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# **RN Diversity Analysis, 2013**

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September 11, 2013

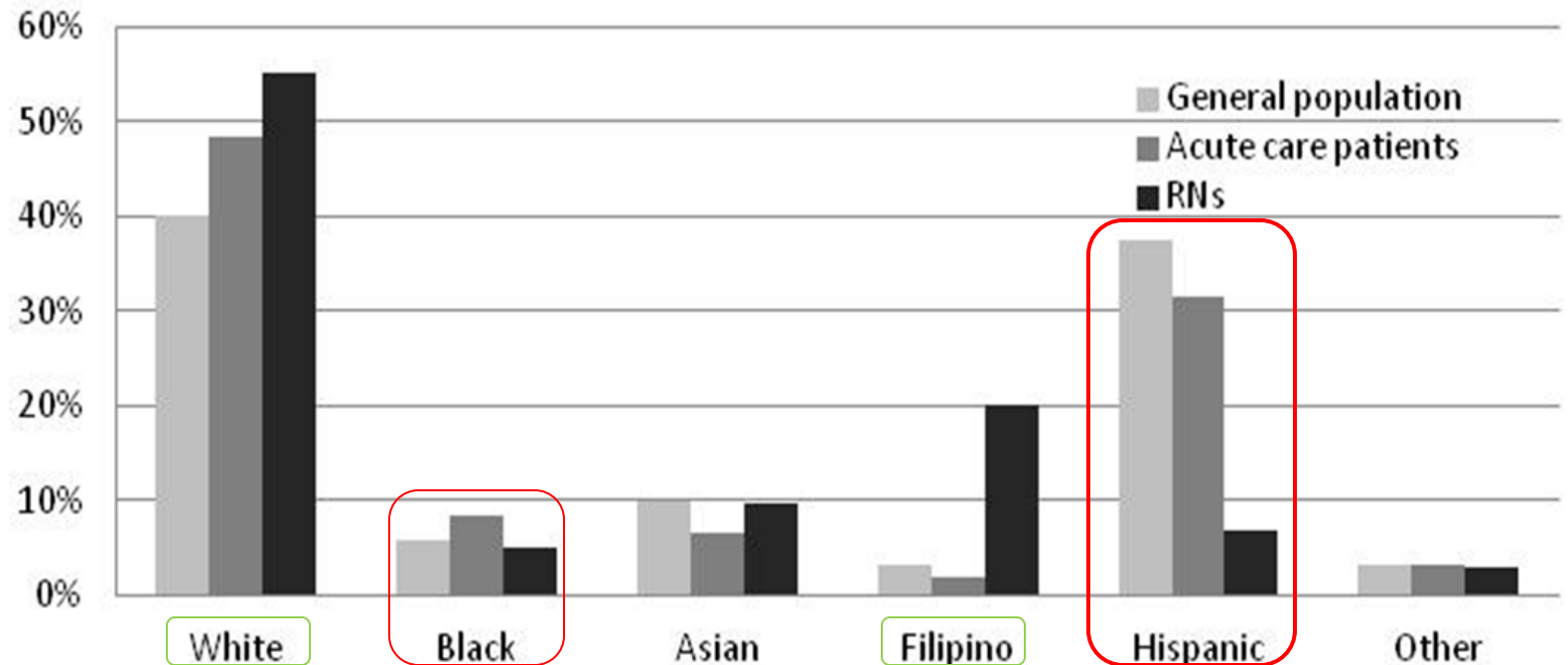
# Background

- **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

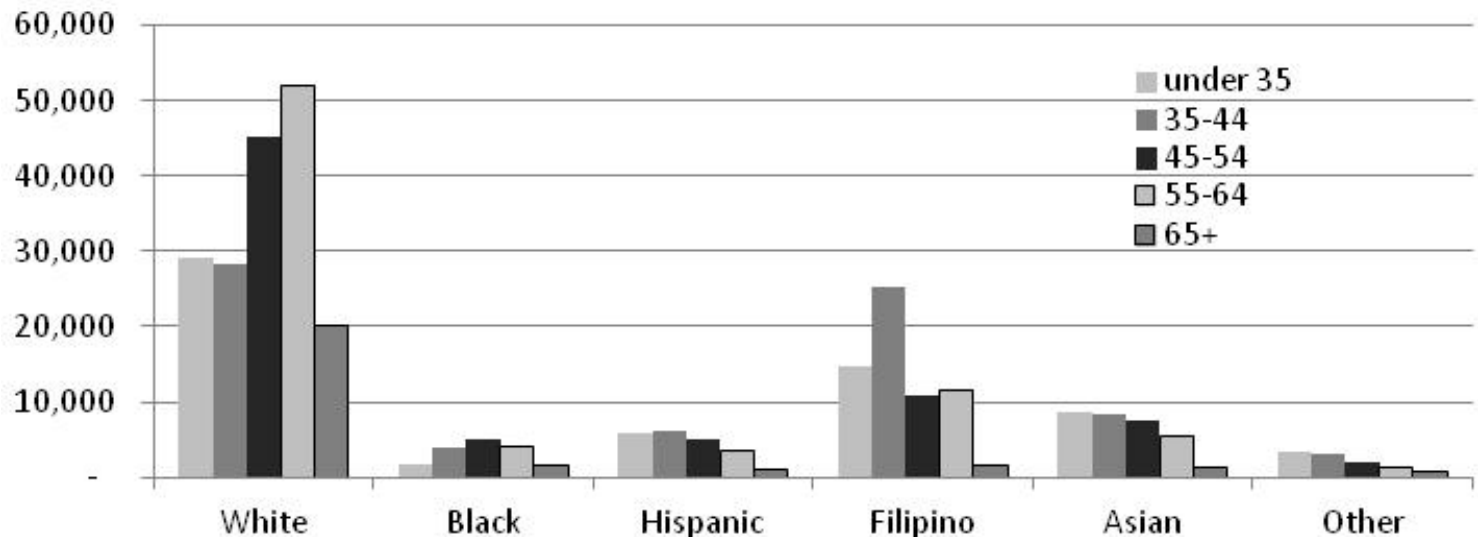
- **RNs**
  - BRN Survey of RNs (2008, 2010 & 2012)
  - BRN Annual Schools Report (2003-2012)
  - BRN Licensing Records
