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Campaign for Action

Robert Wood Johnson Foundation

AARP
Real Possibilities

Measuring Diversity and its Role in Creating More Equitable Communities

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Joanne Spetz, PhD

Today's Webinar

- Introduce the Campaign for Action dashboard
- Discuss how diversity fits within the Action Areas of the Culture of Health framework.
- Examine two measures of the *Campaign* diversity dashboard
- Discuss sources of national and state-level data about diversity

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Diversity Patient Care Services
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Areas of Focus

Education

Practice & Care

Leadership

Diversity
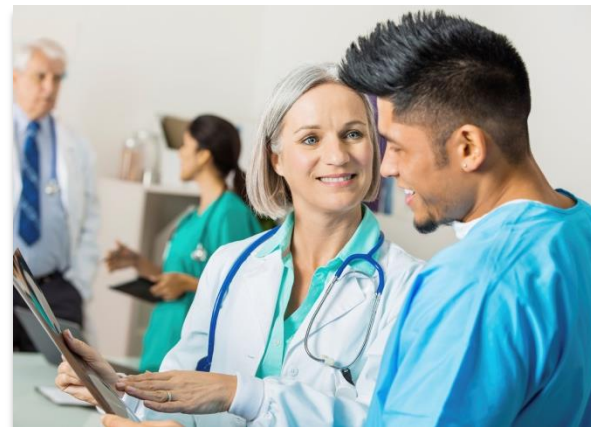
Interprofessional Collaboration
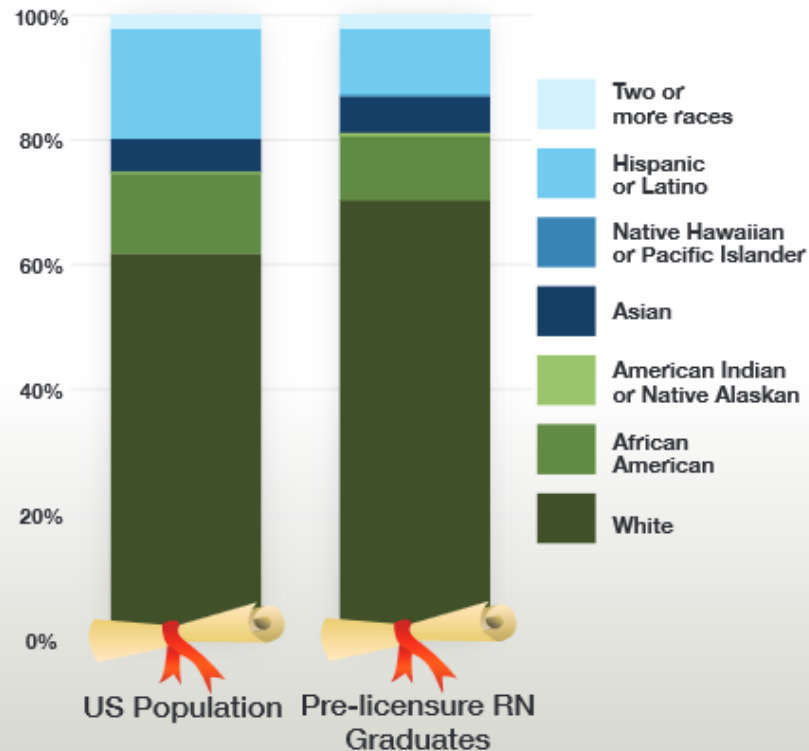
Welcome to the Future of Nursing:
Campaign for Action
Dashboard

Indicator 7: Diversity

Make diversity in the nursing workforce a priority

Pre-licensure nursing program graduates by race/ethnicity and by gender compared with the U.S. population

Legend:
- Two or more races
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Asian
- American Indian or Native Alaskan
- African American
- White

Y-axis: 0%, 20%, 40%, 60%, 80%, 100%

X-axis categories: US Population | Pre-licensure RN Graduates

In the US, the female/male population is **50.8% FEMALE** and **49.2% MALE**.
In 2015, baccalaureate and graduate nursing students were **88% FEMALE** and **12% MALE**.

Action Coalitions working with Ethnic Minority Nursing Associations

- Alabama
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Florida

- Georgia
- Indiana
- Louisiana
- Maryland
- Massachusetts
- Mississippi
- Missouri

- Nebraska
- Nevada
- Ohio
- Pennsylvania
- South Carolina
- Utah
- Washington
- Wisconsin

