



Population Identical Workforce

value through diversity

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Learning Objectives

1. Discuss the association between historical events and the progression towards diversity
2. Highlight trends that necessitate a population identical workforce
3. Call out unyielding challenges
4. Discuss impactful strategies to achieve a population identical workforce



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1933

New Deal
provides
opportunity
for all

Including
minorities



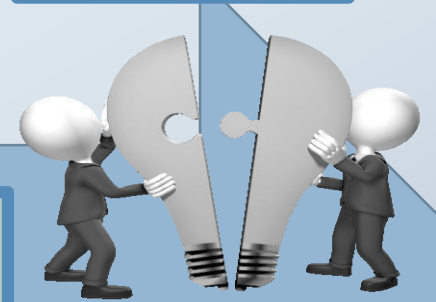
1990

Legislation to
provide
protections
regarding
disabled and
health
insurance

(ADA &
HIPAA)

2017

Solution ?



1954 - 1968

Civil Rights
Movement
creates legal
protections based
on sex, age , race,
ethnicity and
religion



2013-2015

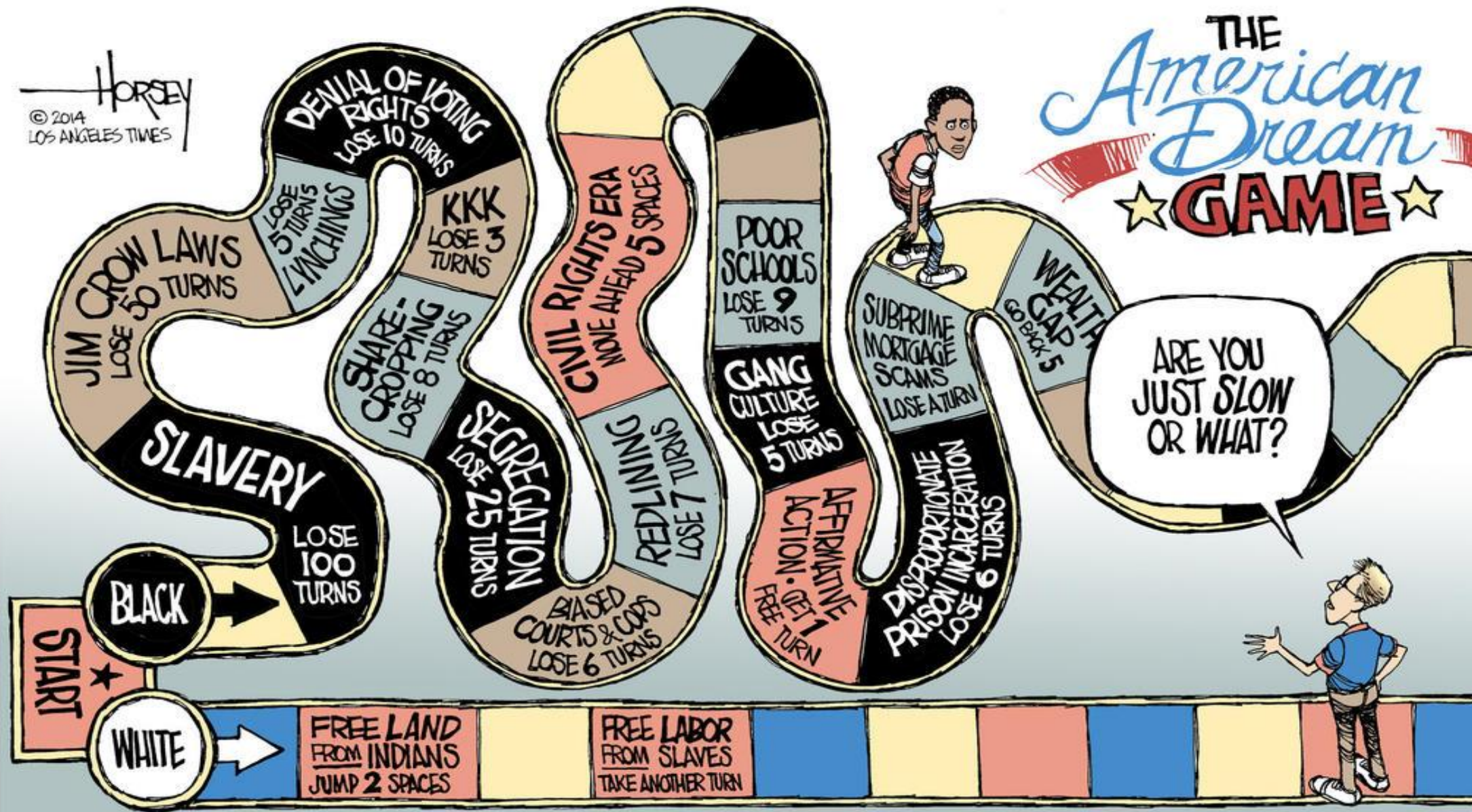
Formation of
Black Lives
Matter
Movement
and the
attempted
repeal of
Affirmative
Action laws

1914-1919

Employment
for women



HORSEY
© 2014
LOS ANGELES TIMES



Horsey, David (2014)



