

FUTURE OF NURSING™

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



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

Across the country, there is a movement to advance the field of nursing so that all Americans have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success. This national level [Future of Nursing: Campaign for Action](#) is a result of the Institute of Medicine's landmark 2010 report on the [Future of Nursing: Leading Change, Advancing Health](#).

The *Campaign for Action's* field-based teams, the [Action Coalitions](#), are leading this movement and are equipping themselves with knowledge gained from technical assistance provided by the Center to Champion Nursing in America (CCNA), a joint initiative of AARP Foundation, AARP, and the Robert Wood Johnson Foundation. Such technical assistance comes in the form of webinars, face to face interactions, and other facilitated engagements with public policy leaders, content experts, consultants, and Action Coalition peers across the country.



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

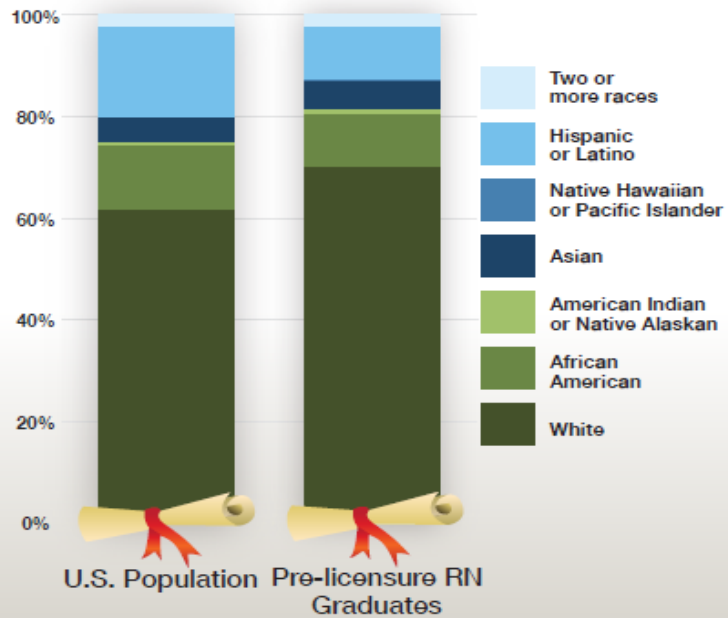
Assistant Professor
Department of Community-Public Health
Johns Hopkins School of Nursing

Indicator 7: Diversity

IOM Recommendation:

Make diversity in the nursing workforce a priority

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



In the U.S., the female/male population is **50.8% female** and **49.2% male**.
 In 2015, pre-licensure RN program graduates were **86.1% female** and **13.7% male**.