Action Coalitions Working with Men in Nursing

- Alabama
- Louisiana
- Maine
- Ohio

CULTURE OF HEALTH ACTION FRAMEWORK

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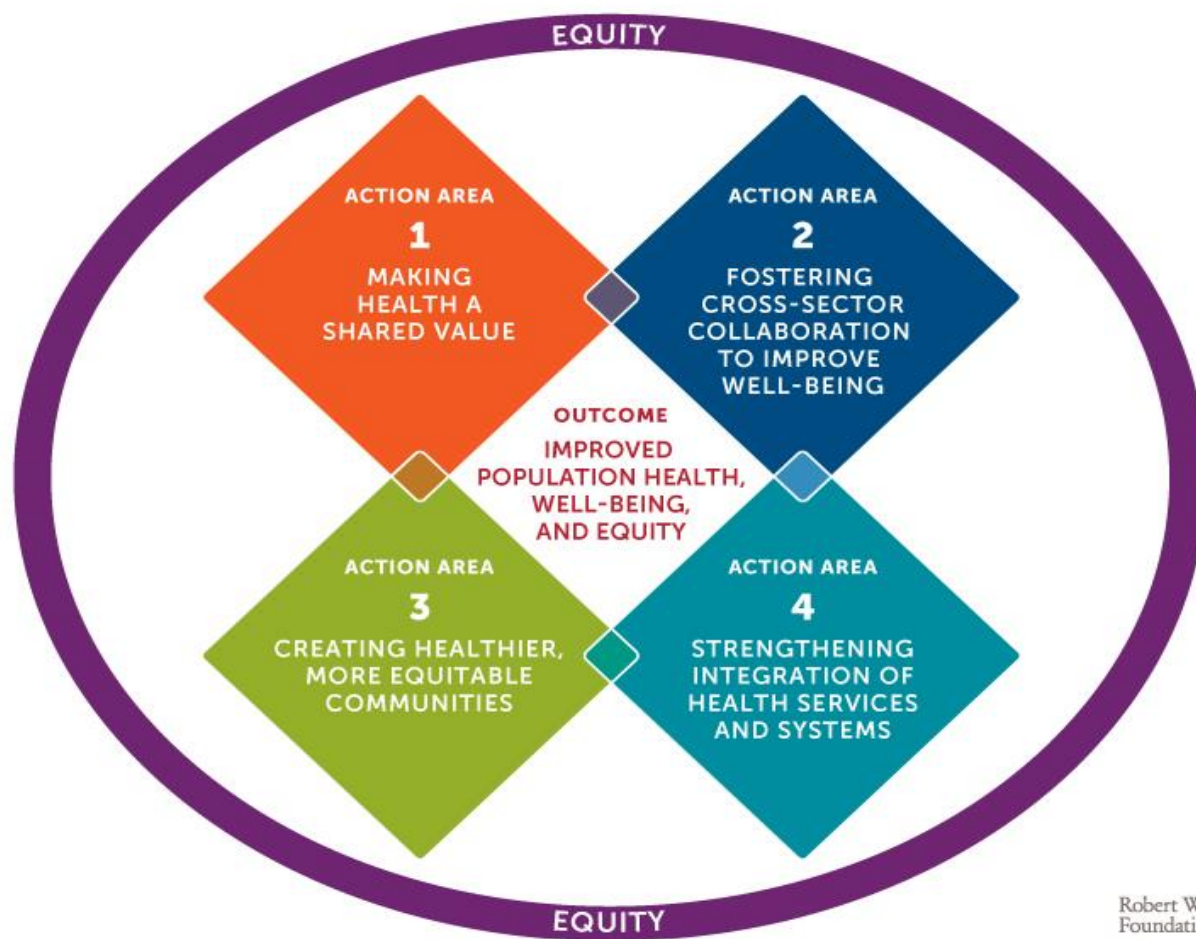
Linking IOM Recommendations to a Culture of Health

Promoting Diversity	Culture of Health Action Areas
• Equity • Cultural competence • Reaching out to minority nurse organizations	**1** Making Health a Shared Value **3** Creating Healthier More Equitable Communities

Today's Facilitator

Adriana Perez, PhD, ANP-BC, FAAN

Assistant Professor, University of Pennsylvania

Diversity Consultant, Center to Champion Nursing in America

Today's Presenter

Joanne Spetz, PhD

Professor, Philip R. Lee Institute for Health Policy Studies

Associate Director for Research, Healthforce Center

University of California, San Francisco

Measurement options

- Overall diversity of RN workforce
  - By race/ethnicity
  - By gender
  - In comparison with overall population
- Diversity of pre-licensure RN graduates
  - By race/ethnicity
  - By gender
  - By degree type
  - In comparison with overall population

Measurement selection

- Top-level Indicator: Diversity of new RN graduates
  - More rapidly affected by current actions
  - Cannot change race/ethnicity/gender of incumbent population

- Secondary indicators
  - Diversity of total RN population
  - Diversity of new graduates by degree type
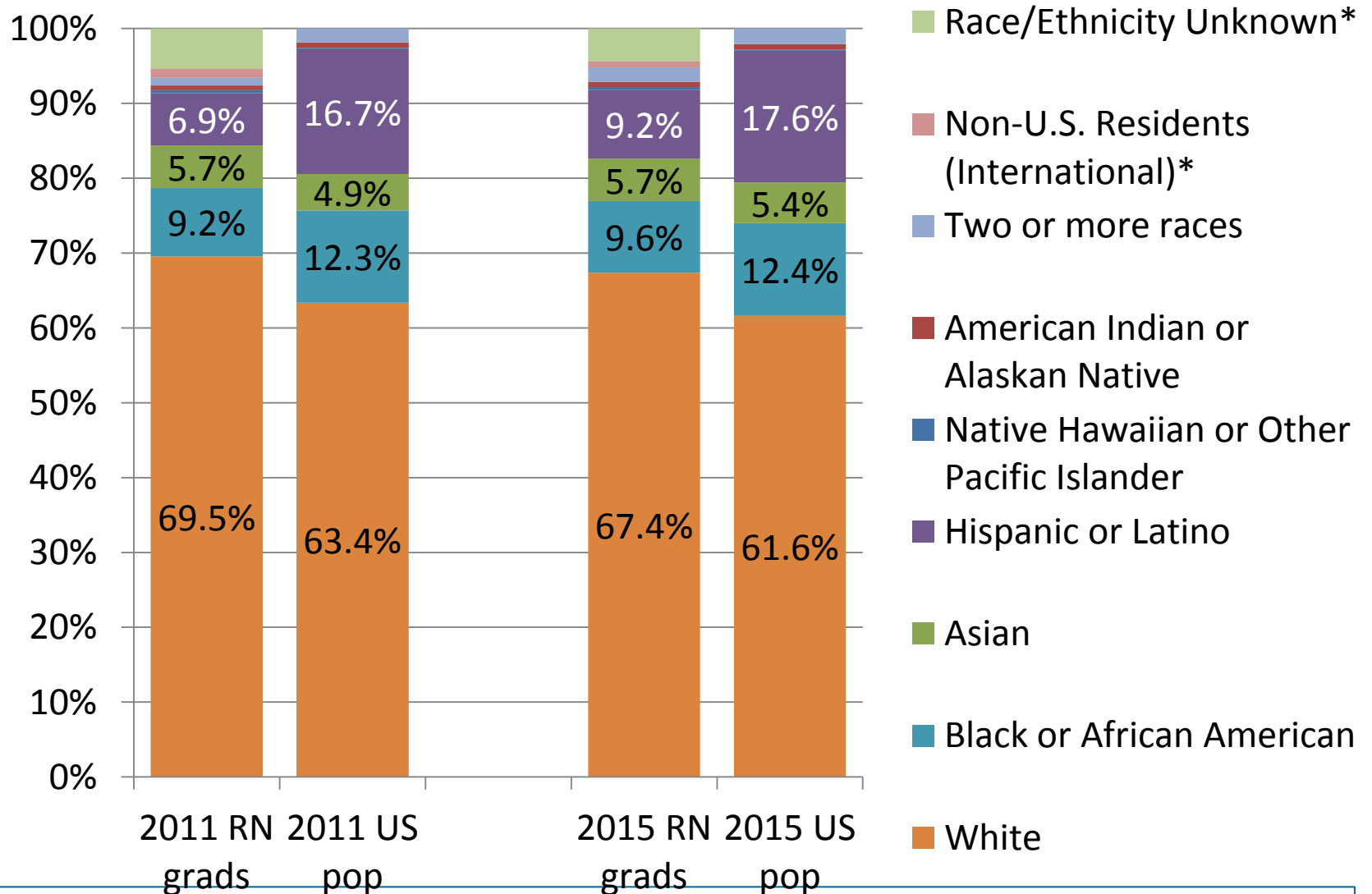 - Diversity of nursing doctoral graduates

