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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Director,
Diversity Patient Care Services
Massachusetts General Hospital

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Assistant Professor
Department of Community-Public Health
Johns Hopkins School of Nursing
Areas of Focus

Education

Practice & Care

Leadership

Diversity

Interprofessional Collaboration
CULTURE OF HEALTH ACTION FRAMEWORK

ACTION AREA 1
MAKING HEALTH A SHARED VALUE

ACTION AREA 2
FOSTERING CROSS-SECTOR COLLABORATION TO IMPROVE WELL-BEING

ACTION AREA 3
CREATING HEALTHIER, MORE EQUITABLE COMMUNITIES

ACTION AREA 4
STRENGTHENING INTEGRATION OF HEALTH SERVICES AND SYSTEMS

EQUITY

OUTCOME
IMPROVED POPULATION HEALTH, WELL-BEING, AND EQUITY
Welcome to the Future of Nursing: Campaign for Action Dashboard
Indicator 7: Diversity

IOM Recommendation:
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

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

EQUITY

ACTION AREA 1
MAKING HEALTH A SHARED VALUE

OUTCOME
IMPROVED POPULATION HEALTH, WELL-BEING, AND EQUITY

ACTION AREA 4
STRENGTHENING INTEGRATION OF HEALTH SERVICES AND SYSTEMS

ACTION AREA 3
CREATING HEALTHIER, MORE EQUITABLE COMMUNITIES

ACTION AREA 2
FOSTERING CROSS-SECTOR COLLABORATION TO IMPROVE WELL-BEING

EQUITY
### Linking IOM Recommendations to a Culture of Health

<table>
<thead>
<tr>
<th>Promoting Diversity</th>
<th>Culture of Health Action Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Equity</td>
<td>1  Making Health a Shared Value</td>
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<tr>
<td>• Cultural competence</td>
<td></td>
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<tr>
<td>• Reaching out to minority nurse organizations</td>
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<tr>
<td>3 Creating Healthier More Equitable Communities</td>
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</tbody>
</table>
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

Note: Unknown and non-US are not in Census population data
Gender of pre-licensure RN graduates

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>12.7%</td>
<td>87.3%</td>
</tr>
<tr>
<td>2012</td>
<td>13.3%</td>
<td>86.7%</td>
</tr>
<tr>
<td>2013</td>
<td>13.7%</td>
<td>86.3%</td>
</tr>
<tr>
<td>2014</td>
<td>13.8%</td>
<td>86.2%</td>
</tr>
<tr>
<td>2015</td>
<td>13.7%</td>
<td>86.1%</td>
</tr>
</tbody>
</table>
RN graduate vs. US population gender

- **2011 RN grads**: 87.3% Male, 50.8% Female
- **2011 US pop**: 49.2% Male, 50.8% Female
- **2015 RN grads**: 86.1% Male, 50.8% Female
- **2015 US pop**: 49.2% Male, 50.8% Female
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 vs. US Population Over Time

- Two or more races
- American Indian or Alaska Native
- Native Hawaiian or other Pacific Islander
- Hispanic or Latino
- Asian
- Black or African American
- White
RN graduate race/ethnic diversity, by degree type

- 2009 AD
  - White: 70.7%
  - Asian: 5.4%
  - Black or African American: 9.9%
  - Hispanic or Latino: 4.9%
  - Race/Ethnicity Unknown: 7.2%
  - Non-U.S. Residents (International): 5.6%
  - Two or more races*: 11.8%

- 2009 BSN
  - White: 70.3%
  - Asian: 6.5%
  - Black or African American: 9.1%
  - Hispanic or Latino: 5.3%
  - Race/Ethnicity Unknown: 4.9%
  - Non-U.S. Residents (International): 11.8%
  - Two or more races*: 1.8%

- 2009 ELM
  - White: 66.8%
  - Asian: 11.8%
  - Black or African American: 11.8%
  - Hispanic or Latino: 5.3%
  - Race/Ethnicity Unknown: 10.4%
  - Non-U.S. Residents (International): 11.0%
  - Two or more races*: 11.8%

