57810	28058	246160	23.5%	11.4%	0.52	0.34
District of Columbia	56	3	95	58.9%	3.2%	90296	28215	254994	35.4%	11.1%	1.66	0.29
Florida	3662	3506	20346	18.0%	17.2%	973495	1429659	5092889	19.1%	28.1%	0.94	0.61
Georgia	956	151	5008	19.1%	3.0%	948183	340198	2884749	32.9%	11.8%	0.58	0.26
Hawaii	4	40	544	0.7%	7.4%	12538	46266	408248	3.1%	11.3%	0.24	0.65
Idaho	4	55	1304	0.3%	4.2%	2545	61813	440368	0.6%	14.0%	0.53	0.30
Illinois	960	722	8790	10.9%	8.2%	545388	724518	3685756	14.8%	19.7%	0.74	0.42
Indiana	459	148	6459	7.1%	2.3%	177610	143361	1790278	9.9%	8.0%	0.72	0.29
Iowa	133	85	4693	2.8%	1.8%	31846	56866	829363	3.8%	6.9%	0.74	0.26
Kansas	270	168	3538	7.6%	4.7%	53675	101328	799037	6.7%	12.7%	1.14	0.37
Kentucky	195	44	5429	3.6%	0.8%	110271	52438	1209037	9.1%	4.3%	0.39	0.19
Louisiana	555	100	3179	17.5%	3.1%	450977	82263	1340181	33.7%	6.1%	0.52	0.51
Maine	7	13	1017	0.7%	1.3%	4579	4610	316037	1.4%	1.5%	0.48	0.88
Maryland	1137	164	5004	22.7%	3.3%	514227	199134	1654511	31.1%	12.0%	0.73	0.27
Massachusetts	502	232	4814	10.4%	4.8%	154702	240573	1855085	8.3%	13.0%	1.25	0.37
Michigan	567	211	8660	6.5%	2.4%	407087	149513	2598505	15.7%	5.8%	0.42	0.42
Minnesota	427	122	5949	7.2%	2.1%	100394	93352	1481621	6.8%	6.3%	1.06	0.33
Mississippi	916	36	4114	22.3%	0.9%	331128	34770	824838	40.1%	4.2%	0.55	0.21
Missouri	258	90	4624	5.6%	1.9%	207137	79866	1654340	12.5%	4.8%	0.45	0.40
Montana	1	8	606	0.2%	1.3%	1097	9274	266788	0.4%	3.5%	0.40	0.38
Nebraska	52	34	1203	4.3%	2.8%	26644	59551	514481	5.2%	11.6%	0.83	0.24
Nevada	51	129	1361	3.7%	9.5%	72830	259048	808393	9.0%	32.0%	0.42	0.30
New Hampshire	18	27	1360	1.3%	2.0%	5560	13965	329227	1.7%	4.2%	0.78	0.47
New Jersey	906	602	5732	15.8%	10.5%	357365	568113	2377837	15.0%	23.9%	1.05	0.44
New Mexico	57	1011	2549	2.2%	39.7%	13925	289598	572207	2.4%	50.6%	0.92	0.78
New York	3109	1336	19376	16.0%	6.9%	931052	1238959	5715415	16.3%	21.7%	0.98	0.32
North Carolina	698	148	7098	9.8%	2.1%	619991	318554	2733728	22.7%	11.7%	0.43	0.18
North Dakota	2	5	298	0.7%	1.7%	4342	7528	209612	2.1%	3.6%	0.32	0.47
Ohio	1338	221	15208	8.8%	1.5%	406722	129627	3055979	13.3%	4.2%	0.66	0.34
Oklahoma	256	102	3730	6.9%	2.7%	88952	125820	1085528	8.2%	11.6%	0.84	0.24
Oregon	9	67	1727	0.5%	3.9%	23212	162679	1094574	2.1%	14.9%	0.25	0.26
Pennsylvania	512	221	8658	5.9%	2.6%	425073	266707	3357722	12.7%	7.9%	0.47	0.32
Rhode Island	50	40	891	5.6%	4.5%	23682	48847	290468	8.2%	16.8%	0.69	0.27
South Carolina	589	67	3919	15.0%	1.7%	380005	98550	1301276	29.2%	7.6%	0.51	0.23
South Dakota	25	22	1092	2.3%	2.0%	5498	11526	227609	2.4%	5.1%	0.95	0.40
Tennessee	333	152	4531	7.3%	3.4%	332785	121363	1792732	18.6%	6.8%	0.40	0.50
Texas	2064	4567	18412	11.2%	24.8%	979224	3285182	7835009	12.5%	41.9%	0.90	0.59
Utah	19	135	3574	0.5%	3.8%	10383	130297	912294	1.1%	14.3%	0.47	0.26
Vermont	9	9	639	1.4%	1.4%	2404	3038	157399	1.5%	1.9%	0.92	0.73
Virginia	1184	212	6091	19.4%	3.5%	476465	270667	2374526	20.1%	11.4%	0.97	0.31
Washington	197	324	5919	3.3%	5.5%	87377	285532	2004042	4.4%	14.2%	0.76	0.38
West Virginia	39	7	1727	2.3%	0.4%	19397	8854	482528	4.0%	1.8%	0.56	0.22
Wisconsin	147	143	5266	2.8%	2.7%	114158	124564	1527851	7.5%	8.2%	0.37	0.33
Wyoming	6	32	816	0.7%	3.9%	2342	17952	163665	1.4%	11.0%	0.51	0.36
Total	25752	21088	254103	10.1%	8.3%	12071432	18030638	88725983	13.6%	20.3%	0.74	0.41