Data Sources: Pre-licensure RN grads

- Integrated Post-Secondary Education Data System (IPEDS)

    – Administered by US Department of Education

    – Used for AD and Diploma graduates

- American Association of Colleges of Nursing

    – Used for BS/BSN graduates

- Comparison: US population data from US Census Bureau
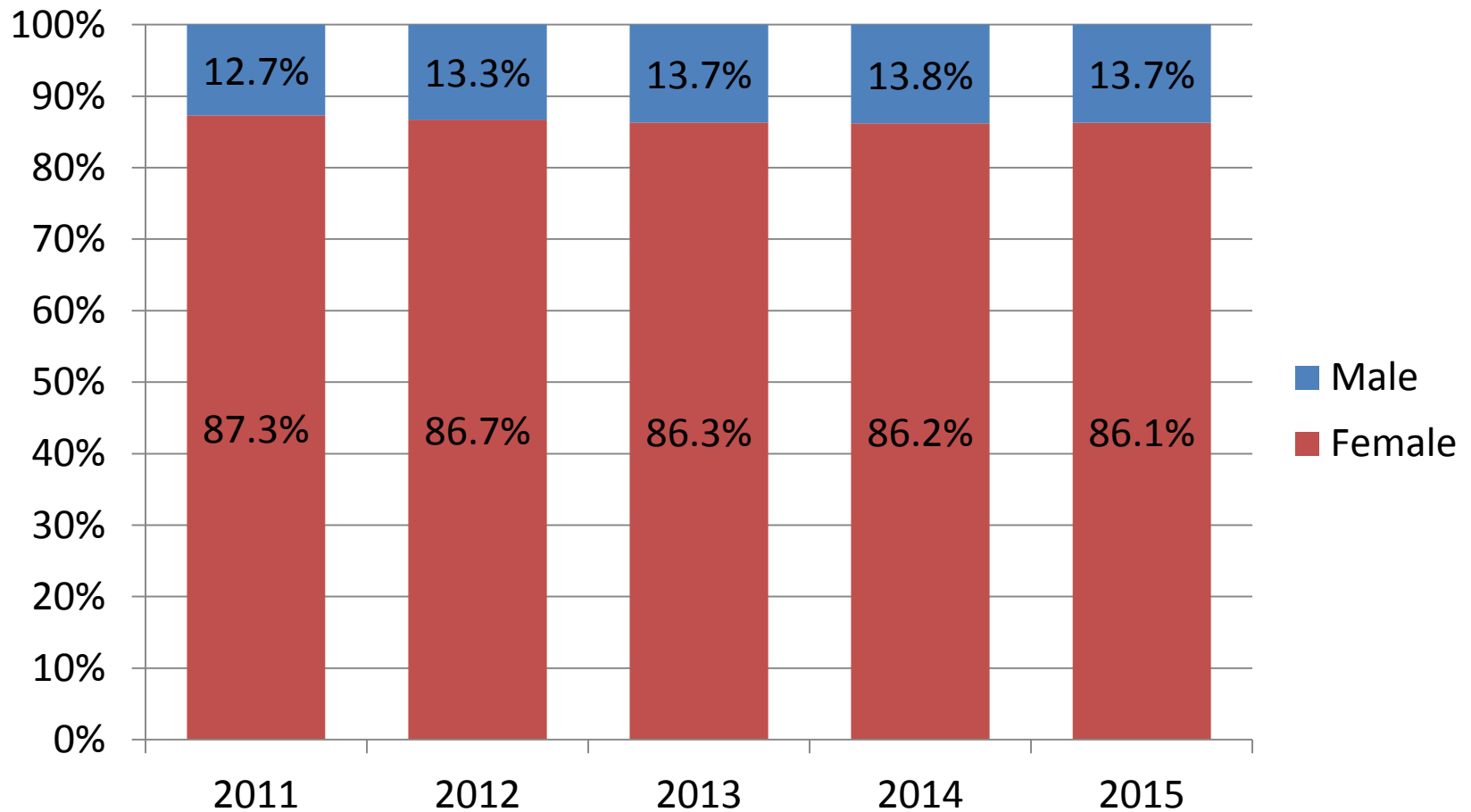
Diversity of pre-licensure RN graduates