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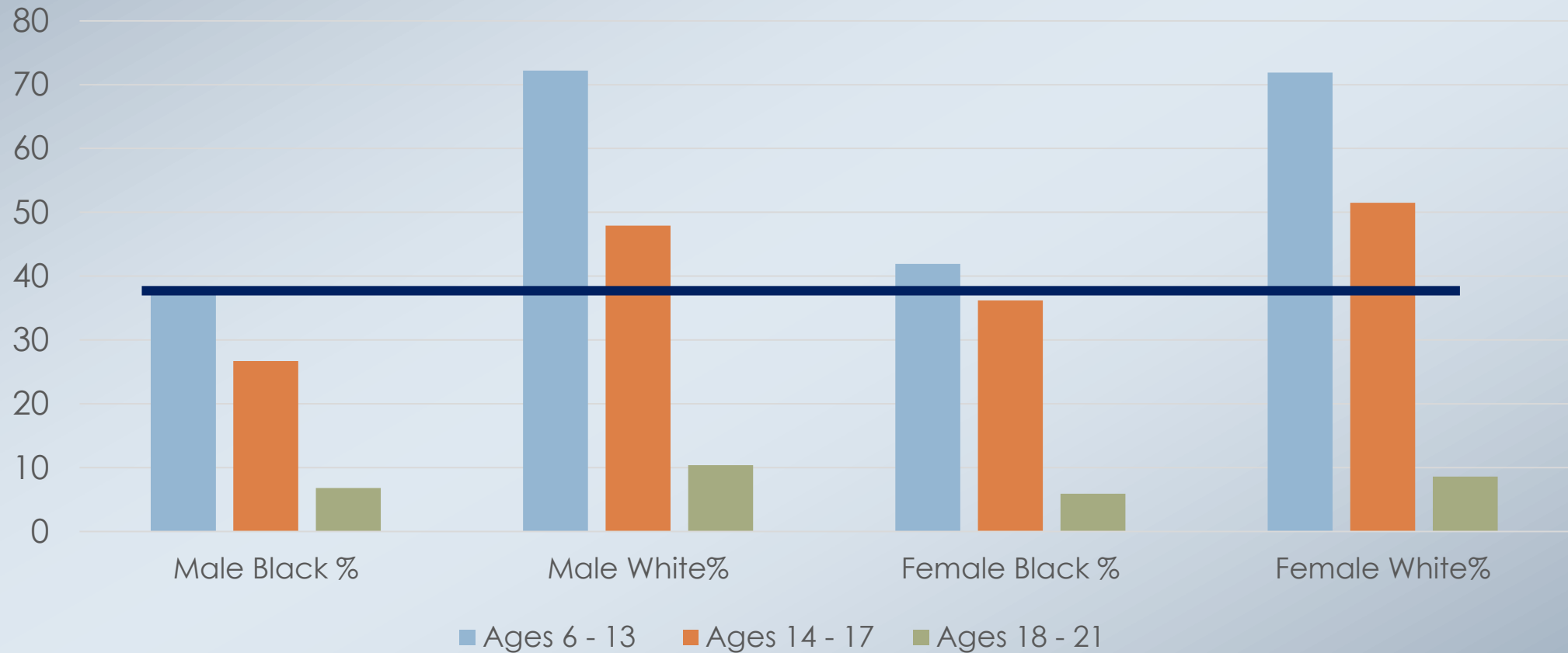
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Opportunity in Education 1900's