- **Patient population**
  - OSHPD acute care patient discharge data (2010)
- **General population**
  - Census (2010)
  - CA Department of Finance population projections (2010)
  - 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



Source: BRN Survey of RNs 2012

- Younger RNs are more diverse

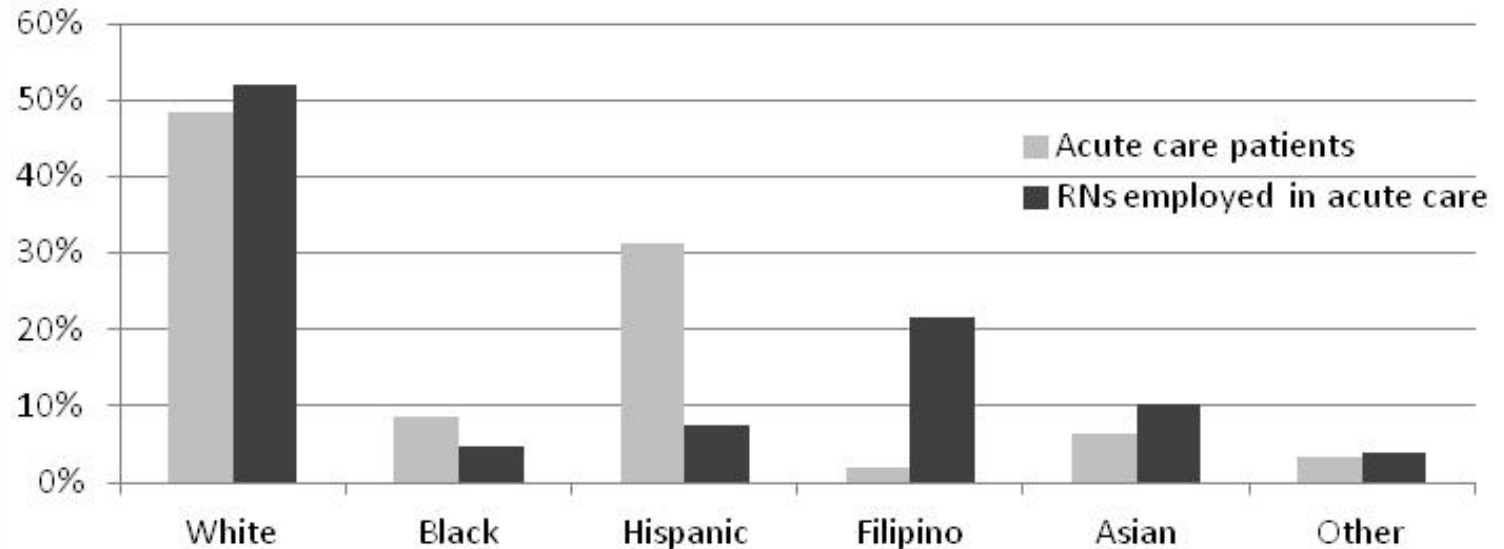
# Share of CA RNs Less than 55 Yrs of Age Working in Nursing, by Year