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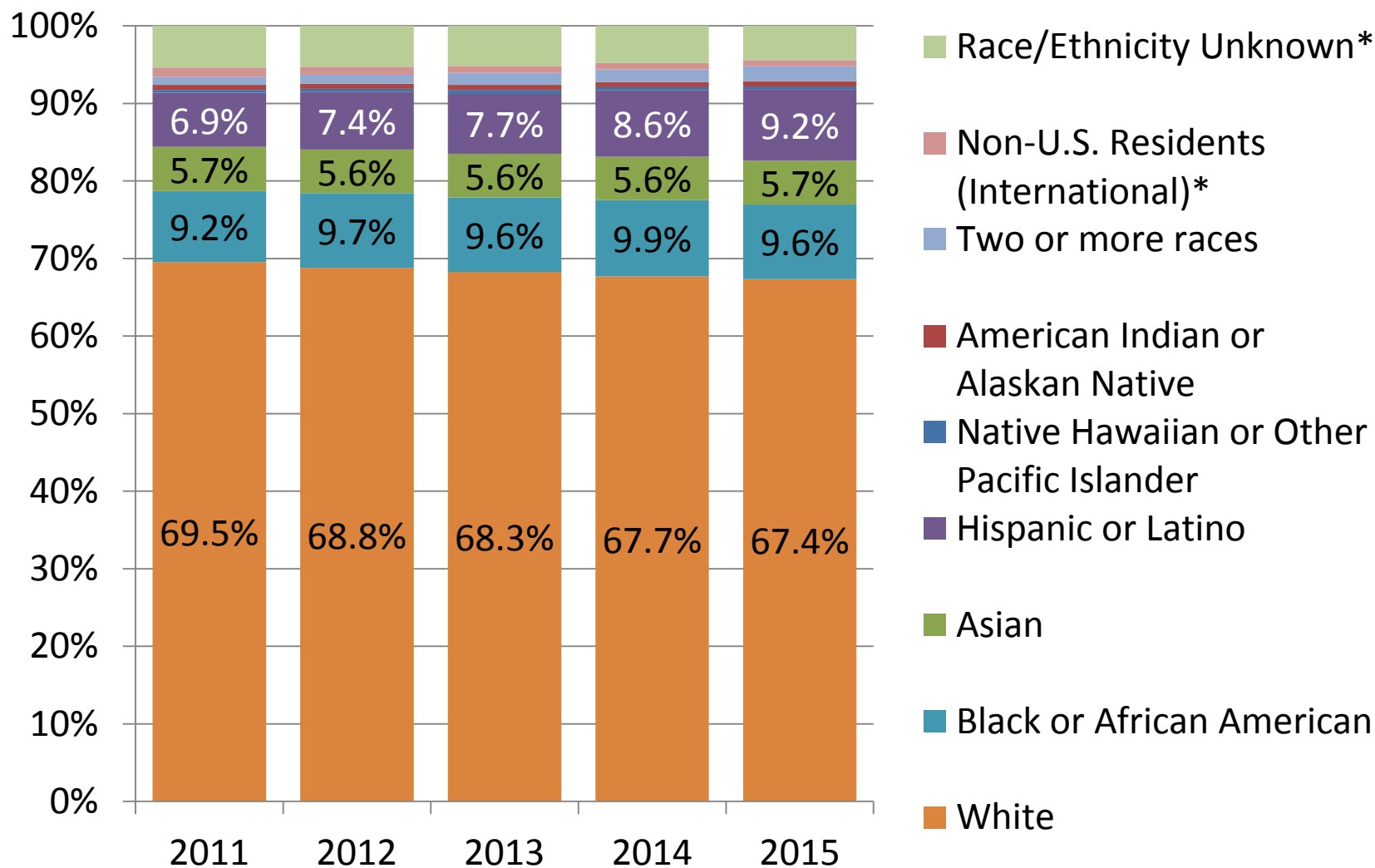
Note: Unknown and non-US are not in Census population data

RN graduate vs. US population diversity

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Legend (top to bottom):
- Race/Ethnicity Unknown*
- Non-U.S. Residents (International)*
- Two or more races
- American Indian or Alaskan Native
- Native Hawaiian or Other Pacific Islander
- Hispanic or Latino
- Asian
- Black or African American
- White