Percentage Attended School By Age



Maloney, 2002

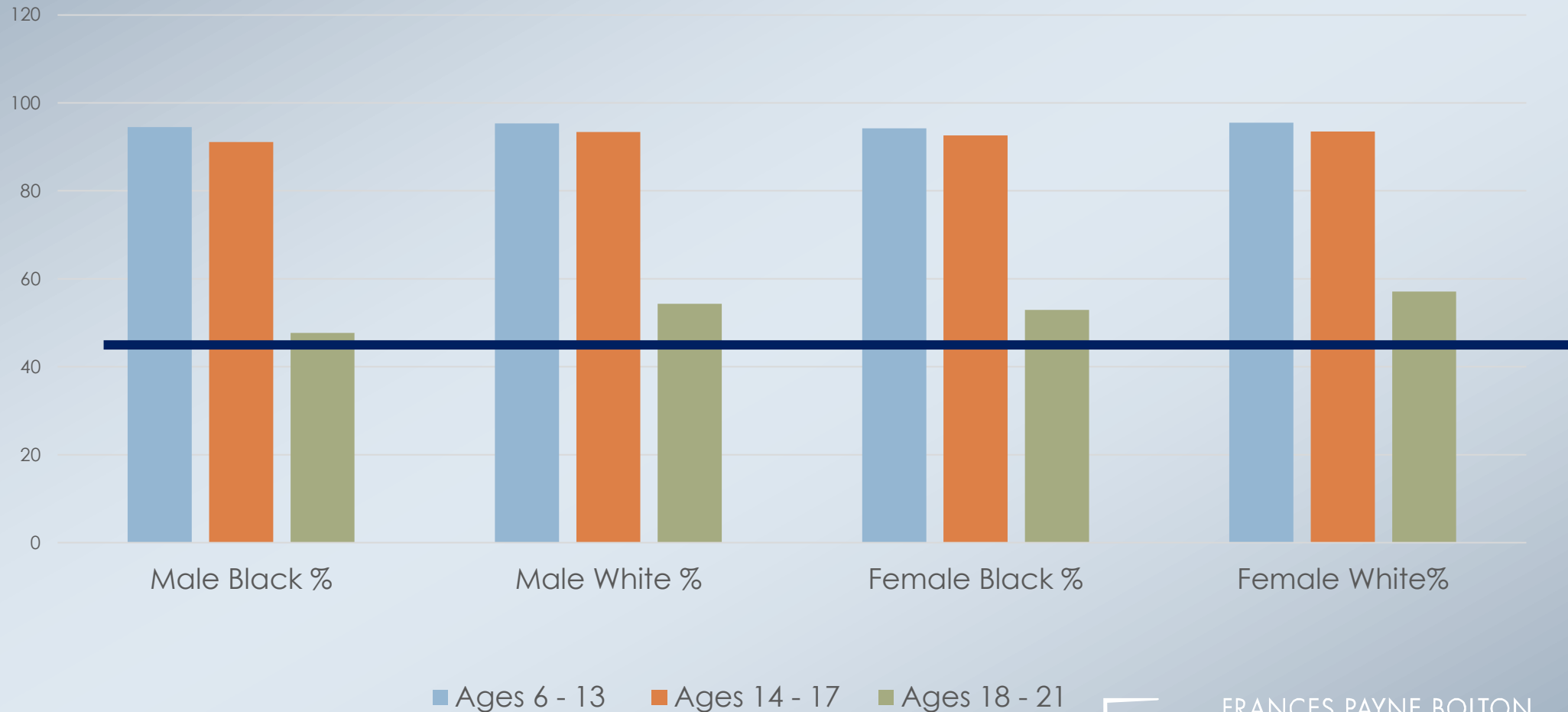


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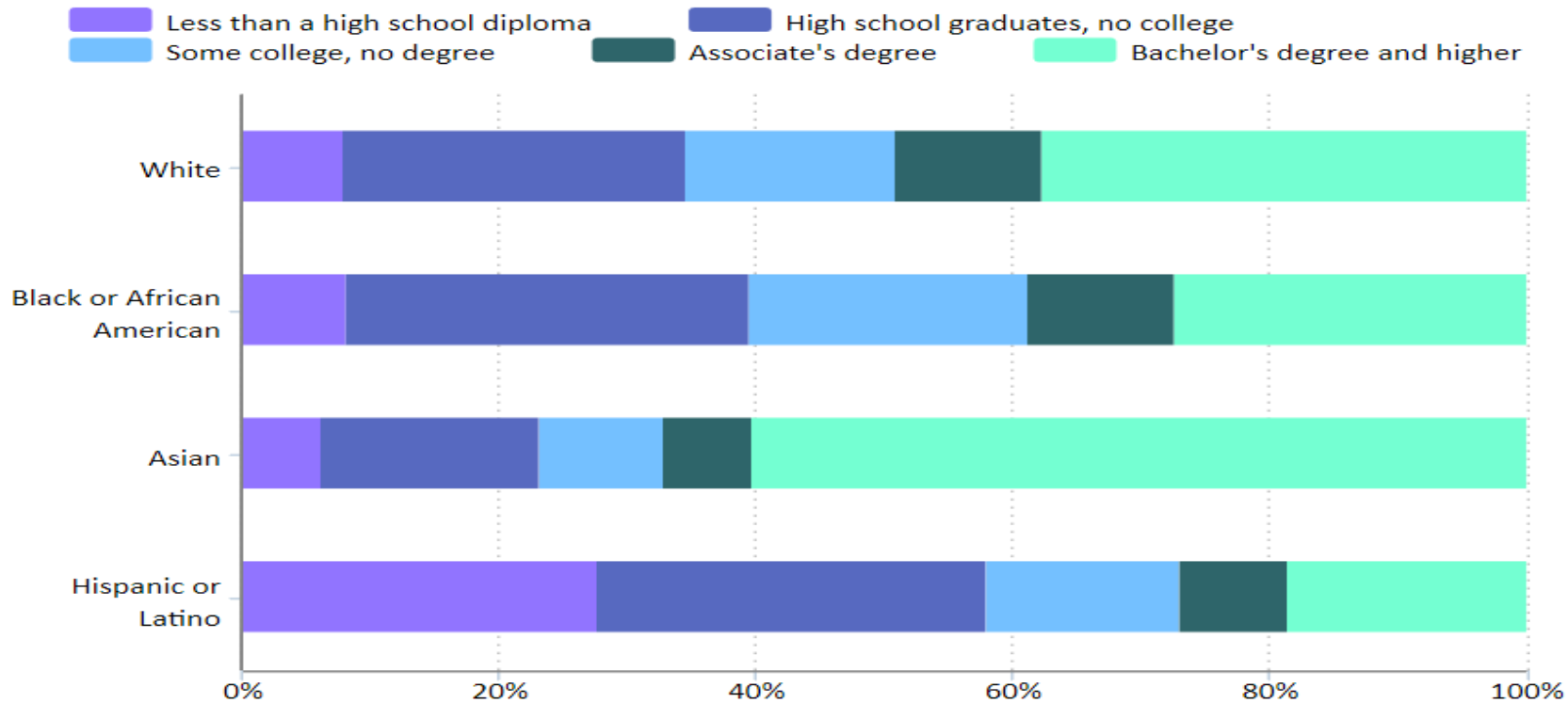
Opportunity in Education, 1990s

Percentage Attending School by Age



Opportunity in Education, 2014

Educational attainment of the labor force age 25 and older by race and Hispanic or Latino ethnicity, 2014 annual averages



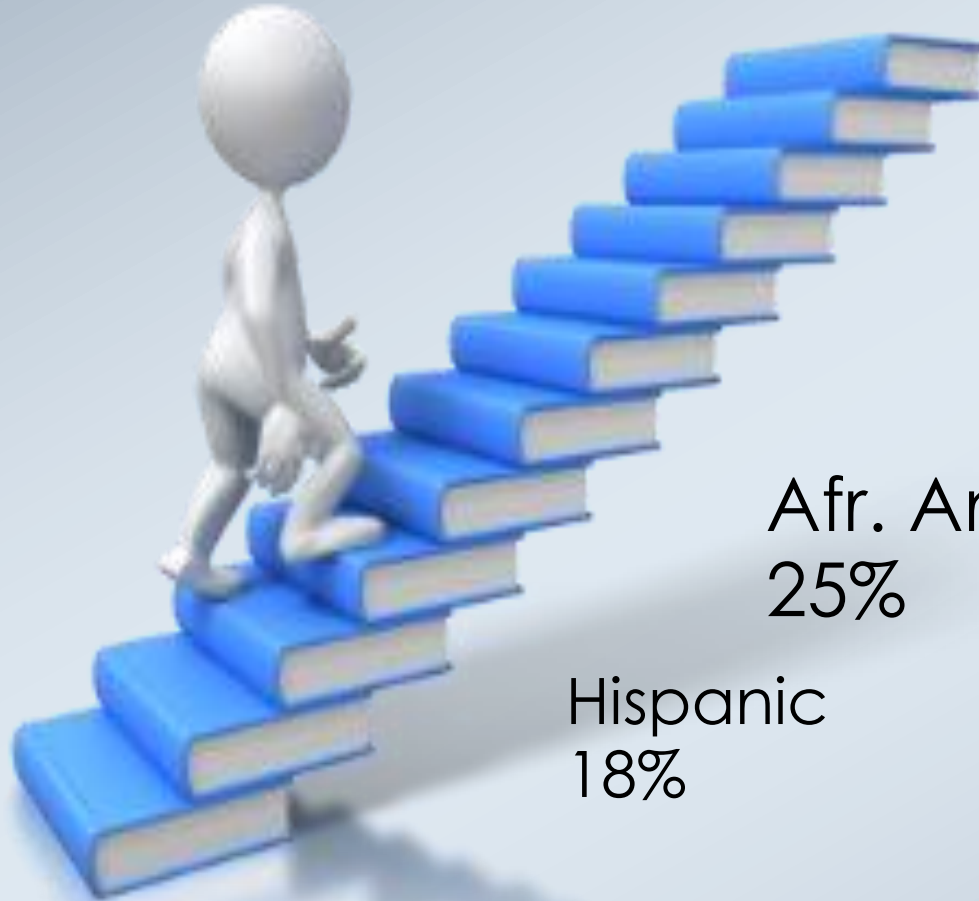
Note: People whose ethnicity is identified as Hispanic or Latino may be of any race.
Data may not sum to 100 percent due to rounding.
Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



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Education – Bachelors & Higher



Asian
60%

White
38%

Afr. Am./Black
25%

Hispanic
18%



History of Minority Opportunity, 1900's

Occupational Distribution, 1900's (%)