<b>Race</b>	<b>2010</b>	<b>2012</b>
<b>White</b>	92%	90%
<b>Black</b>	94%	94%
<b>Hispanic</b>	94%	91%
<b>Filipino</b>	96%	92%
<b>Asian</b>	89%	90%
<b>Other</b>	89%	88%
<b>Total</b>	92%	91%

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



Sources: OSHPD Patient Discharge Data 2010, BRN Surveys of RNs 2012

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

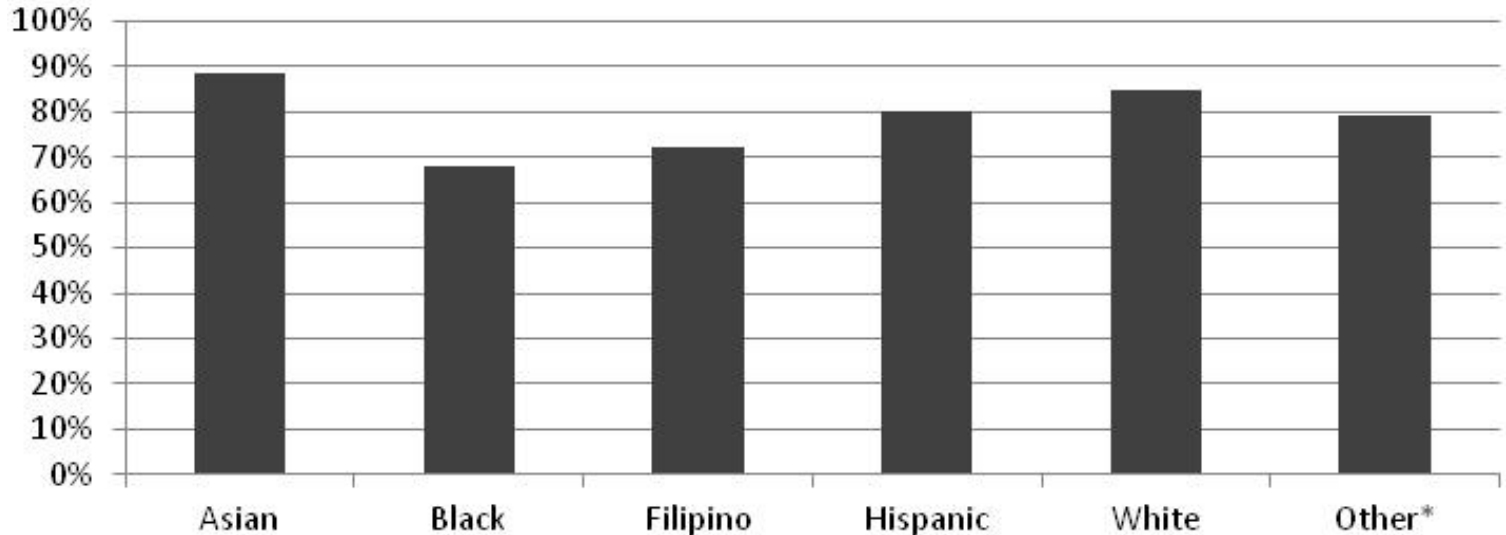
# Share of Ethnic Diversity in CA RN Programs