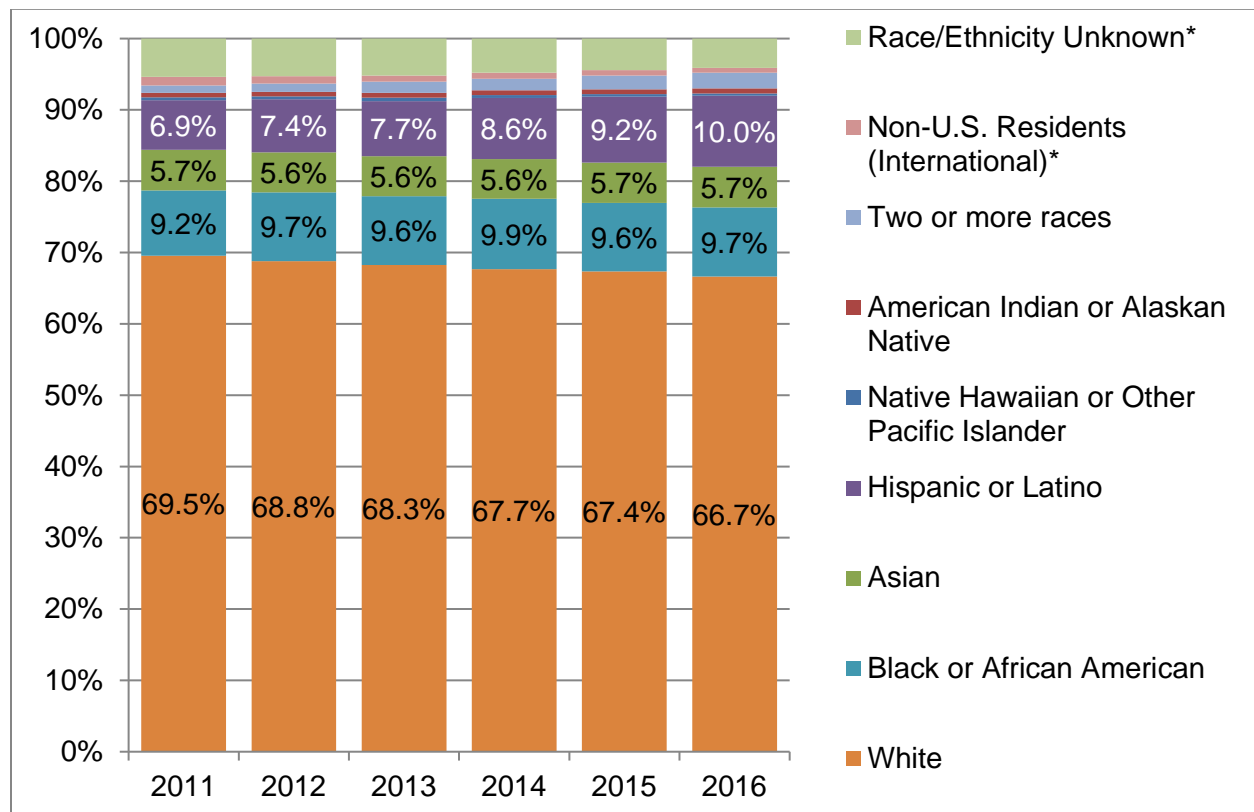
Dashboard Diversity Indicators

- 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

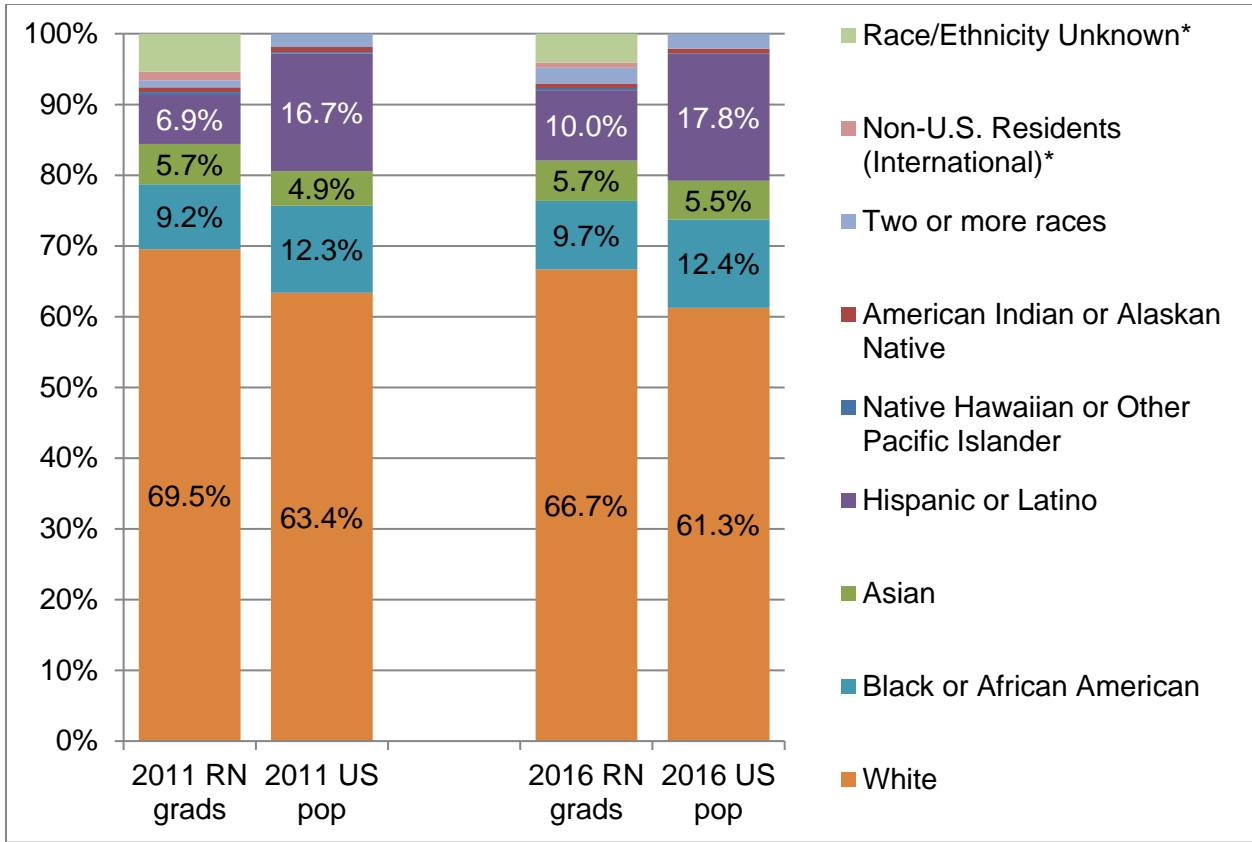
- Integrated Post-Secondary Education Data System (IPEDS)
 - Administered by US Department of Education
 - Used for AD and Diploma graduates
- American Association of Colleges of Nursing
 - Used for BS/BSN graduates
- Comparison: US population data from US Census Bureau