Professional/Technical

Proprietor/Manager/
Official

Clerical

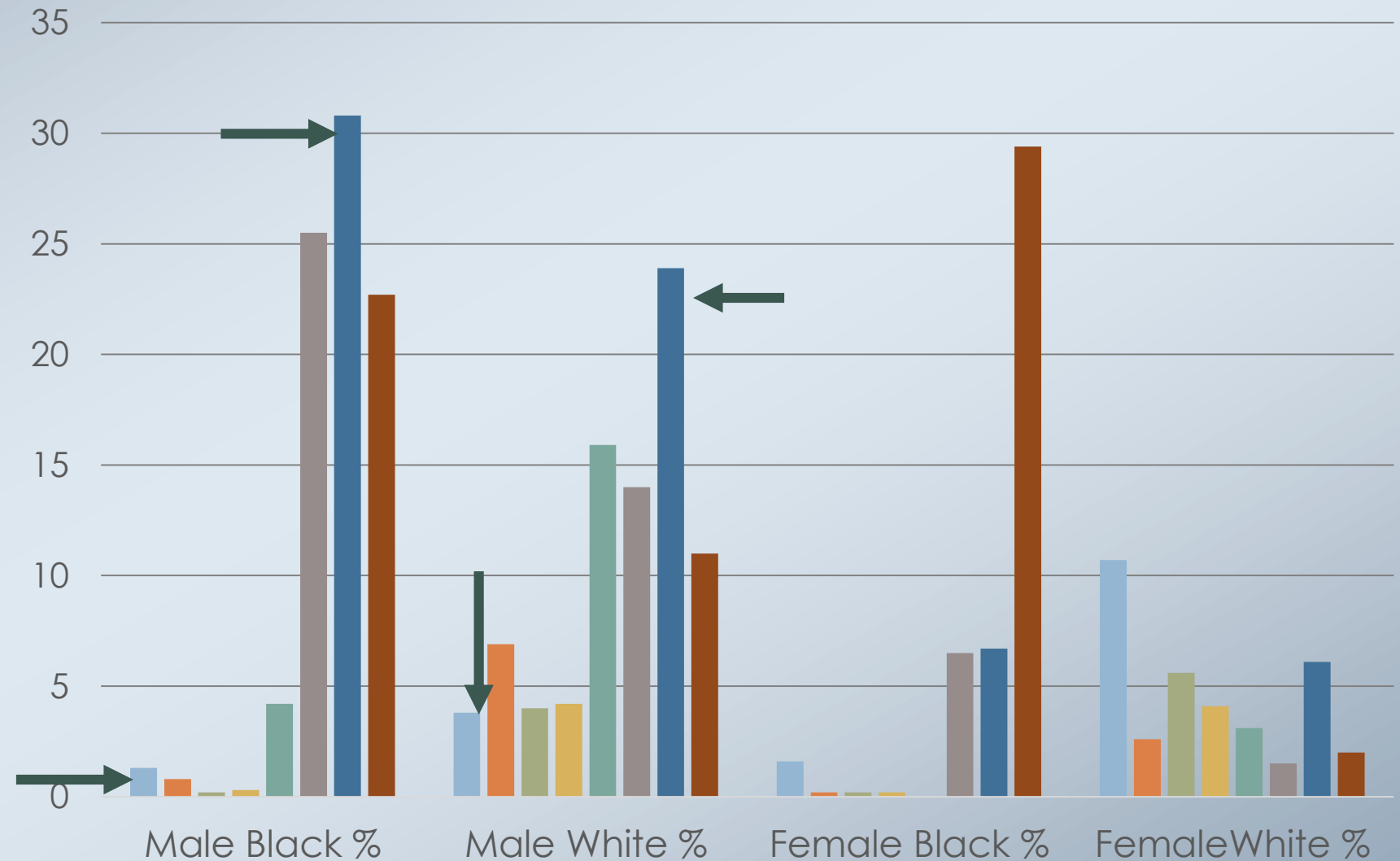
Sales

Craft

Laborer

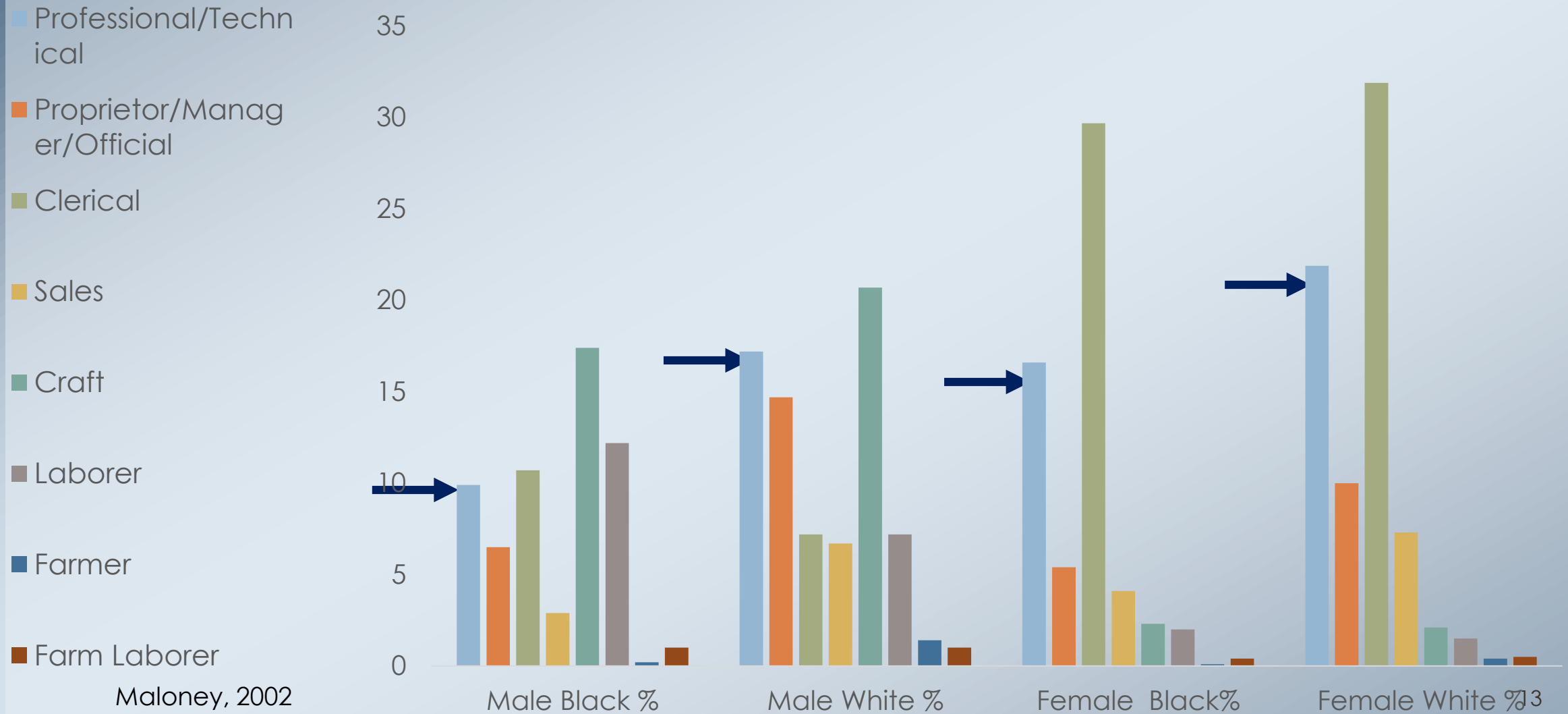
Farmer

Farm Laborer



History of Minority Opportunity, 1990's

Occupational Distribution, 1990's (%)