Year	New Students	Graduates
2003	56%	53%
2004	54%	52%
2005	54%	54%
2006	57%	53%
2007	59%	54%
2008	59%	58%
2009	61%	59%
2010	59%	59%
2011	60%	57%
2012	60%	58%

- Increasing diversity among students enrolling in and graduating from CA's RN programs



# 5-yr Average RN Program Completion Rates, by Race



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

Source: BRN Annual Schools Survey

- Lower RN program completion rates among Black, Filipino and Hispanic RN students

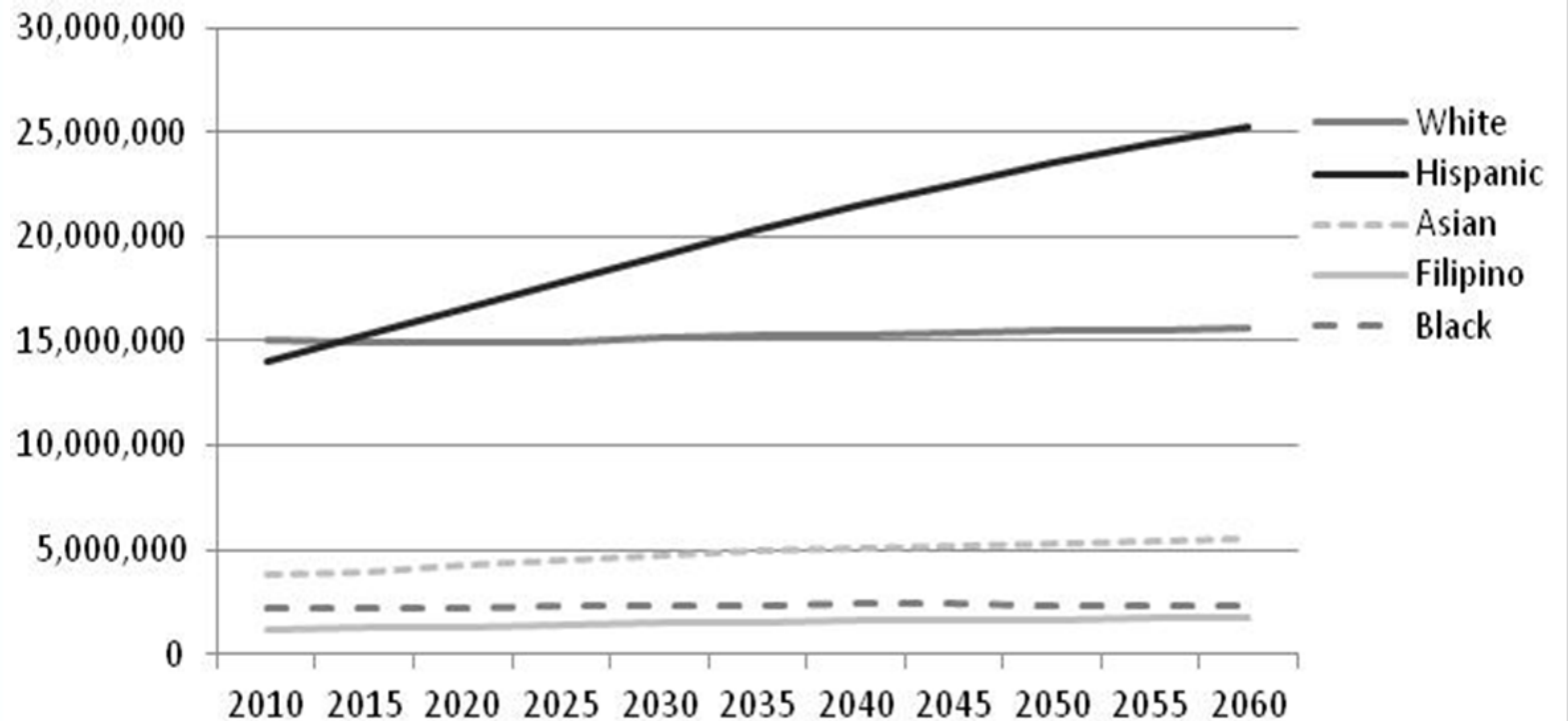
# Spanish Language Skills

- **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)