2011 RN grads: 69.5% (White), 9.2% (Black or African American), 5.7% (Asian), 6.9% (Hispanic or Latino)

2011 US pop: 63.4% (White), 12.3% (Black or African American), 4.9% (Asian), 16.7% (Hispanic or Latino)

2015 RN grads: 67.4% (White), 9.6% (Black or African American), 5.7% (Asian), 9.2% (Hispanic or Latino)

2015 US pop: 61.6% (White), 12.4% (Black or African American), 5.4% (Asian), 17.6% (Hispanic or Latino)

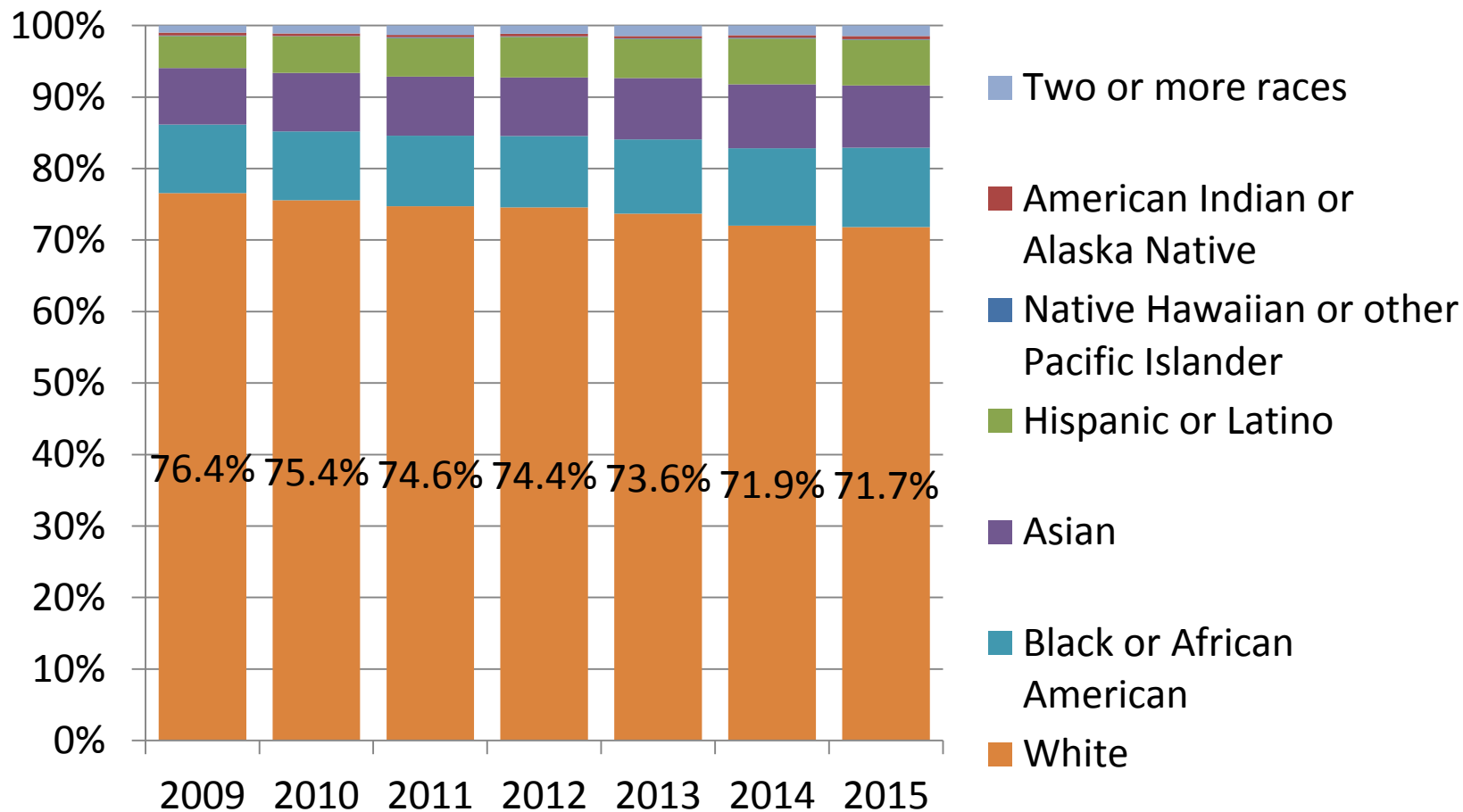# Gender of pre-licensure RN graduates

RN graduate vs. US population gender

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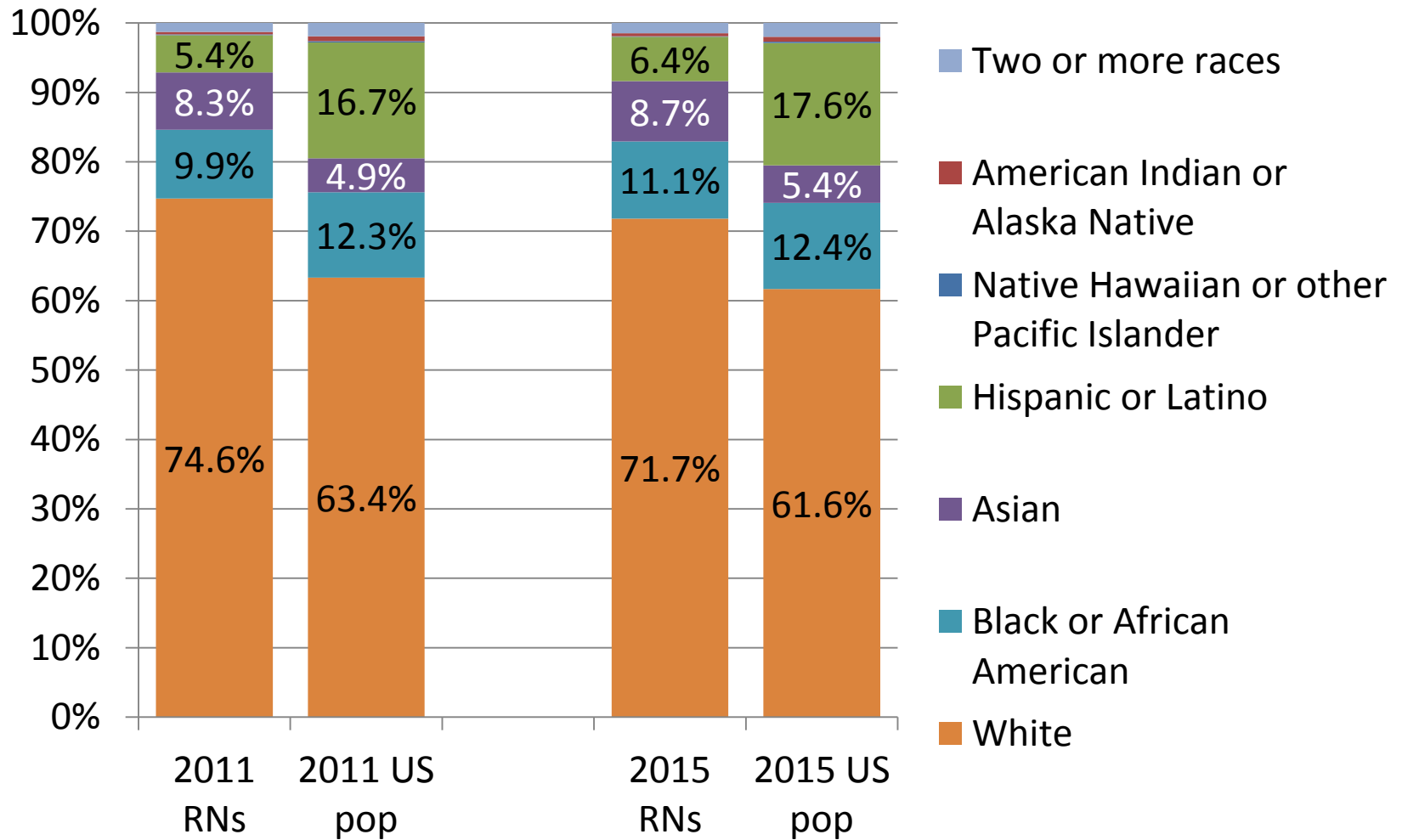
Data Source: Total RN Population
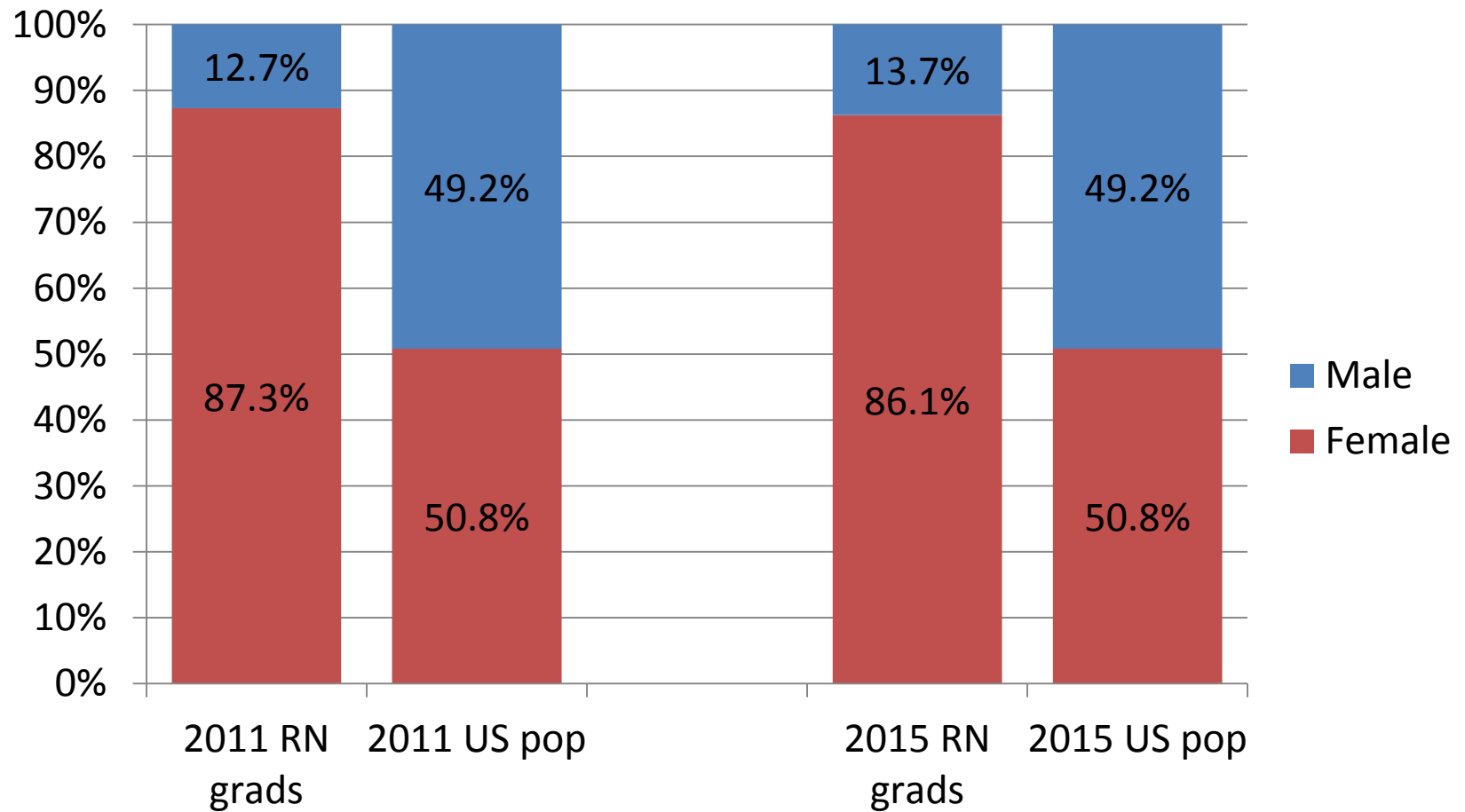
- American Community Survey