Maloney, 2002

Disparities Between Preparation & Opportunity 1940s – 1950s

Degree Earned

Engineering

Architecture

Registered Nurse

Actual Occupation

Clerk

Roofer / Construction

Nurses Aid



Watt, (2007)

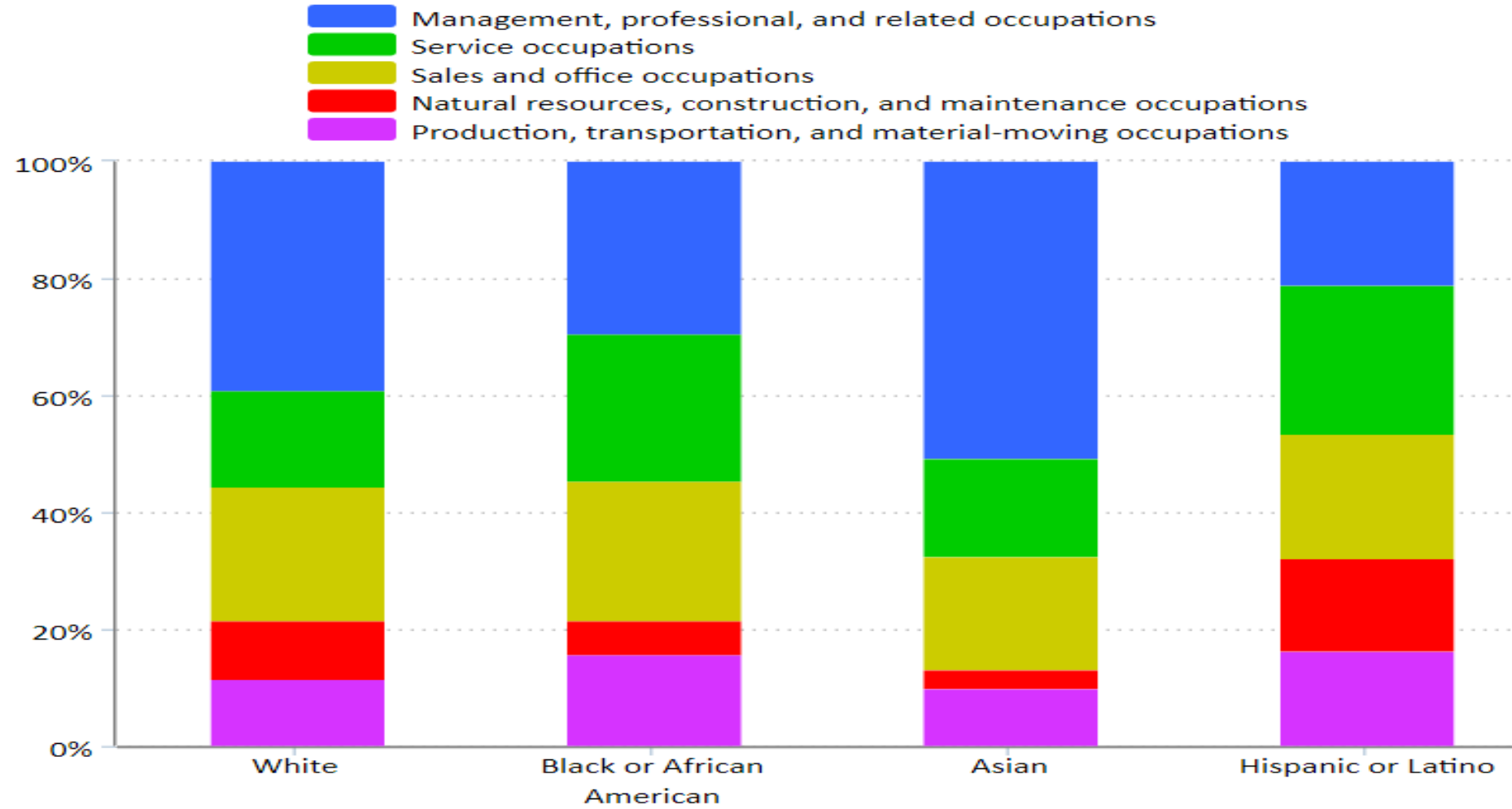


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Occupation Opportunity, 2014

Employed people by occupation, race, and Hispanic or Latino ethnicity, 2014 annual averages



Note: People whose ethnicity is identified as Hispanic or Latino may be of any race.
Data may not sum to 100 percent due to rounding.
Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

Employment Success, Management by Race



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The United States Census Bureau

Ethnic Groups	2004	2014	2050
Population in millions	298	318	438
African American, %	14	14	14
Asian, %	3.6	5	8.2
Hispanic, %	12	17	29
Native/Alaskan Indian, %	0.75	1.7	2
White, %	75	63	43



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U.S. Health Occupations by Sex, 2011-2015

	<u>Male (%)</u>	<u>Female (%)</u>	<u>Total Workforce²</u>
<i>U.S. Workforce²</i>	52.8	47.2	159,824,883
<u>Health Diagnosing and Treating Practitioners Occupations</u>			
Advanced Practice Registered Nurses⁴	14.9	85.1	152,629
Pharmacists	45.5	54.5	316,183
Physician Assistants	32.2	67.8	125,771
Occupational Therapists	9.7	90.3	108,412
Physical Therapists	29.2	70.8	235,238
Respiratory Therapists	35.4	64.6	118,675
Speech-Language Pathologists	4.0	96.0	156,512
Registered Nurses	9.6	90.4	3,327,165



U.S. Health Occupations by Race/Ethnicity, 2011-2015

	Hispanic	Non-Hispanic			
		White	Black	Asian	American Indian/ Native Alaska Native Hawaiian and Other Pacific Islander Other
Advanced Practice Registered Nurses⁴	4.5	84.0	5.7	4.1	1.5
Pharmacists	3.7	70.4	5.9	17.9	2.1
Physician Assistants	10.0	72.7	7.1	7.3	2.8
Occupational Therapists	4.0	83.8	4.4	6.6	1.3
Physical Therapists	4.8	77.8	4.4	11.1	1.9
Respiratory Therapists	7.9	70.1	12.8	7.0	2.2
Registered Nurses	5.7	73.5	10.4	8.4	2.0

Adapted from : HRSA estimates from American Community Survey 2011-2015¹.