- 2015 AD
  - White: 67.3%
  - Asian: 7.2%
  - Black or African American: 4.3%
  - Hispanic or Latino: 7.2%
  - Race/Ethnicity Unknown: 10.4%
  - Non-U.S. Residents (International): 7.9%
  - Two or more races*: 11.0%

- 2015 BSN
  - White: 67.7%
  - Asian: 7.9%
  - Black or African American: 4.3%
  - Hispanic or Latino: 7.2%
  - Race/Ethnicity Unknown: 7.8%
  - Non-U.S. Residents (International): 7.9%
  - Two or more races*: 8.5%

- 2015 ELM
  - White: 60.3%
  - Asian: 8.5%
  - Black or African American: 4.3%
  - Hispanic or Latino: 4.9%
  - Race/Ethnicity Unknown: 7.5%
  - Non-U.S. Residents (International): 13.1%
  - Two or more races*: 8.5%
RN doctoral graduates – race/ethnic diversity

<table>
<thead>
<tr>
<th>Year</th>
<th>College</th>
<th>White</th>
<th>Black or African American</th>
<th>Asian</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>Hispanic or Latino</th>
<th>American Indian or Alaskan Native</th>
<th>Race/Ethnicity Unknown</th>
<th>Non-U.S. Residents (International)</th>
<th>Two or more races*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>PhD</td>
<td>68.2%</td>
<td>9.8%</td>
<td>4.7%</td>
<td>5.2%</td>
<td>12.2%</td>
<td>4.3%</td>
<td>3.7%</td>
<td>10.8%</td>
<td>6.9%</td>
</tr>
<tr>
<td>2010</td>
<td>DNP</td>
<td>76.6%</td>
<td>4.3%</td>
<td>6.2%</td>
<td>5.2%</td>
<td>12.2%</td>
<td>4.3%</td>
<td>9.8%</td>
<td>10.8%</td>
<td>6.9%</td>
</tr>
<tr>
<td>2015</td>
<td>PhD</td>
<td>64.1%</td>
<td>3.7%</td>
<td>6.2%</td>
<td>5.2%</td>
<td>12.2%</td>
<td>4.3%</td>
<td>9.8%</td>
<td>10.8%</td>
<td>6.9%</td>
</tr>
<tr>
<td>2015</td>
<td>DNP</td>
<td>70.2%</td>
<td>3.7%</td>
<td>6.2%</td>
<td>5.2%</td>
<td>12.2%</td>
<td>4.3%</td>
<td>9.8%</td>
<td>10.8%</td>
<td>6.9%</td>
</tr>
</tbody>
</table>
RN doctoral graduates – gender diversity

<table>
<thead>
<tr>
<th>Year</th>
<th>PhD Female</th>
<th>DNP Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>6.6%</td>
<td>8.5%</td>
</tr>
<tr>
<td>2015</td>
<td>7.9%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>PhD Male</th>
<th>DNP Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>93.4%</td>
<td>91.5%</td>
</tr>
<tr>
<td>2015</td>
<td>92.1%</td>
<td>88.7%</td>
</tr>
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</table>
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

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For webinar resources:
http://campaignforaction.org/resources

Resources
A LIBRARY AT YOUR FINGERTIPS
Help promote better health through nursing by tapping into hundreds of resources, including studies, toolkits, webinars, and other materials organized in the categories in which the Campaign pushes for action.

ISSUES
- Improving Access to Care
- Transforming Nursing Education
- Promoting Nursing Leadership
- Increasing Diversity
- Collecting Workforce Data
- Fostering Interprofessional Collaboration
- Building Healthier Communities

TOOLS & TIPS
- Academic Progression in Nursing (APN)
- Advocacy
- Communications and marketing
- Funding opportunities
- Meetings
- Milestones (Dashboard indicators)
- News releases

- Organizational excellence
- Fundraising
- Internal operations
- Stakeholder engagement
- Research
- State Implementation Program (SIP)
- Grant projects
- Grantee resources
- Webinars

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