Diversity of pre-licensure RN graduates

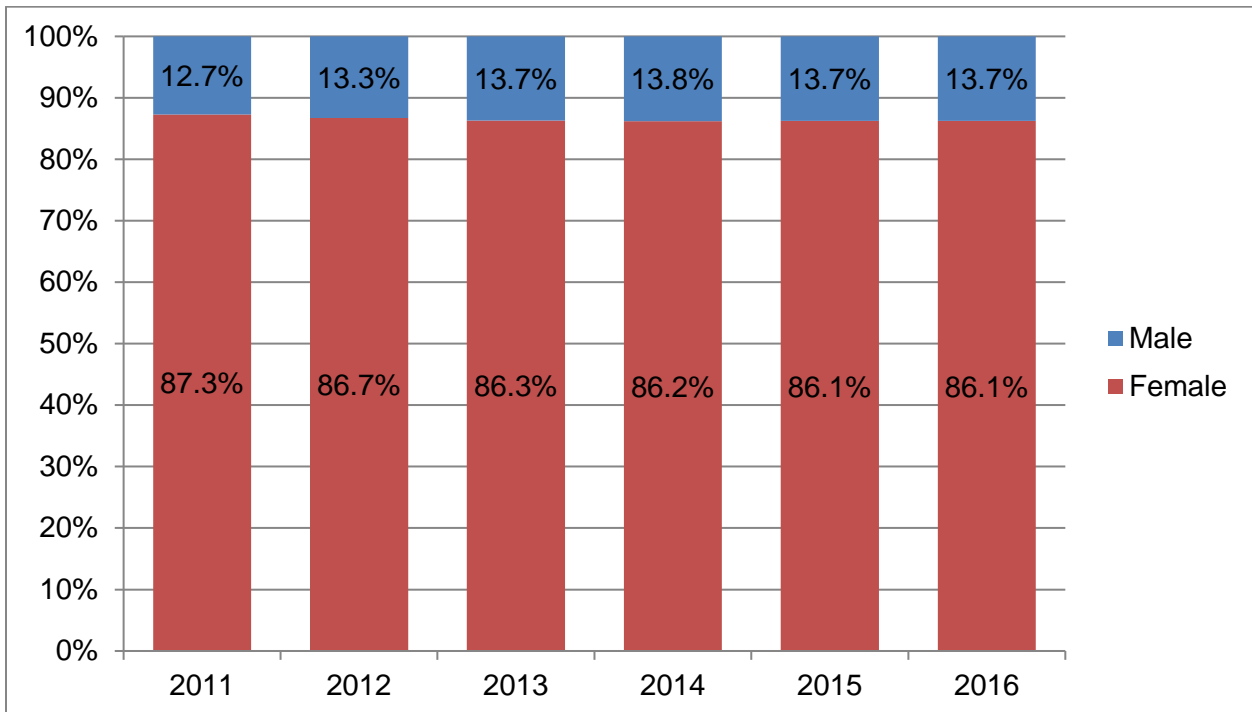


Note: Unknown and non-US are not in Census population data

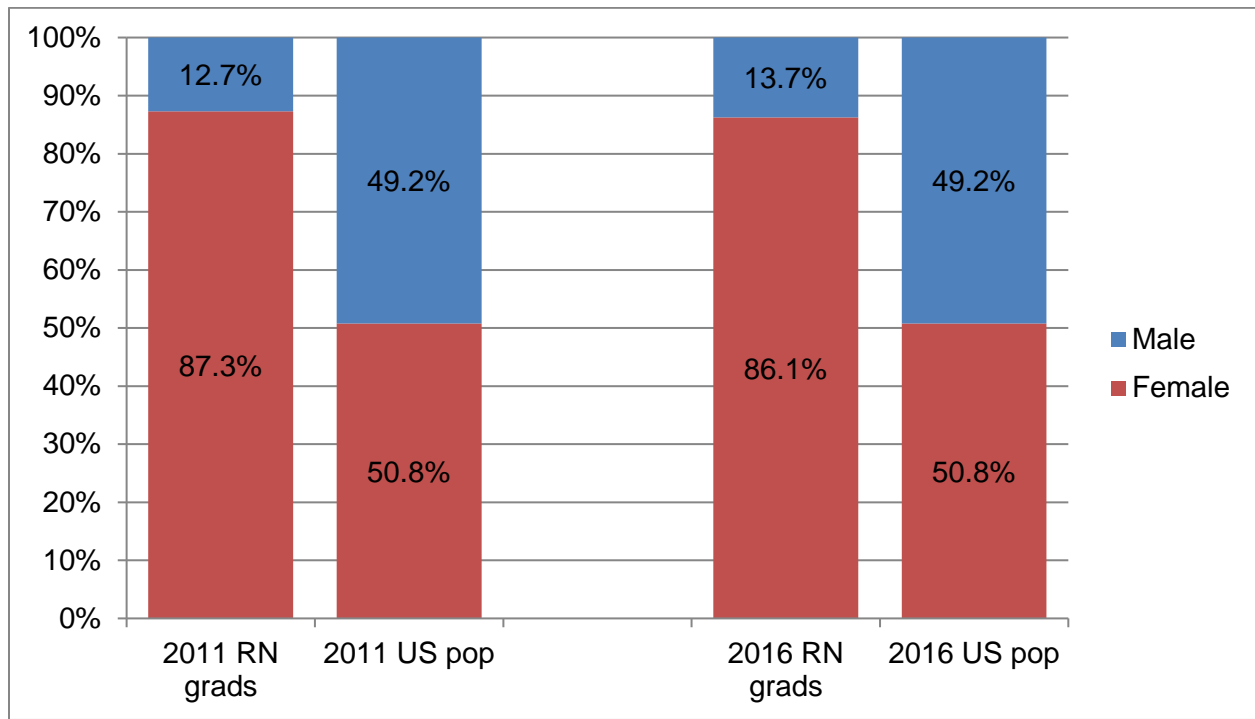
RN graduates vs. US population: Diversity