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U.S. Health Occupations by Race/Ethnicity, 2011-2015 (continued)

		Non-Hispanic					
		White	Black	Asian	American Indian/ Alaska Native	Native Hawaiian and Other Pacific Islander	Multiple/ Other Race
Hispanic							
Healthcare Support Occupations							
Dental Assistants	22.7	62.1	6.9	5.5	0.7	0.1	2.1
Medical Assistants	26.1	53.6	13.4	4.2	0.5	0.3	1.9
Nursing, Psychiatric and Home Health Aides	13.7	46.8	32.0	4.5	0.8	0.2	2.1
Physical Therapist Assistants and Aides	8.9	76.0	7.1	5.3	0.5	(0.2)	2.1

Adapted from : HRSA estimates from American Community Survey 2011-2015¹



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Minority APRN Representation

	White, Non-Hispanic (%)	Black/African American, Non-Hispanic (%)	Hispanic/Latino , Any race (%)	Asian, Non-Hispanic (%)
Employed nurses	82.2	5.6	3.9	5.8
All advanced-practice nurses	83.3	6.3	3.5	4.2
Nurse practitioners	84.1	5.8	3.9	3.5
Clinical nurse specialists	87.9	--	--	--
Nurse midwives	57.0	21.8	--	--
Nurse Anesthetists	89.7	--	--	--

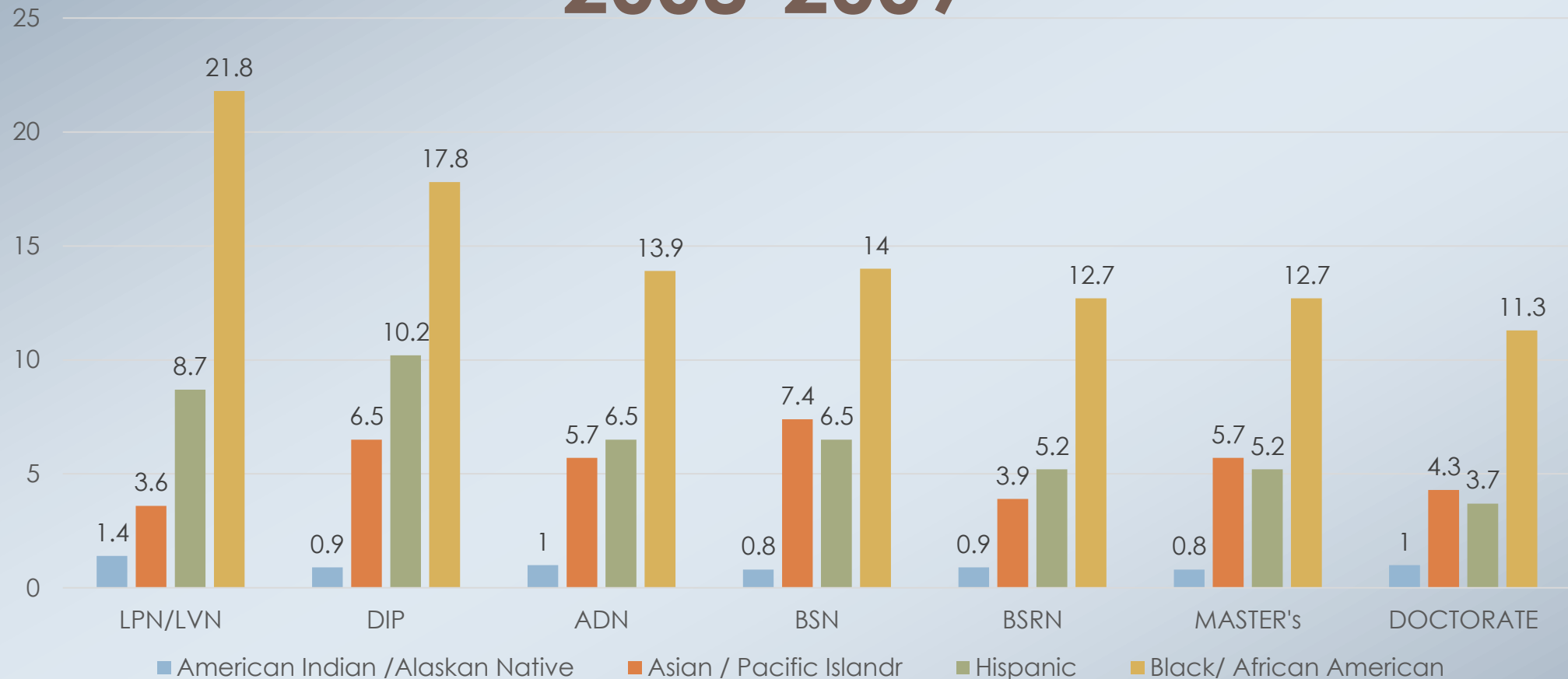
-- Too few cases to report estimated number (fewer than 30 respondents).
Source: 2008 National Sample Survey of Registered Nurses



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Percentage of Minority Students Enrolled in Nursing Programs 2008-2009



Adapted from: Percentage of minority students enrolled in nursing programs by race/ethnicity and program type, 2008 – 2009. Adapted from the Institute of Medicine The Future of Nursing: Focus on Education (2010).
<http://www.iom.edu/~media/files/reportfiles/2010/The-Future-Of-Nursing-Education>
 2010 Brief.pdf



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Situational Report

Ethnic parity does not exist in the Nursing Profession:

- 16.9% minority representation in the profession
- 38.5% minority population

US Department of Commerce, (2012) & US Department of Health & Services, (2010)



Barriers

- Lack of minority faculty for mentorship
- Lack of knowledge
- Financing education
- Awareness



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MISSING PERSONS:
MINORITIES IN THE
HEALTH PROFESSIONS

A REPORT OF THE SULLIVAN COMMISSION ON
DIVERSITY IN THE HEALTHCARE WORKFORCE

2004



THE SULLIVAN COMMISSION

2013

Achieving Health Equity through Nursing
Workforce Diversity

Eleventh Report to the
Secretary of the Department of Health and Human Services
and the Congress
from the

NATIONAL ADVISORY COUNCIL ON
NURSE EDUCATION AND PRACTICE
(NACNEP)

Based on the 123rd and 124th Meetings of the
NACNEP

2013

1



American Association
of Colleges of Nursing

2010

The Future of Nursing:

LEADING CHANGE, ADVANCING HEALTH



INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES

**Diversity, Inclusion, &
Equity in Academic
Nursing
1997, 2017**



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Methods

- **Research design:** A prospective comparative descriptive design
- **Sample:** A convenience nonprobability sample
- **Setting:** A public ADN program, a public BSN program, and a private BSN program
- **Inclusion criteria:** Traditional freshman nursing student at a participating institution.
- **Exclusion criteria:** < 18 years of age, non – traditional freshman



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Methods

- **Instrument**

- 30 item developed survey
 - 8 demographic items
 - 22 educational preparation, awareness and intention items.

