

Facilitating Racial and Ethnic Diversity in the Health Workforce

Research Questions

- Has the health workforce become more or less diverse over the last ten years and how does this differ by occupation?
- Is there evidence that investments to diversify the workforce have increased the representation of people of color in the health workforce?

Methods

- Secondary analysis of American Community Survey (ACS) data
- Review of existing literature from 2010-2015

Findings

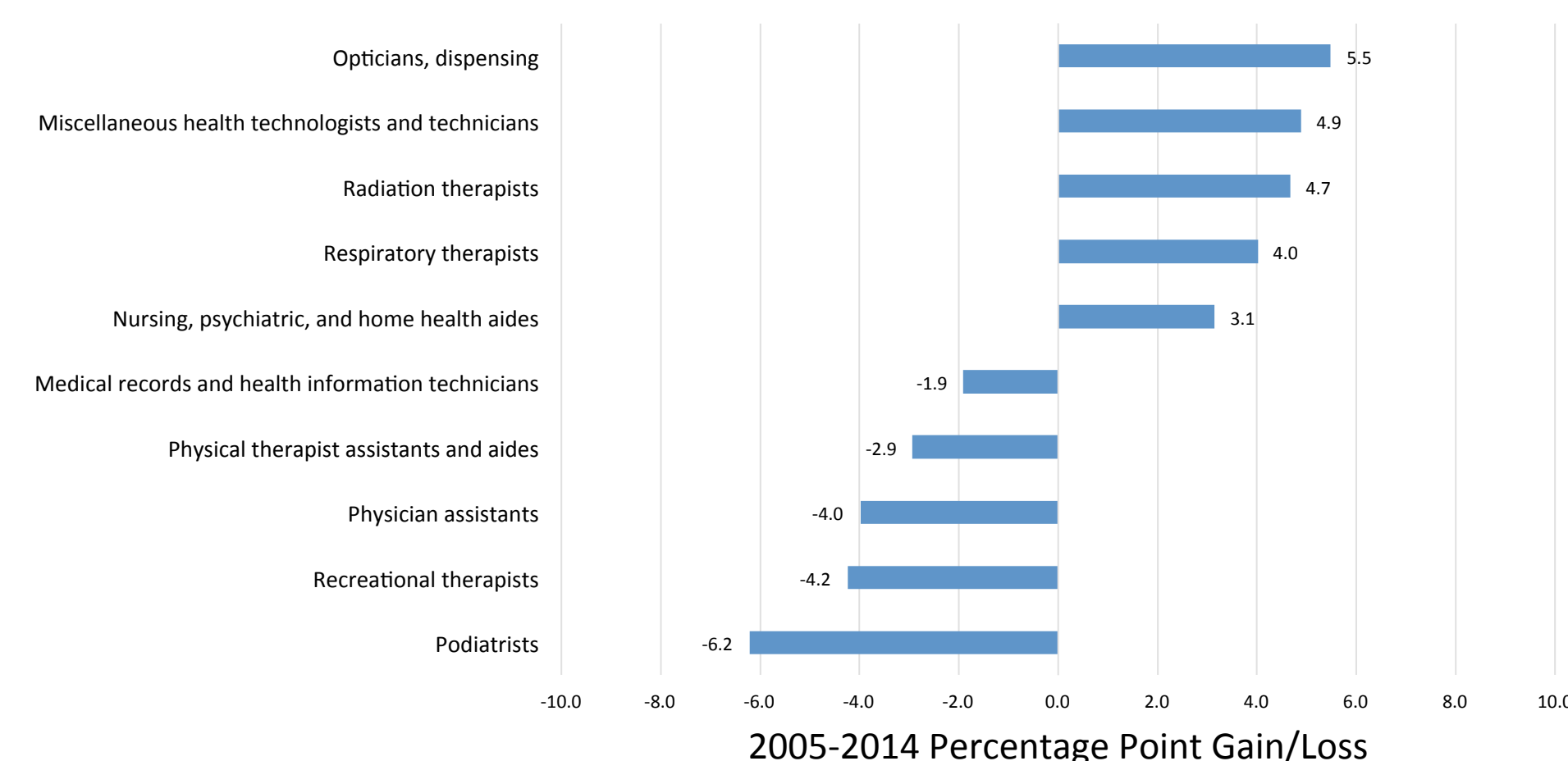
Racial and Ethnic Demographics of the US Health Workforce