Gender of pre-licensure RN graduates



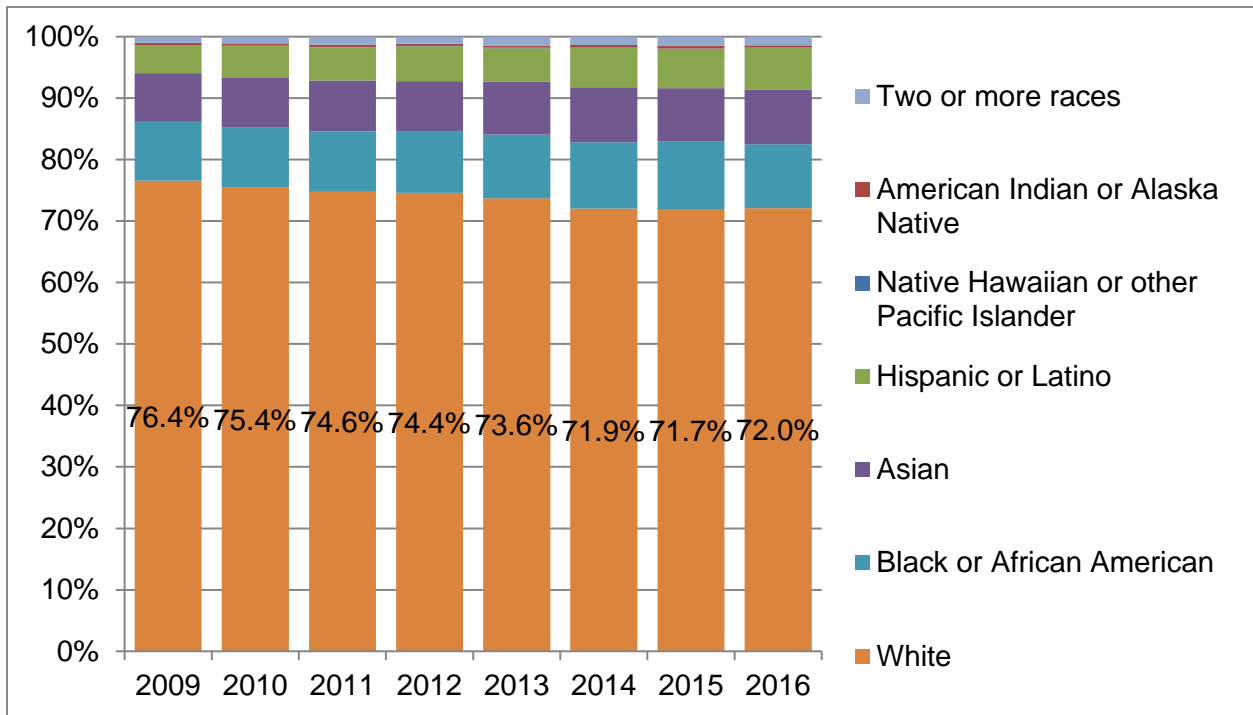
RN graduate vs. US population gender



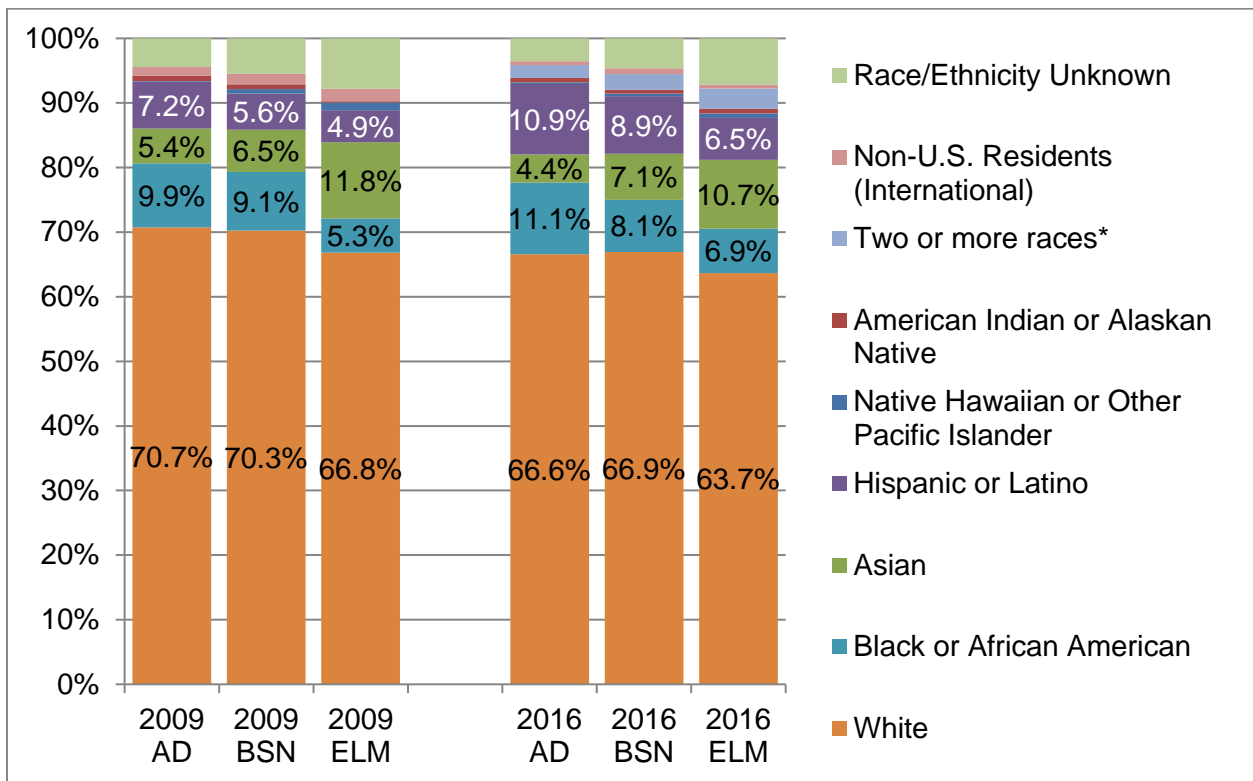
Data Source: Total RN Population

- 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

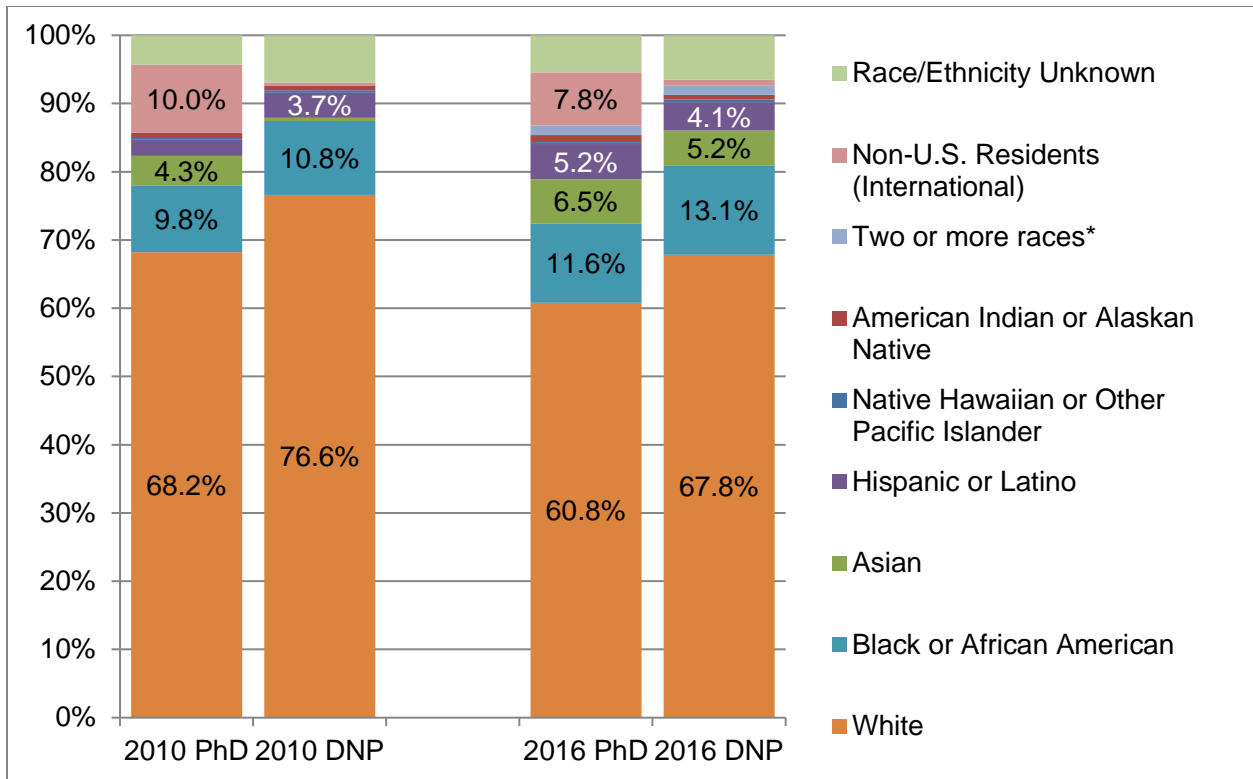