- **Procedure**

- IRB and institution approval: primary and secondary
- Distribution of survey via Qualtrics

- **Data Analysis**

- Descriptive statistics (frequencies and central tendencies)
- Two-way chi-square to examine differences



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Awareness of Advanced Practice (n = 116)

	Minority n (%)	Non-minority n (%)
Provided information on Advanced Practice roles:		
<i>Nurse Practitioner</i>	14 (46.7)	35 (40.7)
<i>Nurse Midwifery</i>	10 (33.3)	15 (17.4)
<i>Certified Registered Nurse Anesthetist</i>	8 (26.7)	21 (24.4)
<i>Other</i>	16 (53.3)	48 (55.8)
Some knowledge of Advanced Practice Nursing roles:	23 (76.6)	56 (65)
What age did you become aware Nurse Anesthesia:		
<i>Before High school</i>	3 (10)	2 (2.3)
<i>During High School</i>	13 (43.3)	44 (51.2)
<i>Never</i>	14 (46.7)	40 (46.5)
How much do you know about Nurse Anesthesia admission requirements (some awareness):	11 (36.6)	37 (43)



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) Factors Influencing Pursuit of Graduate Education (n = 116)

Factor	n (%)	Factor	n (%)
Advice on preparing for college:		Information on paying for college:	
Satisfactory amount	69 (59.5)	Yes	78 (67.2)
Unsatisfactory amount	47 (40.5)	No	38 (32.8)
Sufficient preparation for college:		Received career counseling:	
Yes	55 (47.4)	Yes	34 (29.3)
No	61 (52.6)	No	82 (70.7)
Source of advice (multi-source selected):		Age aware of nursing as a career choice:	
Parents	77 (66.4)	Grade school	27 (23.3)
Friends	66 (56.9)	Middle school	14 (12.1)
High school counselor	63 (54.3)	High school	75 (64.6)
Teacher	63 (54.3)		
Nurse	19 (16.4)		
Other	28 (24.1)		
Advised to take:		Did high school adequately prepared you for graduate school:	
College Prep	65 (56)	Yes	39 (33.6)
Advanced Placement	61 (52.6)	No	77 (66.4)
Percent taking:		What is the appropriate time to receive information on APN and NA roles:	
Advanced placement courses	64 (55.2)	Before high school	6 (5.2)
College courses	31 (26.7)	During High school	55 (47.4)
Calculus	40 (34.5)	Nursing School	55 (47.4)
Information on college application:		Who should provide information on APN and NA roles:	
Yes	93 (80.2)	Parents	5 (4.3)
No	23 (19.8)	Friends	1 (0.9)
		High school counselor	56 (48.3)
		Teacher	39 (33.6)
		Other	15 (12.9)



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Facilitators

- Parents (higher education vs no higher education)
- Teachers
- Guidance Counselors



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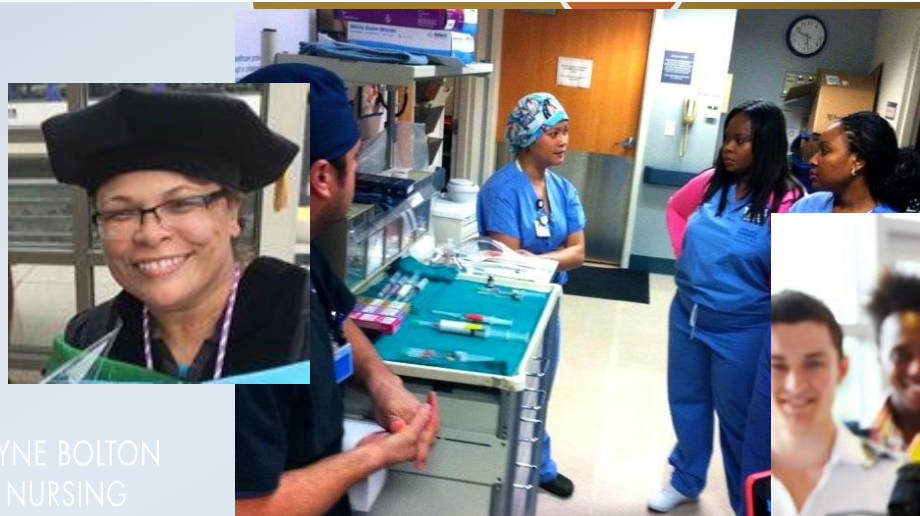
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Strategies



The Provost Scholars Program is a partnership between Case Western Reserve University and East Cleveland City Schools.