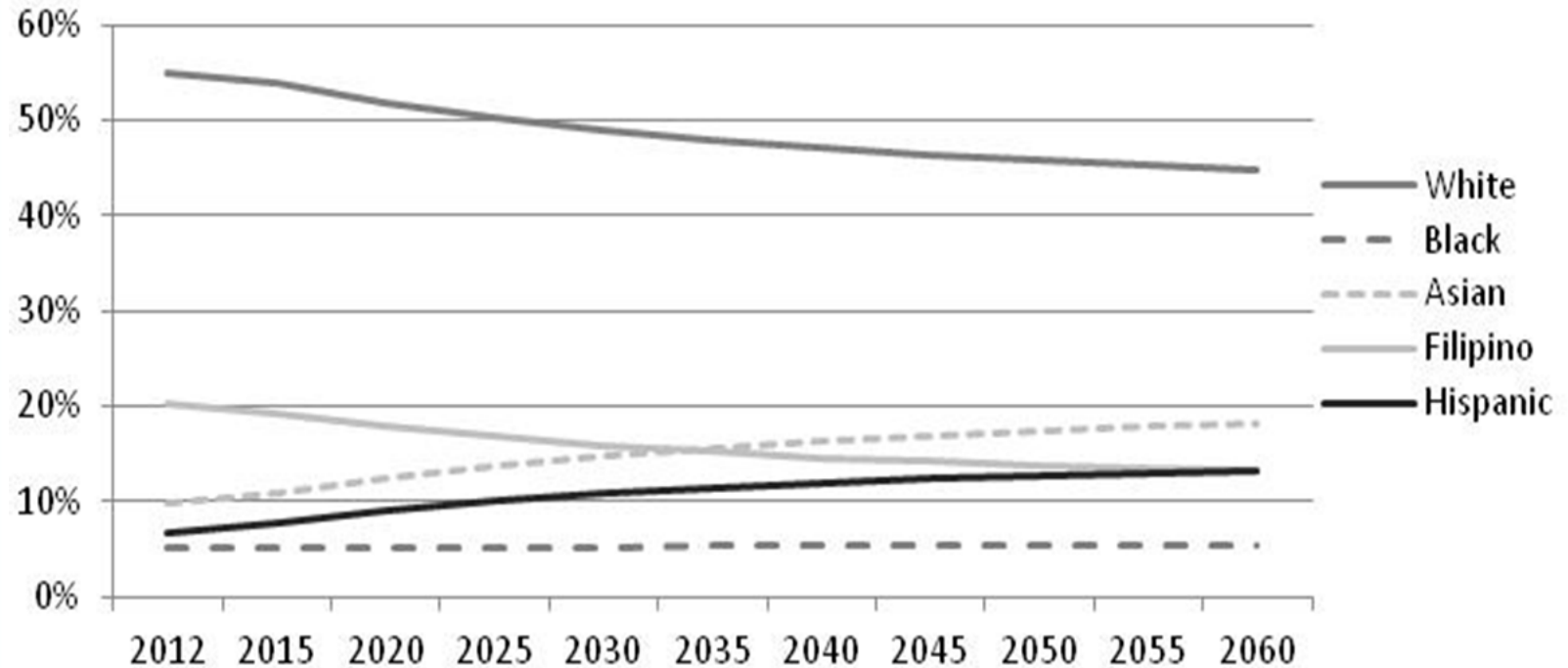
# Asian Language Skills

- **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

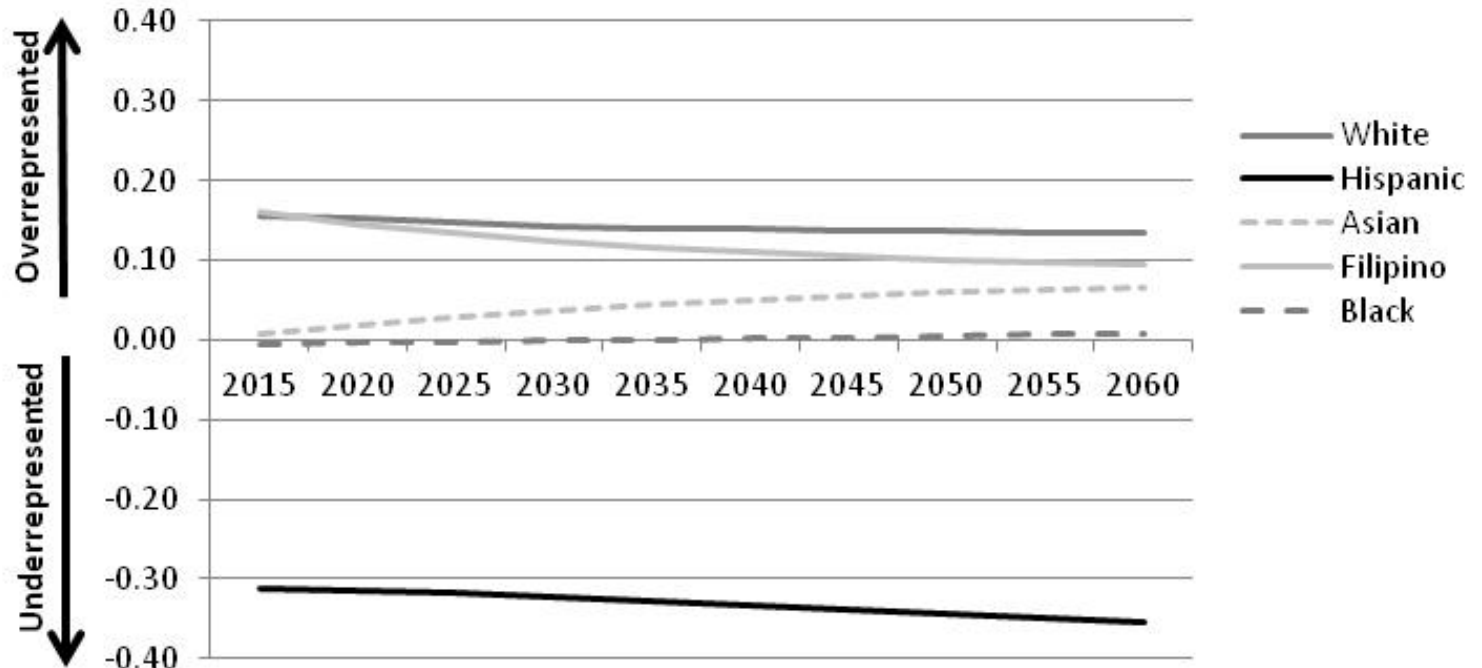


# Projected Racial Composition of California RNs



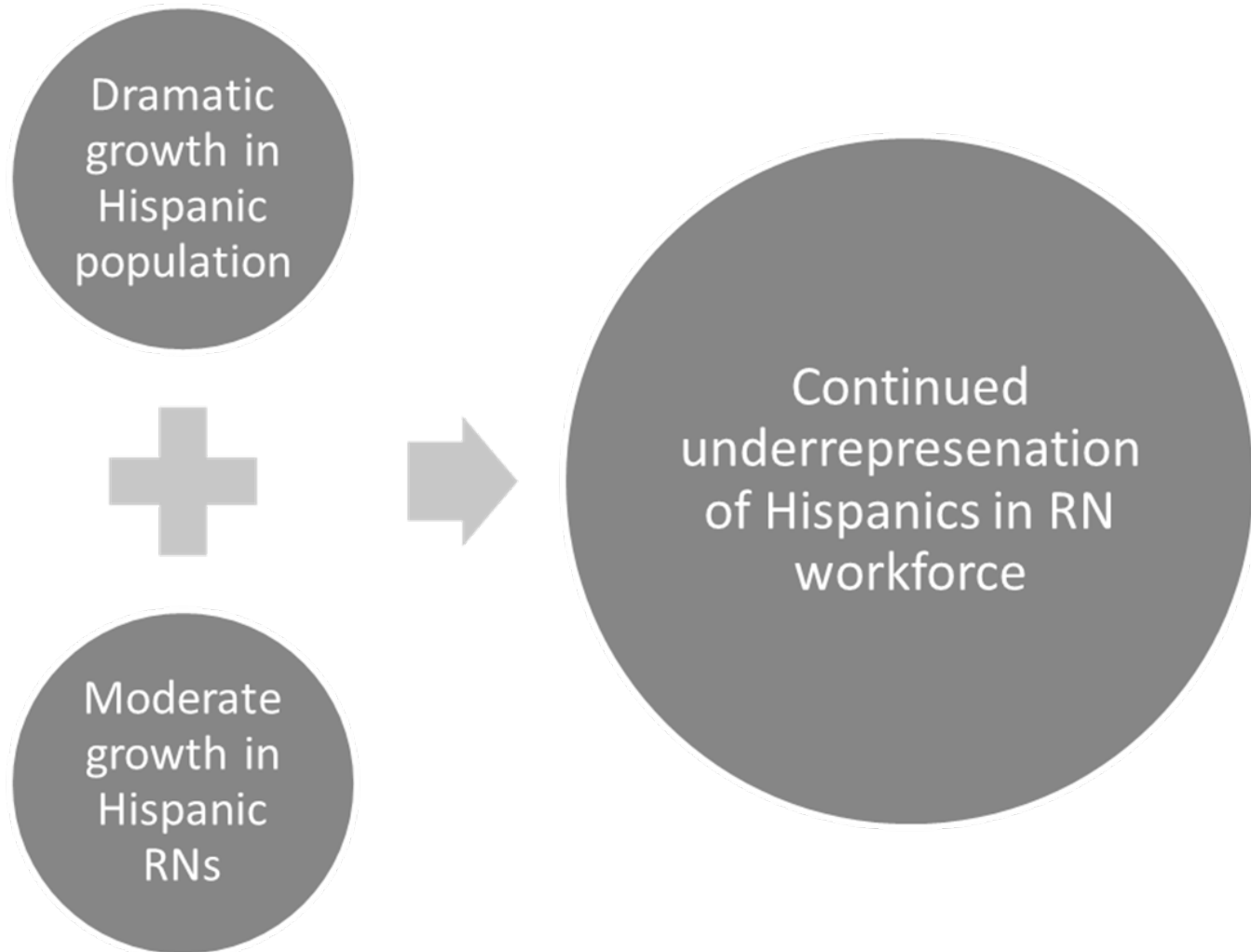
Sources: BRN Survey of RNs 2012; BRN Annual Schools Survey; CA Department of Finance 2010

# 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



# Regional Highlights: Current and Projected Underrepresentation

Region	Underrepresented in RN Workforce*
Bay Area	Hispanic, Black, Asian
Central Coast	Hispanic, Black, Asian
Central Valley	Hispanic
Greater Sacramento	Hispanic, Asian, Black
Los Angeles Area	Hispanic, Black
Northern California	Hispanic, Black
Inland Empire	Hispanic, Black
Southern Border	Hispanic, Black

\*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

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