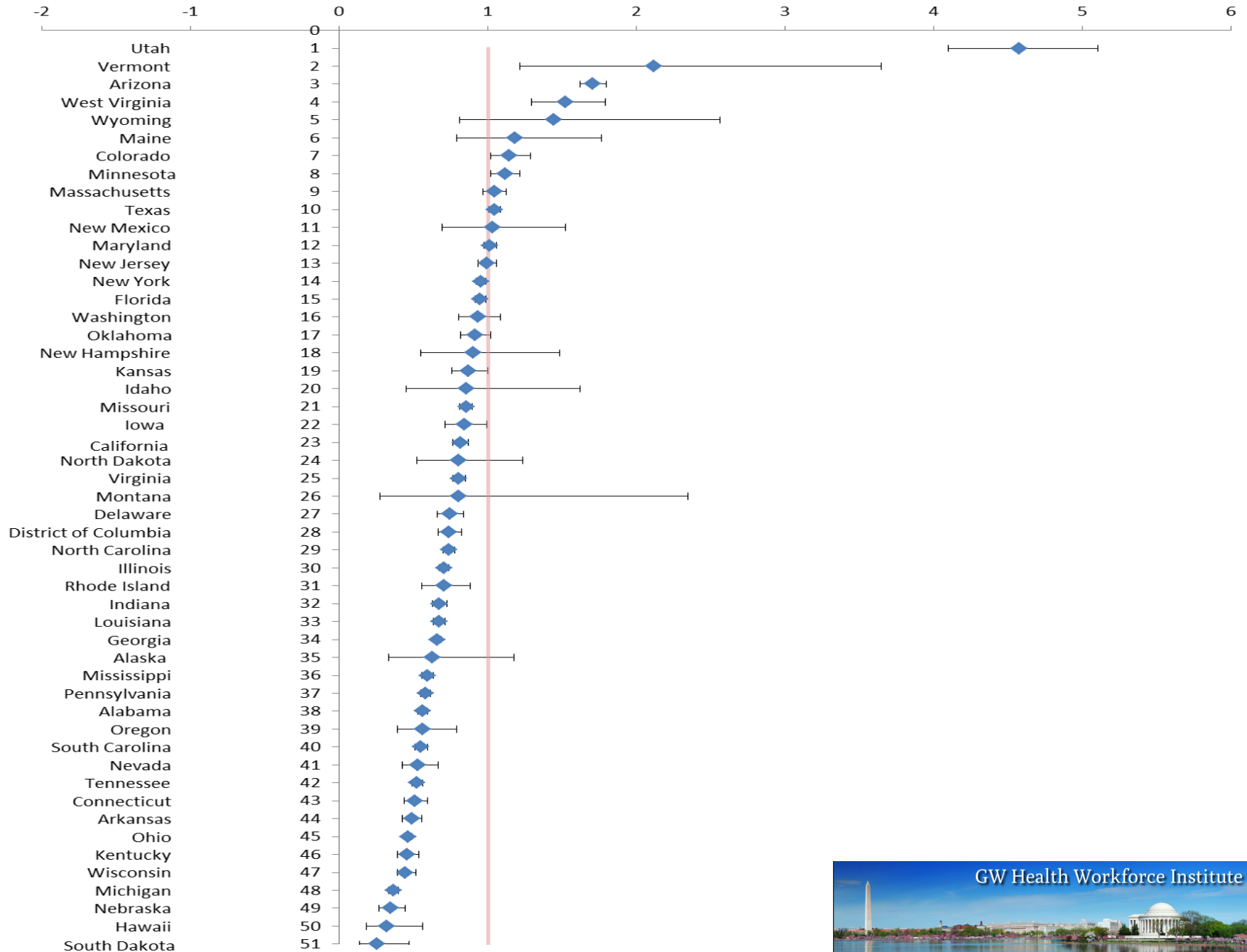
African American AD



GW Health Workforce Institute