Educ



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Strategies



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Strategies



Education

Guidance
Counselor Info/
Course plotting

Accessible Info/
Career Days



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Strategies

Opportunity

Shadowing

Boot Camps

Scholarships



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Strategies

Provost Scholars

Diversity CRNA

Mentors



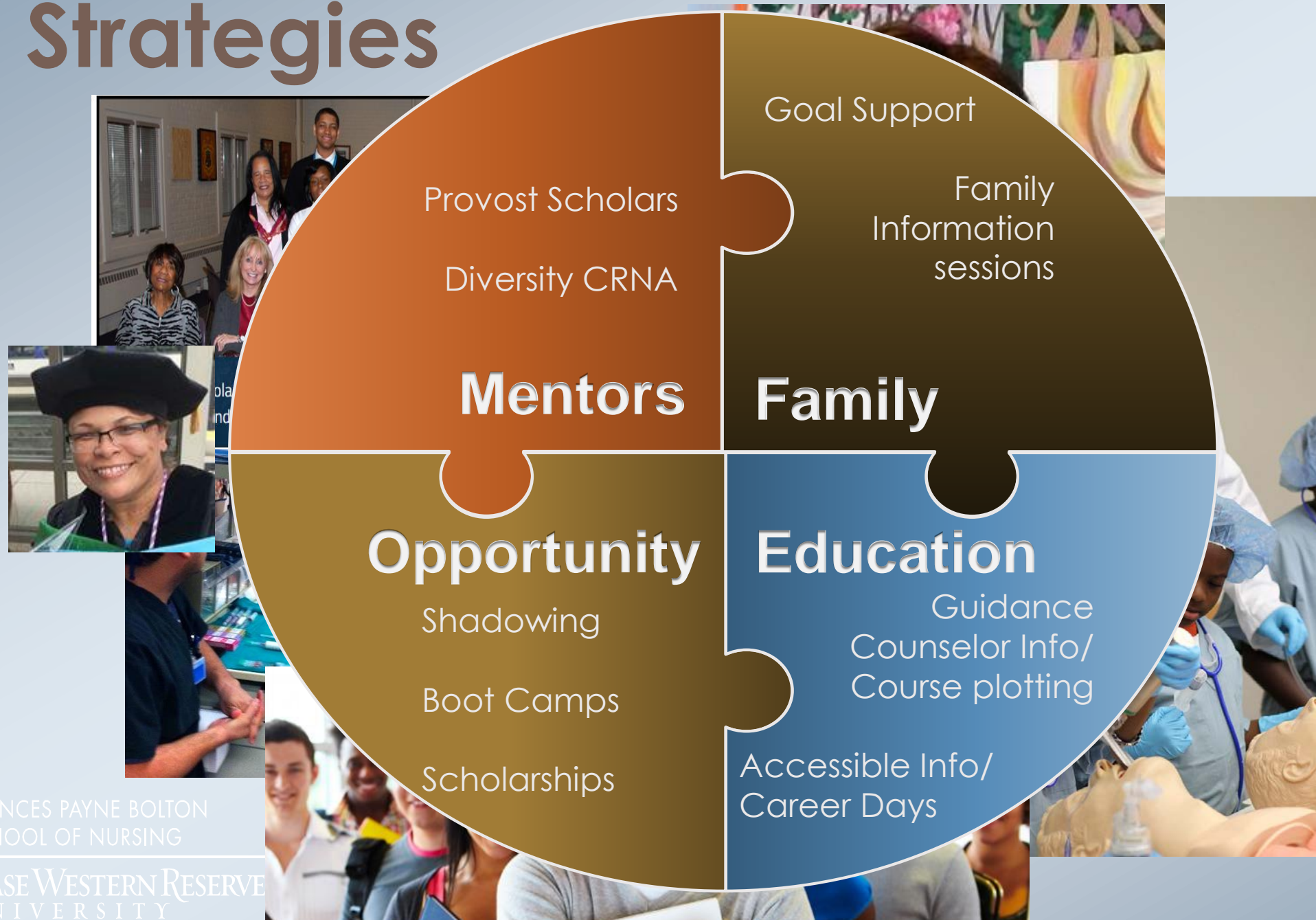
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Strategies



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“The first step ... is to believe ... that high expectations are for all students. I believe intelligence is equally distributed throughout the world, but opportunity is not. And the same is true within our own country.”

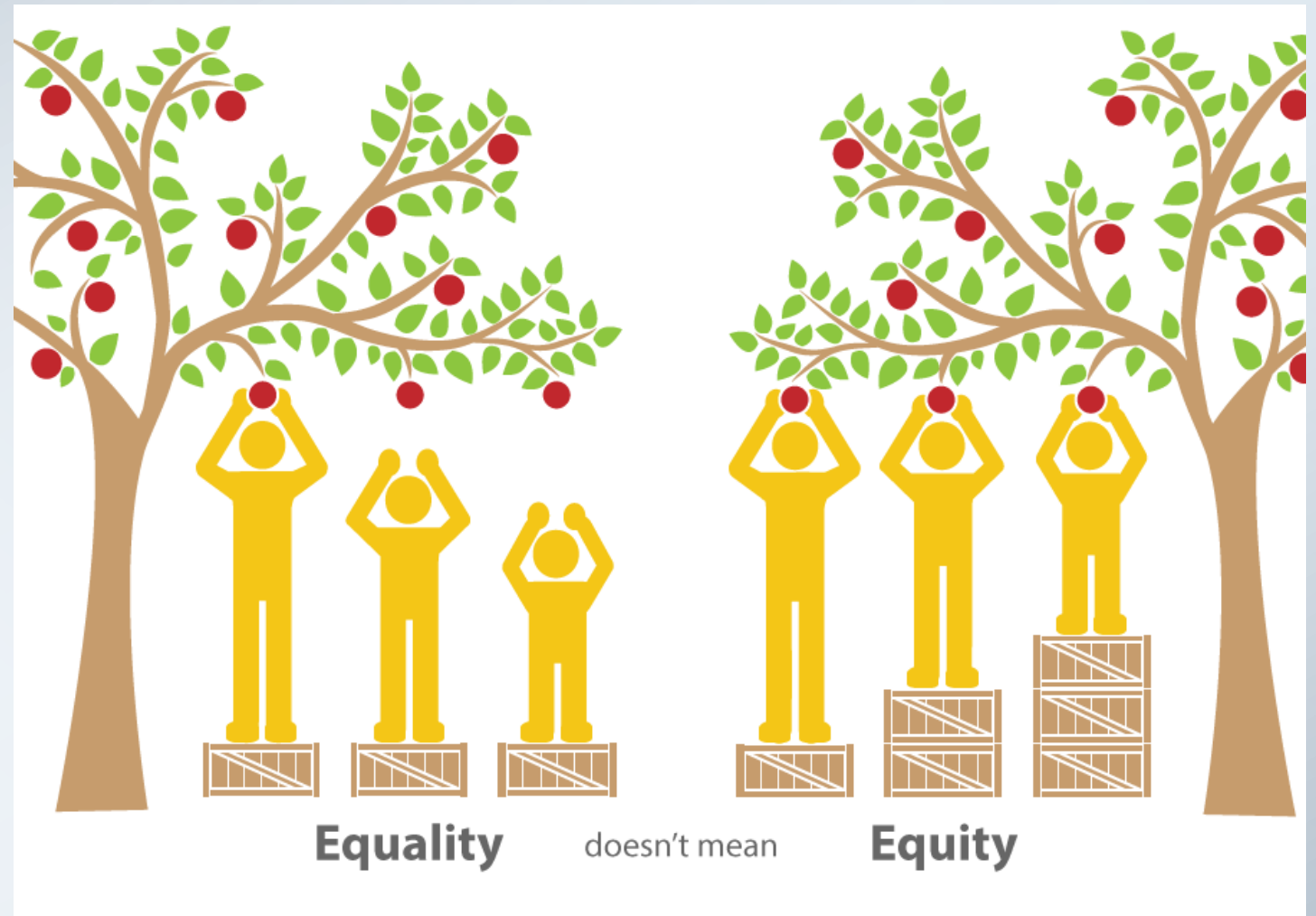
~President William J. Clinton, remarks at the White House Strategy Session

on Improving Hispanic Student Achievement

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Thank You !



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