State and County Health and Diversity Measures:

Are We/You Moving the Needle?

Webinar Summary

March 20, 2018

The Robert Wood Johnson Foundation’s annual County Health Rankings & Roadmaps provide a revealing snapshot of how health is influenced by where we live, learn, work and play. They provide a starting point for change in communities.

This interactive webinar will focus on using that data, along with the Campaign for Action’s dashboard measures around diversity in nursing, to bolster your efforts to engage new partners and sustain your work building a culture of health in your state or community.

Participants will:

- Discuss Campaign dashboard measures around diversity in nursing and how they fit within RWJF’s Culture of Health framework.
- Review the interactive County Health Rankings website to learn more about your state’s health and who you are serving.
- Discuss how this information and data can be used to engage new and existing stakeholders, and how Culture of Health concepts can be used in sustainability efforts.

Presenters

Winifred V. Quinn, PhD
Director, Advocacy & Consumer Affairs
Adriana Perez, PhD, ANP-BC, FAAN  
Assistant Professor, University of Pennsylvania School of Nursing  
Diversity Consultant, Center to Champion Nursing in America

Joanne Spetz, PhD  
Professor, Philip R. Lee Institute for Health Policy Studies  
Associate Director for Research, Healthforce Center  
University of California, San Francisco

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Join the Campaign’s Diversity Steering Committee Co-chairs Deborah Washington, PhD, RN, MS, and Carmen Alvarez, PhD, RN, CRNP, CNM, as well as Joanne Spetz, PhD, data adviser to the Center to Champion Nursing in America (CCNA), who will discuss updated sources of national and state-level data about diversity.

Deborah Washington, PhD, RN, MS  
Director, Diversity Patient Care Services  
Massachusetts General Hospital

Carmen Alvarez, PhD, RN, CRNP, CNM  
Assistant Professor  
Department of Community-Public Health  
Johns Hopkins School of Nursing
Dashboard Diversity Indicators

- 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

<table>
<thead>
<tr>
<th>Year</th>
<th>Race/Ethnicity Unknown*</th>
<th>Non-U.S. Residents (International)*</th>
<th>Two or more races</th>
<th>American Indian or Alaskan Native</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>Hispanic or Latino</th>
<th>Asian</th>
<th>Black or African American</th>
<th>White</th>
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<tbody>
<tr>
<td>2011</td>
<td>6.9%</td>
<td>5.7%</td>
<td>9.2%</td>
<td>69.5%</td>
<td>6.9%</td>
<td>9.2%</td>
<td>69.5%</td>
<td>68.8%</td>
<td>68.3%</td>
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<td>2012</td>
<td>7.4%</td>
<td>5.6%</td>
<td>9.7%</td>
<td>68.8%</td>
<td>5.6%</td>
<td>9.7%</td>
<td>68.8%</td>
<td>68.3%</td>
<td>67.7%</td>
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<tr>
<td>2013</td>
<td>7.7%</td>
<td>5.6%</td>
<td>9.6%</td>
<td>68.3%</td>
<td>5.6%</td>
<td>9.6%</td>
<td>68.3%</td>
<td>67.7%</td>
<td>67.4%</td>
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<tr>
<td>2014</td>
<td>8.6%</td>
<td>5.6%</td>
<td>9.9%</td>
<td>67.7%</td>
<td>5.6%</td>
<td>9.6%</td>
<td>67.7%</td>
<td>67.4%</td>
<td>66.7%</td>
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<tr>
<td>2015</td>
<td>9.2%</td>
<td>5.7%</td>
<td>9.6%</td>
<td>67.4%</td>
<td>5.7%</td>
<td>9.7%</td>
<td>67.4%</td>
<td>66.7%</td>
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</tr>
<tr>
<td>2016</td>
<td>10.0%</td>
<td>5.7%</td>
<td>9.7%</td>
<td>66.7%</td>
<td>5.7%</td>
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</tbody>
</table>

Note: Unknown and non-US are not in Census population data
**RN graduates vs. US population: Diversity**

![Bar chart comparing the percentage of various racial and ethnic groups among RN graduates and the US population for the years 2011 and 2016.]

**Gender of pre-licensure RN graduates**

![Bar chart showing the gender distribution of RN graduates from 2011 to 2016.]

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* 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
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

RN Graduates: Race/Ethnic Diversity, by Degree Type
Building a Culture of Health

- Health Outcomes
  - Length of Life (50%)
  - Quality of Life (50%)
- Health Factors
  - Health Behaviors (30%)
    - Tobacco Use
    - Diet & Exercise
    - Alcohol & Drug Use
    - Sexual Activity
  - Clinical Care (20%)
    - Access to Care
    - Quality of Care
  - Social & Economic Factors (40%)
    - Education
    - Employment
    - Income
    - Family & Social Support
    - Community Safety
  - Physical Environment (10%)
    - Air & Water Quality
    - Housing & Transit
- Policies & Programs
AARP Community Engagement

- AARP Massachusetts volunteer
- Mayor’s Advisory Council on Aging Member, City of Boston
- Advisory committee member for the Massachusetts Healthy Aging 2018 Data Report
- National Center for Creative Aging member
- Community activist
- Artist
- Student of gerontology
Indicators to address now

Top Stakeholder Concerns

- Diabetes 36%
- Hypertension 22%
- Obesity 21%
- Prostate Cancer 7%
- % with poor mental health 7%
- Congestive Heart Failure 7%

TOP 3 INDICATORS:
- Diabetes
- Hypertension
- Obesity

Followed by:
- Prostate Cancer
- Congestive Heart Failure

% with 15 or more poor Mental Health days within past month
Keeping the momentum

- Since the launch of the Campaign for Action
  - Positive trends for increasing diversity among pre-licensure RNs & nurse prepared at the doctorate level
- We have to keep driving for more change
  - American Indian or Alaska Native, and Native Hawaiian or other Pacific Islanders
  - Diversity of the profession still does not represent the diversity of the nation
  - Achieving a culture of health for all, is going to depend on diverse profession

Culture of health measures as a guide

- Making Health a Shared Value
  - Civic engagement
    - Measure – Voter participation
- Fostering Cross-sector Collaboration
  - Quality of partnerships
• Measure – Local health department collaboration with community organization

• Creating Healthier Communities
  – Built environment and physical conditions
    • Measure – Access to healthy foods

• Strengthening Integration of Health Services & Systems
  – Balance and integration
    • Measure – Hospital partnerships

The IOM’s recommendations include: the need for more advanced education of registered nurses; nurses leading innovations in health care and being appointed to decision making bodies; all nurses practicing to the full extent of their education and training; a more diverse nursing workforce and faculty; and more interprofessional collaboration among nurses, physicians, and other members of the health care team in the educational and clinical environments.

For more information from the Center to Champion Nursing in America about this webinar, technical assistance or other questions related to the Future of Nursing, Campaign for Action contact amccallion@aarp.org

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