November 18th 2015

African American BSN

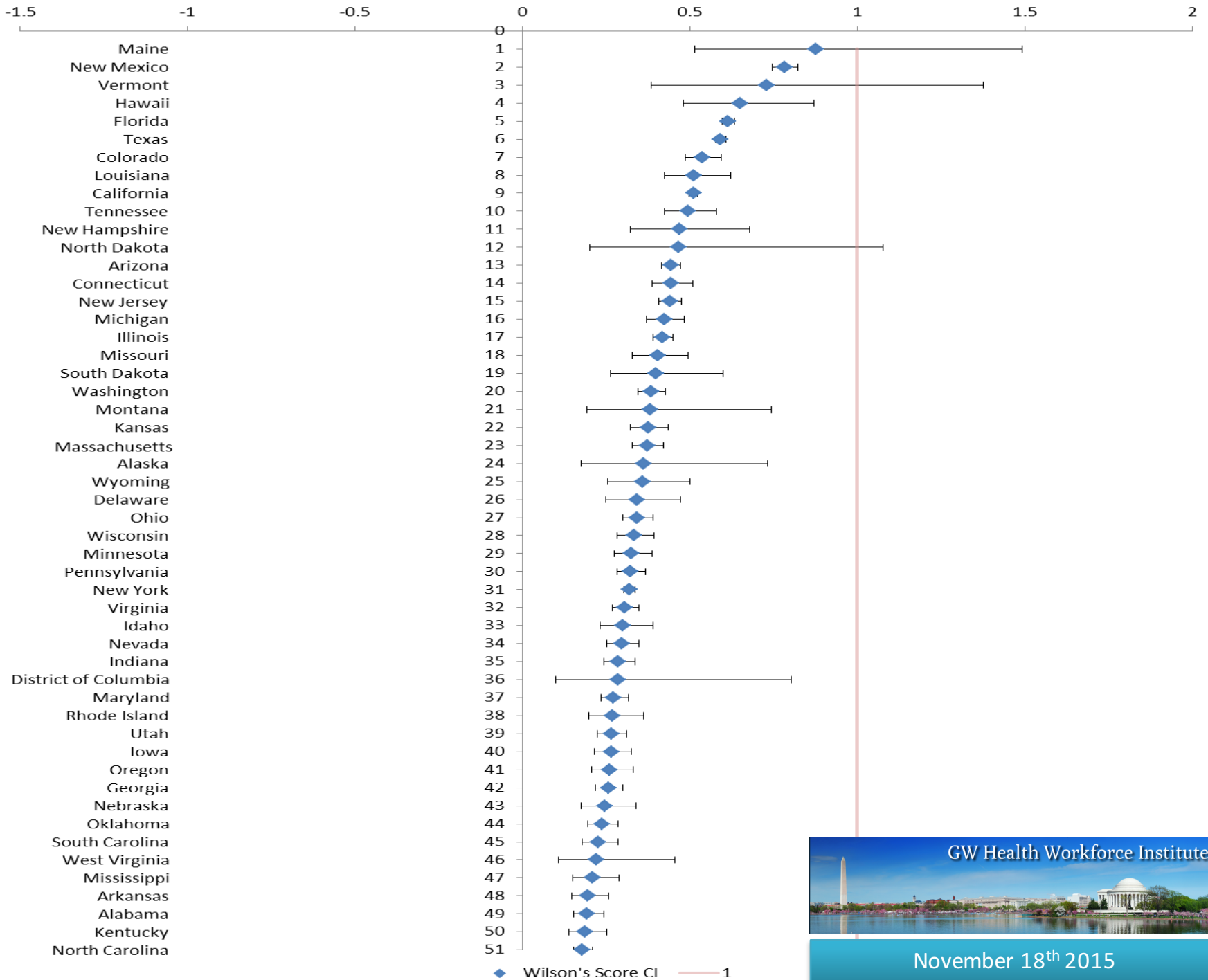


