RN Diversity Analysis, 2013

Renae Waneka, MPH
Joanne Spetz, PhD

University of California, San Francisco
Philip R. Lee Institute for Health Policy Studies
September 11, 2013
Background

• Purpose
  – Diversity and language skills associated with the ability of RNs to provide culturally competent care
  – Identify current and projected diversity of CA RNs and general population, statewide and by region
Data

• RNs
  – BRN Licensing Records

• Patient population
  – OSHPD acute care patient discharge data (2010)

• General population
  – Census (2010)
  – CA Department of Finance population projections (2010)
  – American Community Survey (2010)
Results: Current Diversity Snapshot, Statewide

Sources: Census, 2010; OSHPD Patient Discharge Data, 2010; BRN Survey of RNs, 2012
Racial Composition of CA RNs by Age

- Younger RNs are more diverse

Source: BRN Survey of RNs 2012
## Share of CA RNs Less than 55 Yrs of Age Working in Nursing, by Year

<table>
<thead>
<tr>
<th>Race</th>
<th>2010</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>92%</td>
<td>90%</td>
</tr>
<tr>
<td>Black</td>
<td>94%</td>
<td>94%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>94%</td>
<td>91%</td>
</tr>
<tr>
<td>Filipino</td>
<td>96%</td>
<td>92%</td>
</tr>
<tr>
<td>Asian</td>
<td>89%</td>
<td>90%</td>
</tr>
<tr>
<td>Other</td>
<td>89%</td>
<td>88%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>92%</strong></td>
<td><strong>91%</strong></td>
</tr>
</tbody>
</table>

Source: BRN Survey of RNs, 2010 & 2012

- Regardless of race, at least 90% of CA RNs <55 yrs of age working in nursing.
Racial Distribution of Patients and RNs Working in Acute Care

- More Black and Hispanic acute care patients than RNs working in that setting

Sources: OSHPD Patient Discharge Data 2010, BRN Surveys of RNs 2012
### Share of Ethnic Diversity in CA RN Programs

<table>
<thead>
<tr>
<th>Year</th>
<th>New Students</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>56%</td>
<td>53%</td>
</tr>
<tr>
<td>2004</td>
<td>54%</td>
<td>52%</td>
</tr>
<tr>
<td>2005</td>
<td>54%</td>
<td>54%</td>
</tr>
<tr>
<td>2006</td>
<td>57%</td>
<td>53%</td>
</tr>
<tr>
<td>2007</td>
<td>59%</td>
<td>54%</td>
</tr>
<tr>
<td>2008</td>
<td>59%</td>
<td>58%</td>
</tr>
<tr>
<td>2009</td>
<td>61%</td>
<td>59%</td>
</tr>
<tr>
<td>2010</td>
<td>59%</td>
<td>59%</td>
</tr>
<tr>
<td>2011</td>
<td>60%</td>
<td>57%</td>
</tr>
<tr>
<td>2012</td>
<td>60%</td>
<td>58%</td>
</tr>
</tbody>
</table>

- Increasing diversity among students enrolling in and graduating from CA’s RN programs
• Lower RN program completion rates among Black, Filipino and Hispanic RN students

*3-year average used since only 3 years of data are available.

Source: BRN Annual Schools Survey
Spanish Language Skills

• **General population**
  – 29% of Californians speak Spanish at home, 54% of them also speak English very well (ACS 2010)
  – Younger Spanish speakers have better English language skills than their older counterparts (ACS 2010)

• **RNs**
  – 11% of CA RNs fluent in Spanish (BRN Survey of RNs), most of them Hispanic
  – 14% of CA RNs either Hispanic or fluent in Spanish (BRN Survey of RNs)
Asian Language Skills

• General population
  – 10% of Californians speak an Asian language other than Tagalog at home, 51% of them also speak English very well (Census 2010)
  – Younger Asian language speakers have better English language skills than their older counterparts (Census 2010)

• RNs
  – 6% of CA RNs fluent in an Asian language other than Tagalog (BRN Survey of RNs), almost all of them non-Filipino Asian
Population Projections: Projected Racial Composition of California’s Population
Projected Racial Composition of California RNs

Sources: BRN Survey of RNs 2012; BRN Annual Schools Survey; CA Department of Finance 2010
Projected Difference Between RNs and the General Population by Race

Sources: BRN Survey of RNs 2012; BRN Annual Schools Survey; CA Department of Finance 2010
Statewide Trend

- Dramatic growth in Hispanic population
- Moderate growth in Hispanic RNs
- Continued underrepresentation of Hispanics in RN workforce
Regional Highlights: Current and Projected Underrepresentation

<table>
<thead>
<tr>
<th>Region</th>
<th>Underrepresented in RN Workforce*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bay Area</td>
<td>Hispanic, Black, Asian</td>
</tr>
<tr>
<td>Central Coast</td>
<td>Hispanic, Black, Asian</td>
</tr>
<tr>
<td>Central Valley</td>
<td>Hispanic</td>
</tr>
<tr>
<td>Greater Sacramento</td>
<td>Hispanic, Asian, Black</td>
</tr>
<tr>
<td>Los Angeles Area</td>
<td>Hispanic, Black</td>
</tr>
<tr>
<td>Northern California</td>
<td>Hispanic, Black</td>
</tr>
<tr>
<td>Inland Empire</td>
<td>Hispanic, Black</td>
</tr>
<tr>
<td>Southern Border</td>
<td>Hispanic, Black</td>
</tr>
</tbody>
</table>

*Racial groups currently underrepresented that remain so until at least 2022 or become more underrepresented before 2060*
Conclusions

• Hispanics are – and will continue to be – the most underrepresented racial group in the RN workforce, regardless of region
  – Hispanic employment rates and Spanish language skills of RNs won’t close the gap between Hispanics in RN workforce and general population
  – Greater share of Hispanics among younger RNs, but still grossly underrepresented, regardless of RN age
  – Need more RNs with Spanish language skills in Central Valley, LA Area and Central Coast
Conclusions

• Blacks are slightly underrepresented in all regions except the Central Valley and will continue to be underrepresented in the LA Area
  – Limited growth in the general population of Blacks over the next 50 years is leading to more equal representation of this racial group
  – Need more Blacks enrolling in RN programs and strategies to improve their success in these programs to help increase their representation among RNs in the LA Area
Conclusions

- Non-Filipino Asians are slightly underrepresented and will continue to be underrepresented in some regions
  - Continued underrepresentation in Bay Area, Greater Sacramento and Central Coast
  - Need more Asians enrolling in RN programs in these regions or other strategies to increase the share of Asians in the RN workforce
Questions

• Renae Waneka
  – renae.waneka@ucsf.edu