  – Administered by US Census Bureau

  – Conducted monthly and data released annually

- RNs identified by self-reported occupation

  – Currently working

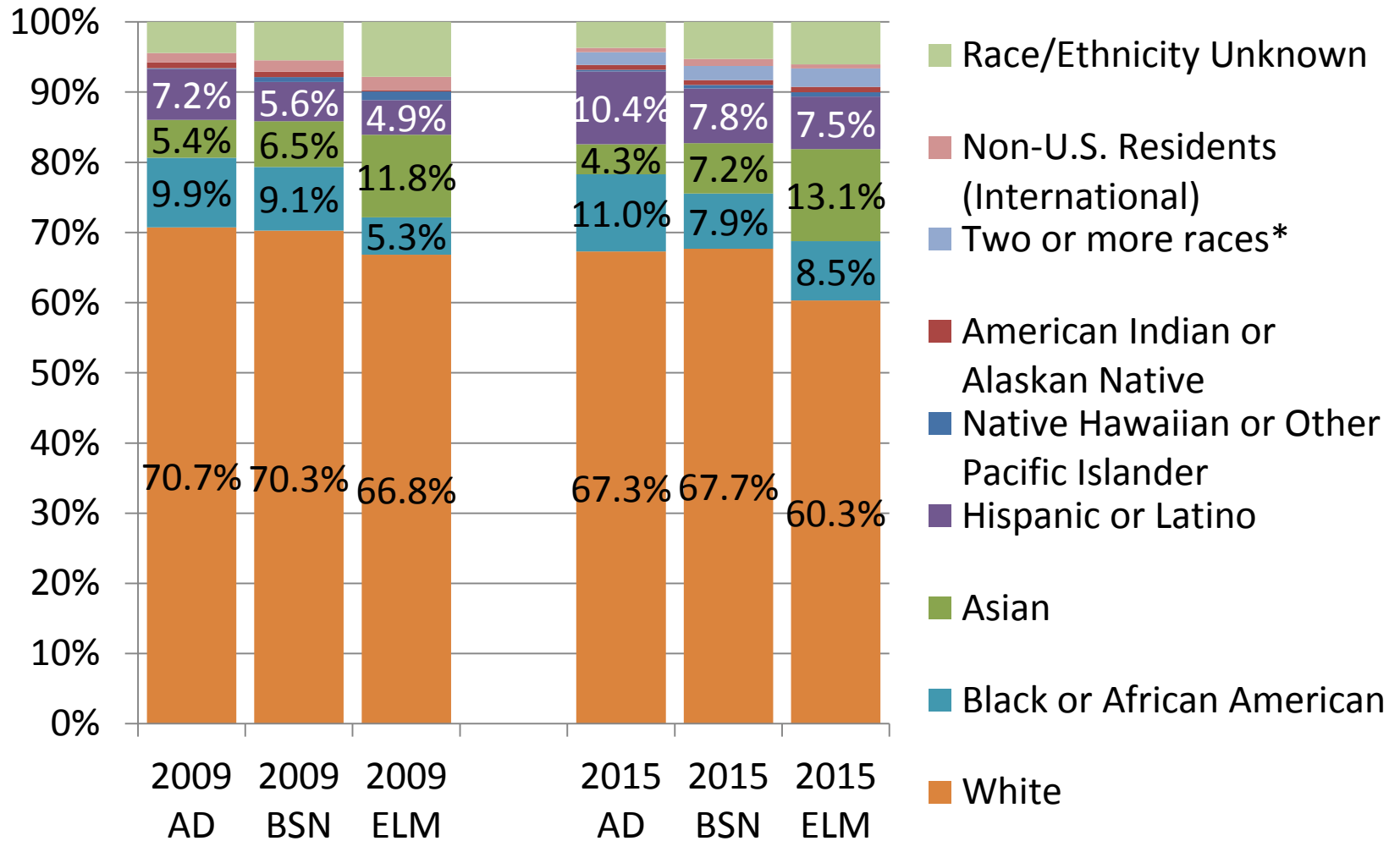 – Unemployed but reports normal occupation is nursing
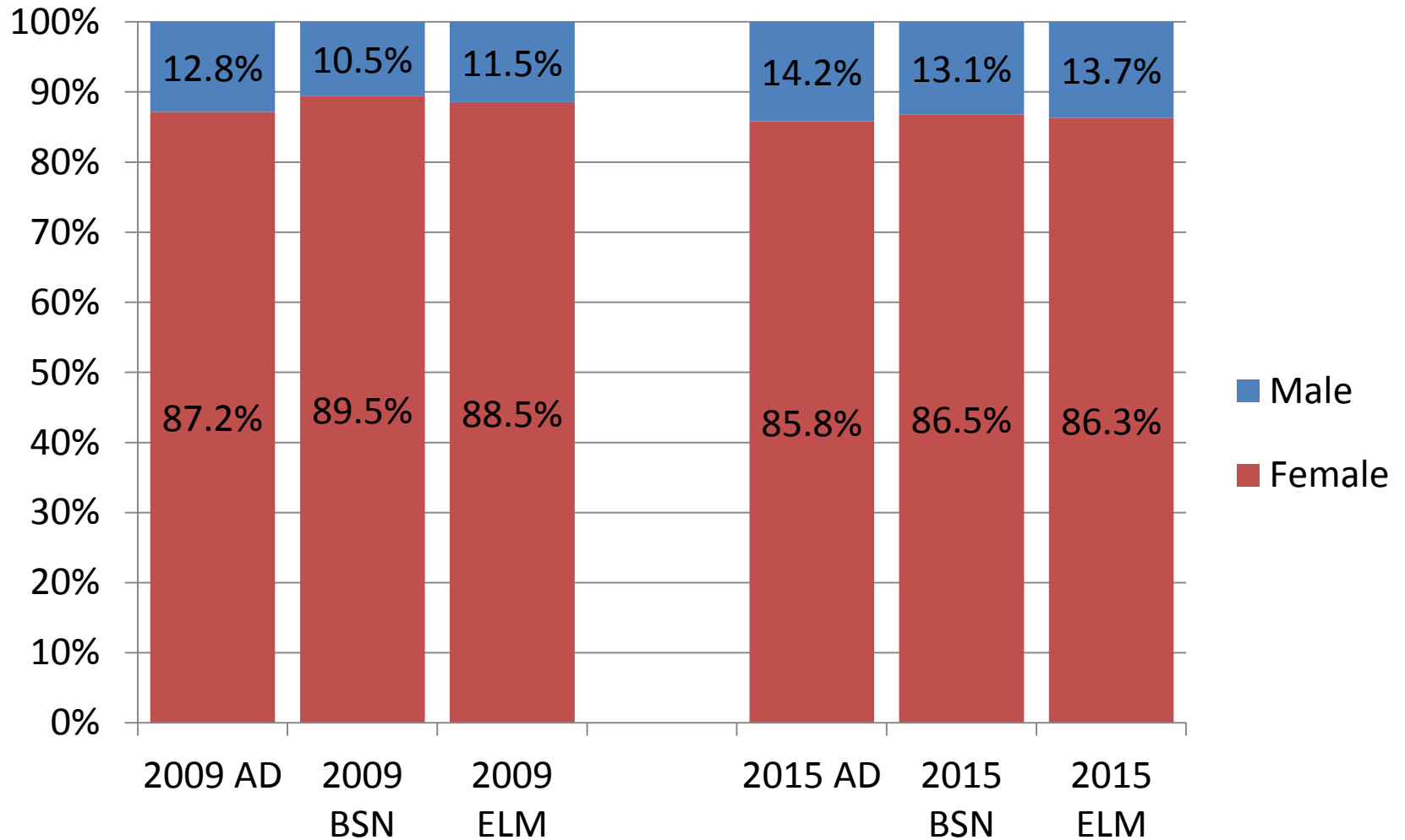
Total RN Population Over Time

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Legend:
- Two or more races
- American Indian or Alaska Native
- Native Hawaiian or other Pacific Islander
- Hispanic or Latino
- Asian
- Black or African American
- White