◆ Wilson's Score CI — 1

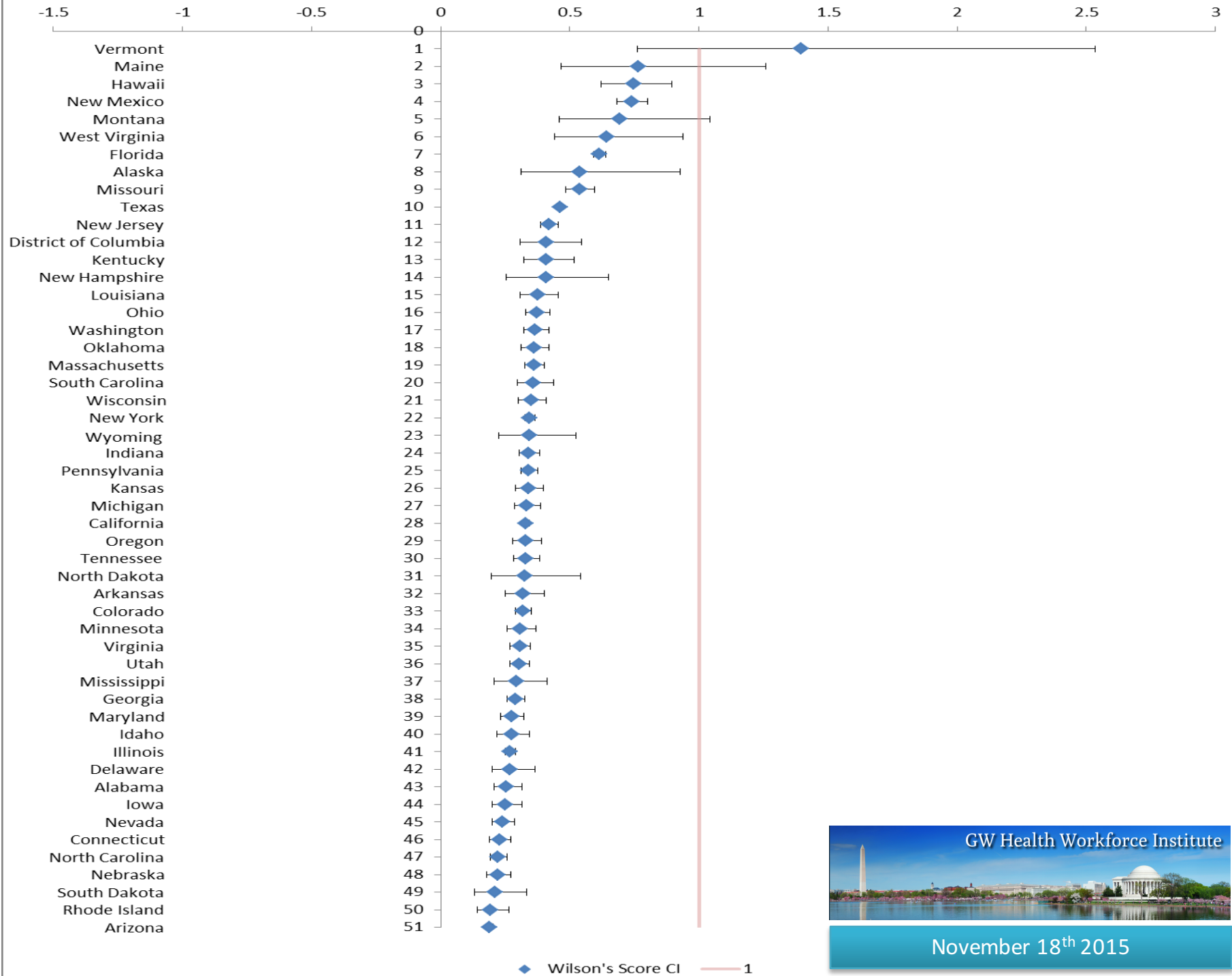