Total RN Population Over Time



RN Graduates: Race/Ethnic Diversity, by Degree Type

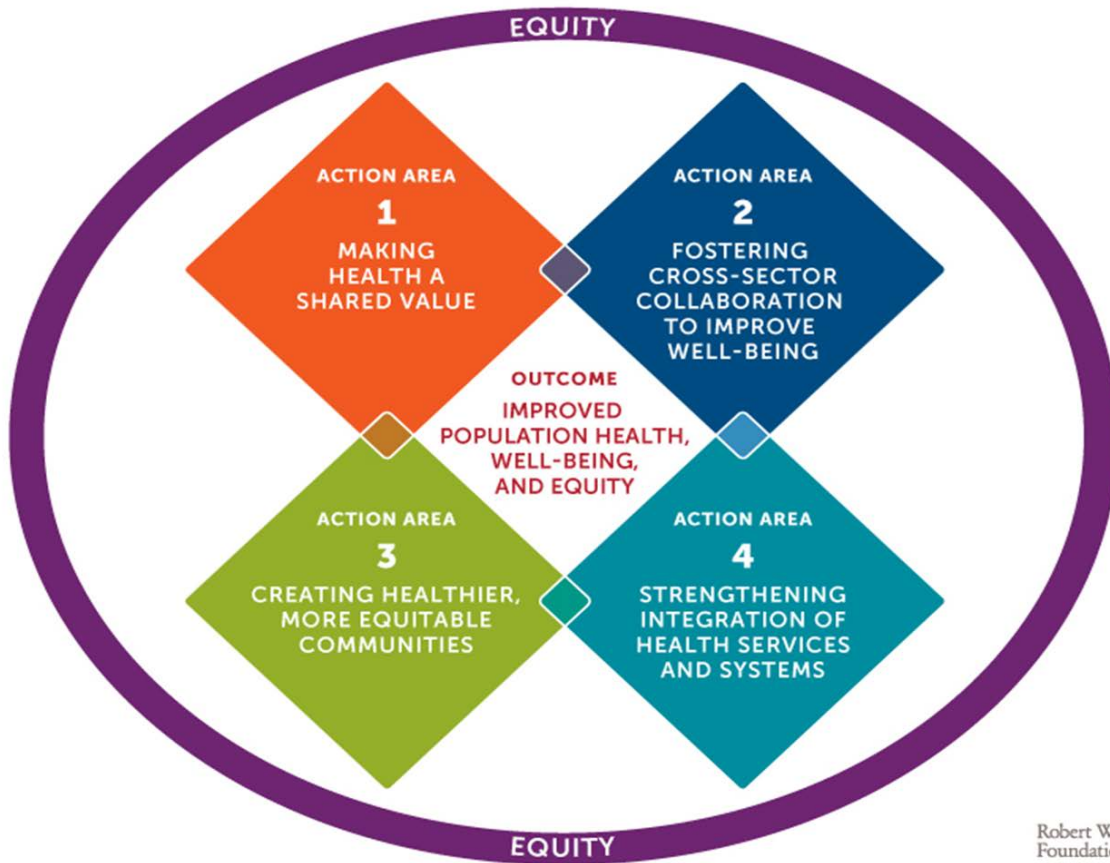


RN doctoral graduates – race/ethnic diversity

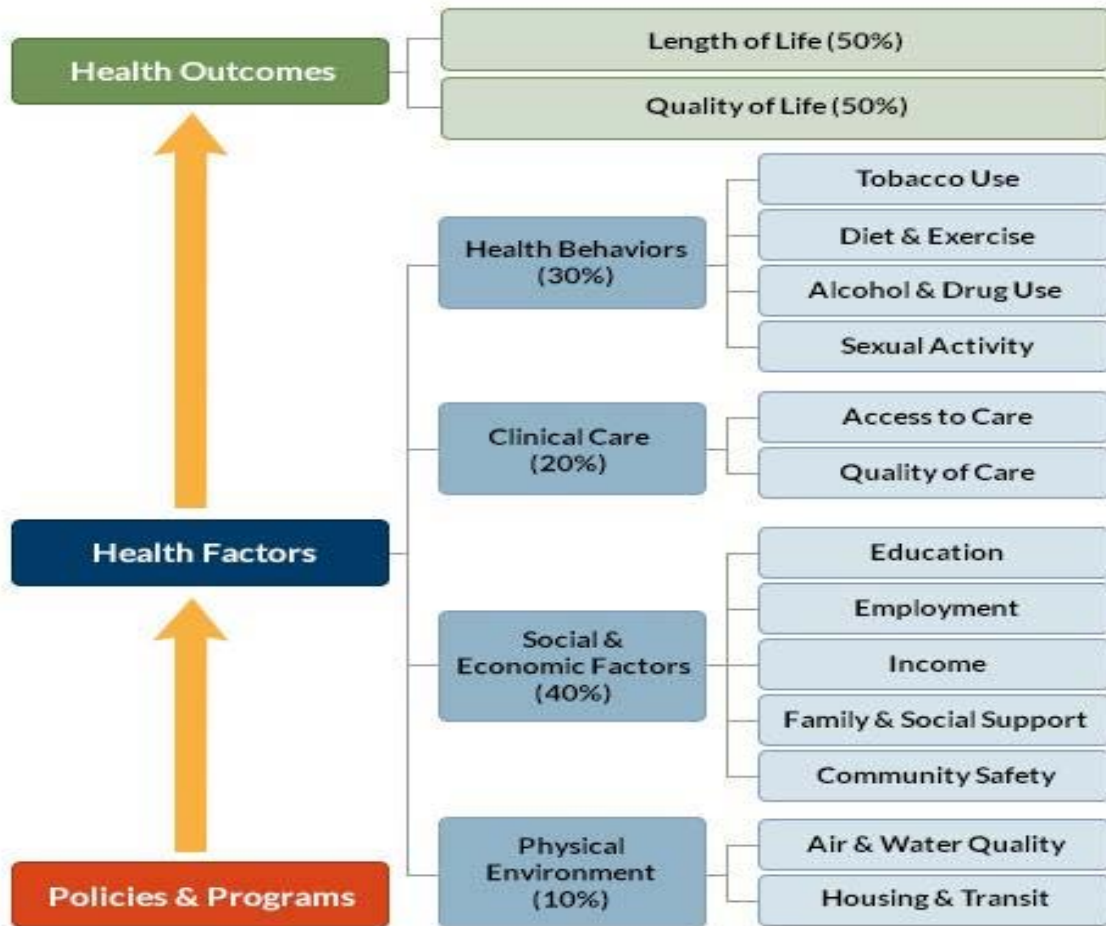


Action Framework

CULTURE OF HEALTH ACTION FRAMEWORK



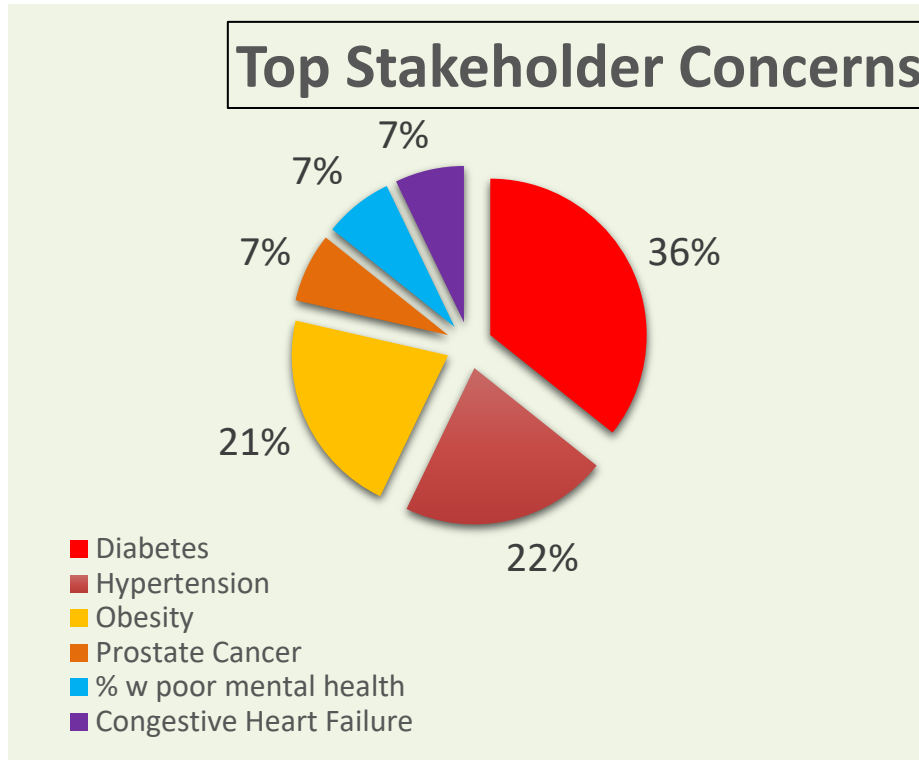
Building a Culture of Health



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 3 INDICATORS:

Diabetes

Hypertension

Obesity

Followed by:

Prostate Cancer

Congestive Heart Failure

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

Figure 2

Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	Quality of care
Medical bills	Playgrounds	Higher education			
Support	Walkability				

Health Outcomes
 Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations



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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