White percentages by year: 76.4% (2009), 75.4% (2010), 74.6% (2011), 74.4% (2012), 73.6% (2013), 71.9% (2014), 71.7% (2015)

Total RN vs. US Population Over Time

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RN graduate race/ethnic diversity, by degree type

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	2009 AD	2009 BSN	2009 ELM	2015 AD	2015 BSN	2015 ELM
Hispanic or Latino	7.2%	5.6%	4.9%	10.4%	7.8%	7.5%
Asian	5.4%	6.5%	11.8%	4.3%	7.2%	13.1%
Black or African American	9.9%	9.1%	5.3%	11.0%	7.9%	8.5%
White	70.7%	70.3%	66.8%	67.3%	67.7%	60.3%

Legend:
- Race/Ethnicity Unknown
- Non-U.S. Residents (International)
- Two or more races*
- American Indian or Alaskan Native
- Native Hawaiian or Other Pacific Islander
- Hispanic or Latino
- Asian
- Black or African American
- White

RN graduate gender diversity, by degree type

Degree	Female	Male
2009 AD	87.2%	12.8%
2009 BSN	89.5%	10.5%
2009 ELM	88.5%	11.5%
2015 AD	85.8%	14.2%
2015 BSN	86.5%	13.1%
2015 ELM	86.3%	13.7%

RN doctoral graduates – race/ethnic diversity
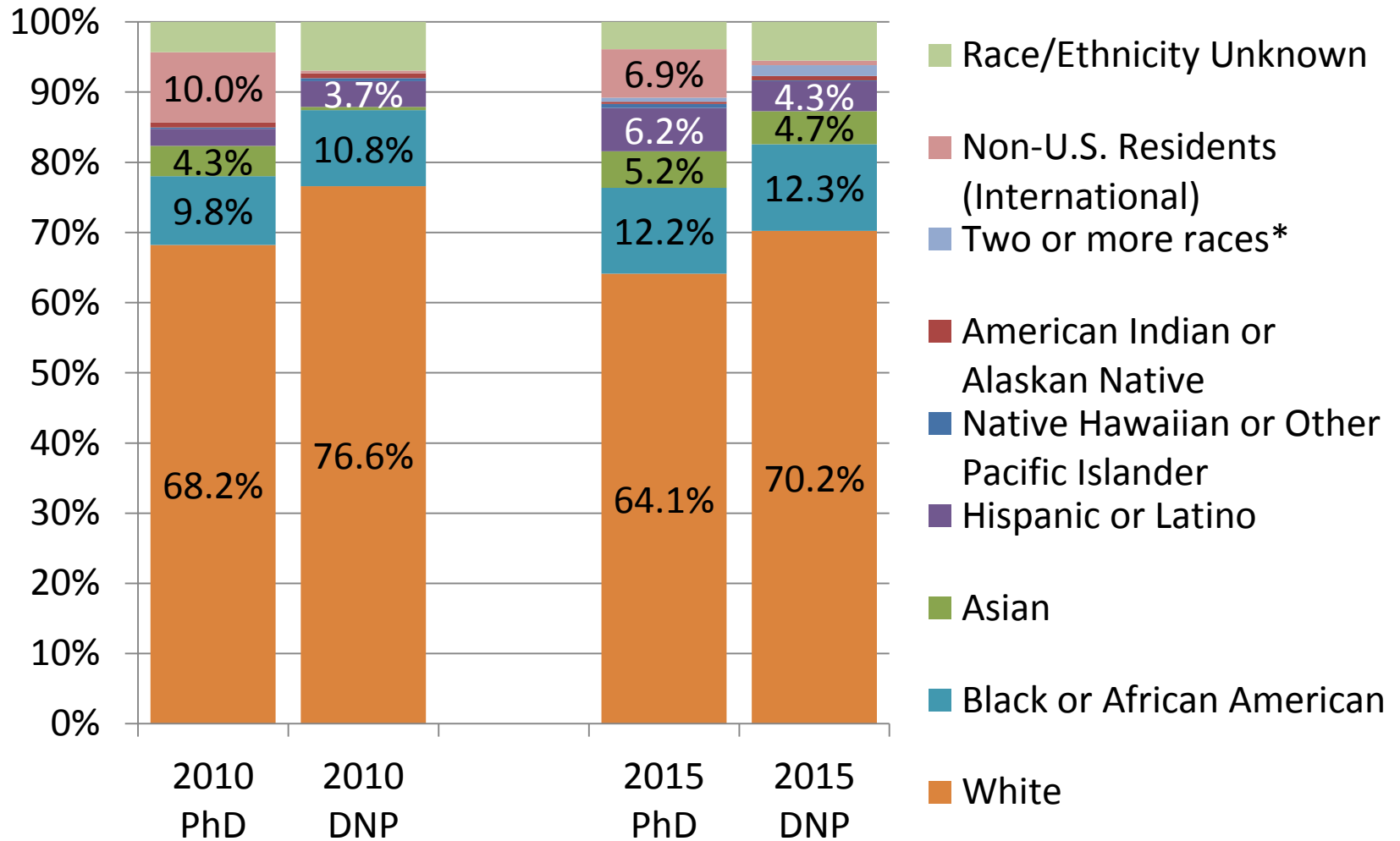
RN doctoral graduates – gender diversity

Questions or Comments?

Press *1 on your telephone key pad to ask a question

(Please be sure to record your name after the prompt)

OR

Use the "chat" feature to send "everyone" a question.

If you are having trouble asking a question, please click the "Raise Hand" button on the bottom right of your screen

You can find the recording, webinar summary, and additional resources by going to: www.campaignforaction.org/webinars.

Upcoming Webinars

- **Measuring Diversity Part 2**
  Date TBD

- **Diversity Nursing Organizations: Partners in Building a Culture of Health**
  Dates TBD

Campaign Resources

Visit us on the web at www.campaignforaction.org
For webinar resources:
http://campaignforaction.org/resources

http://facebook.com/campaignforaction   www.twitter.com/campaignforaction