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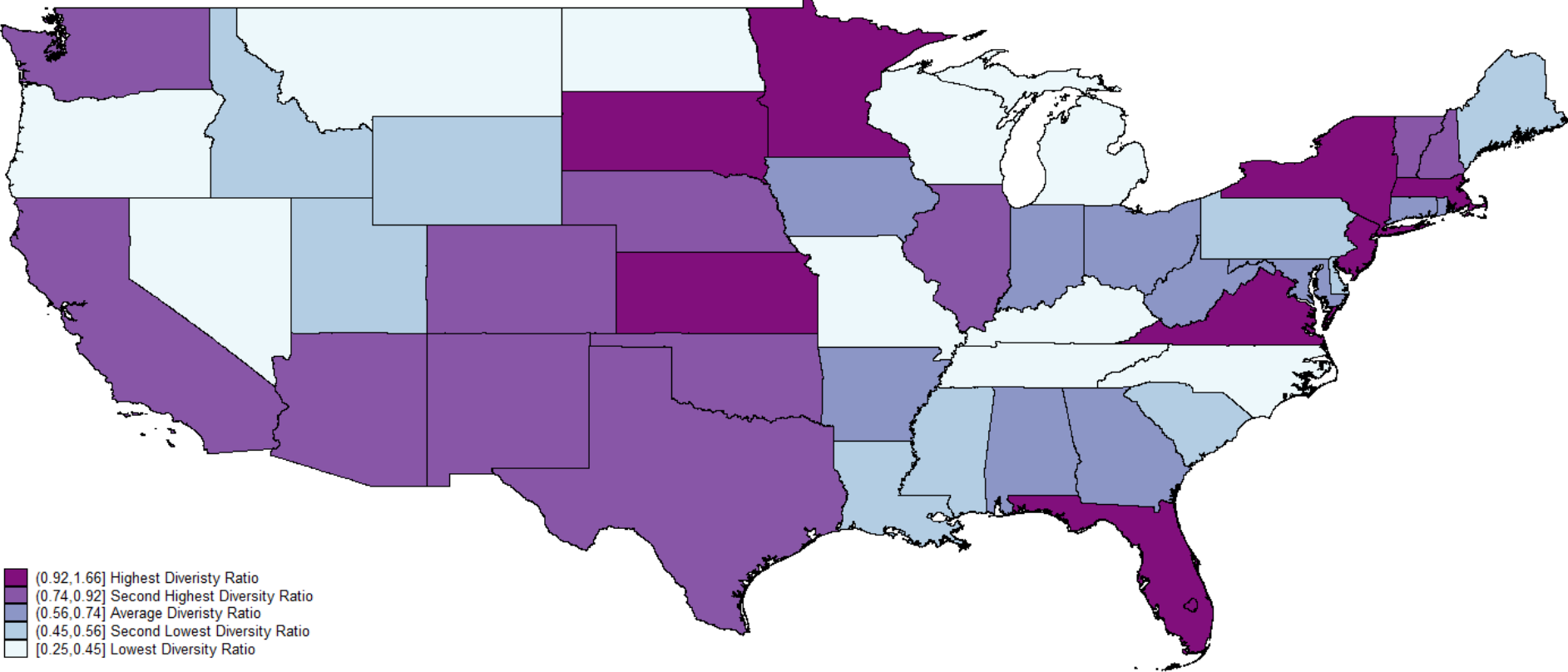
Hispanic AD



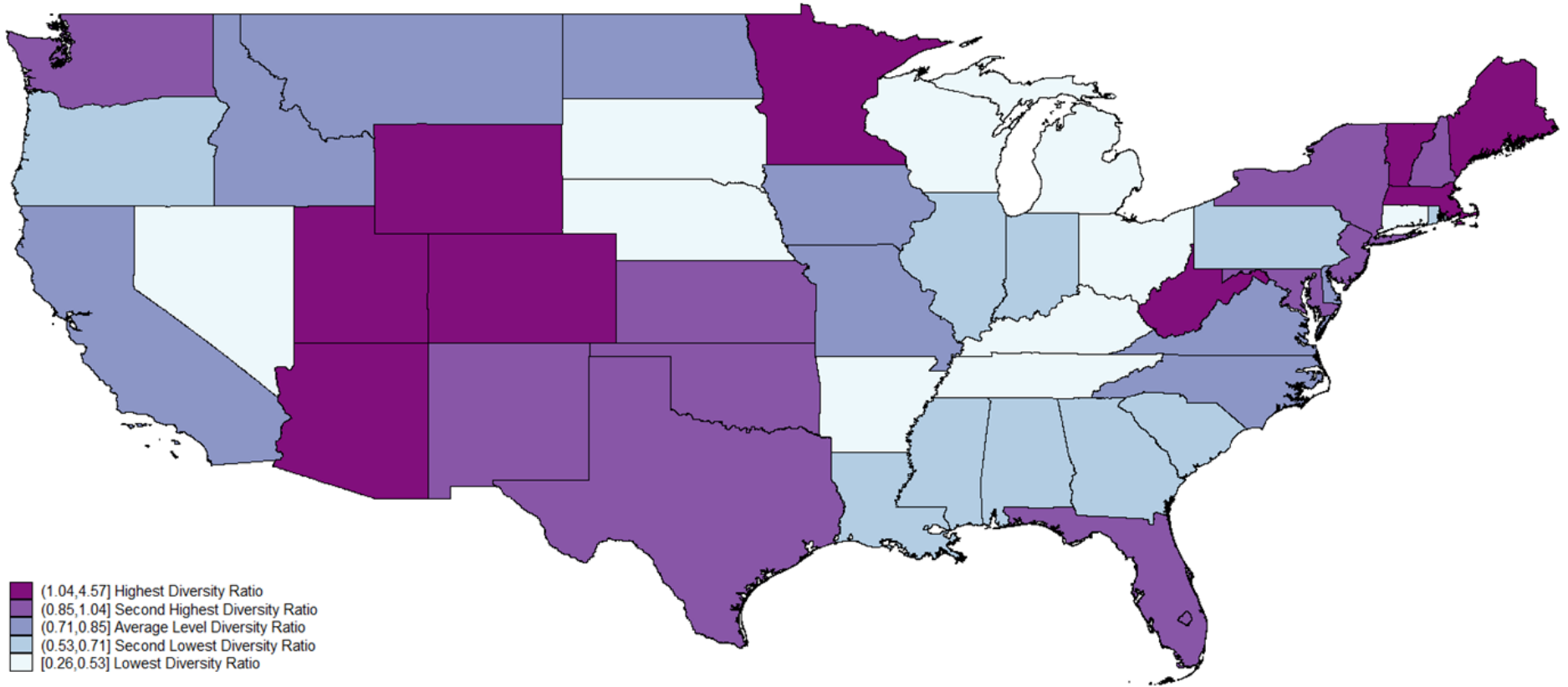
Hispanic BSN



State Level Diversity for African American ADN



State Level Diversity for African American BSN



State Level Diversity for Hispanics ADN