	U.S. Population % (weighted)			Health Workforce % (weighted)		
	2005	2014	change	2005	2014	change
Ethnicity	288.4M	318.9M	30.4M	12.4M	16M	3.6M
Hispanic/Latino	14.5	17.3	2.8	8.1	11.1	3.0
Race (of Non-Hispanic)	246.5M	263.6M	17.1M	11.4M	14.2M	2.1M
White	78.1	74.9	-3.2	75.1	71.4	-3.7
Black/African American	14.0	14.9	0.9	16.3	17.5	1.3
Asian/Pacific Islander	5.1	6.4	1.3	6.5	8.3	1.8
Mixed Race/Other	2.0	3.0	1.0	1.4	2.1	0.7
American Indian/Alaskan Native	0.8	0.8	0.0	0.7	0.6	-0.1

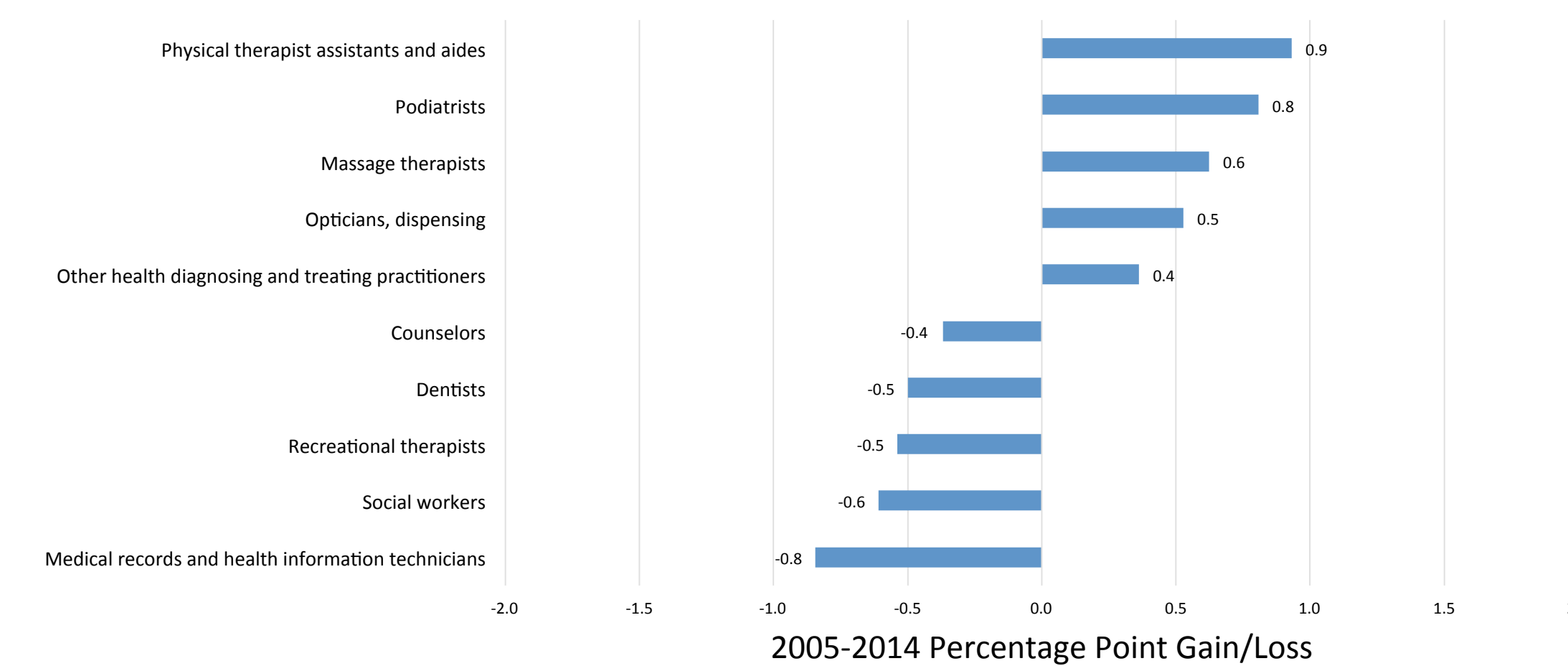
Source: American Community Survey

Gains and Losses

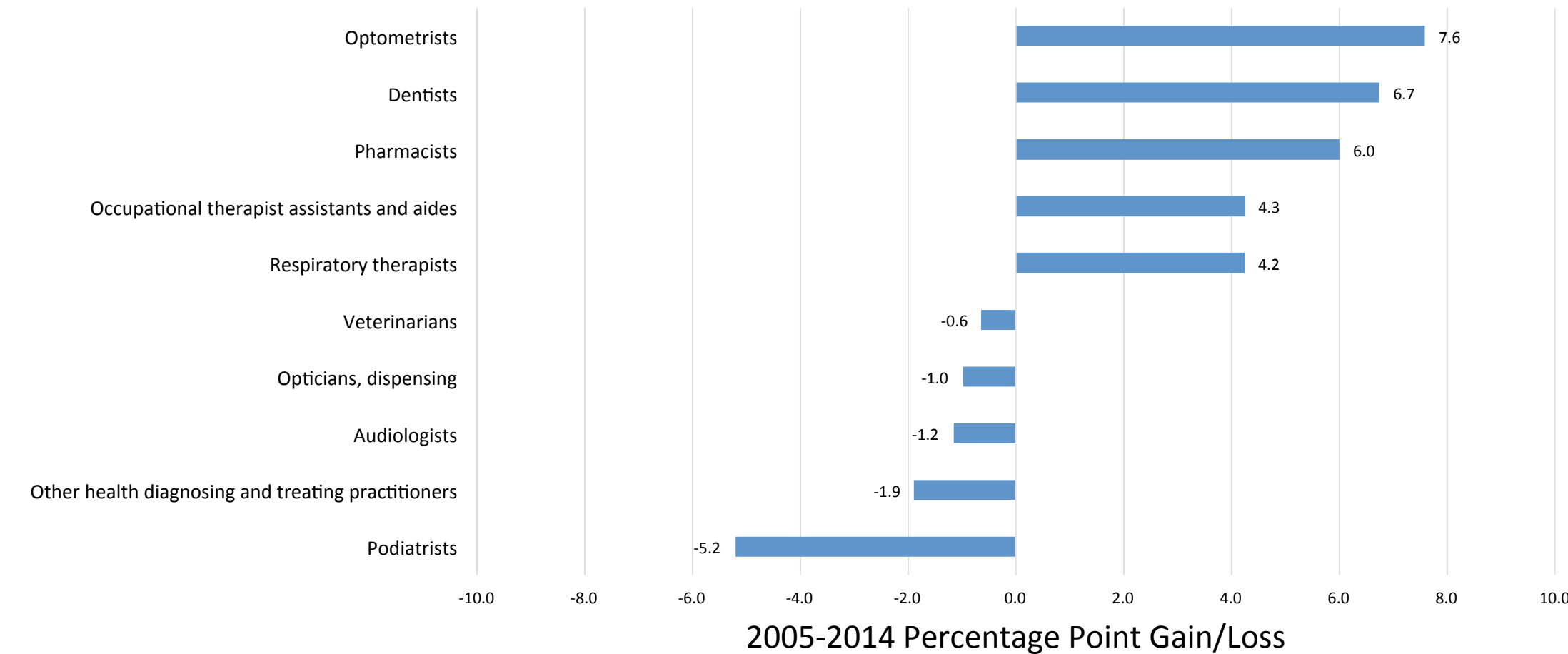
Black/African American



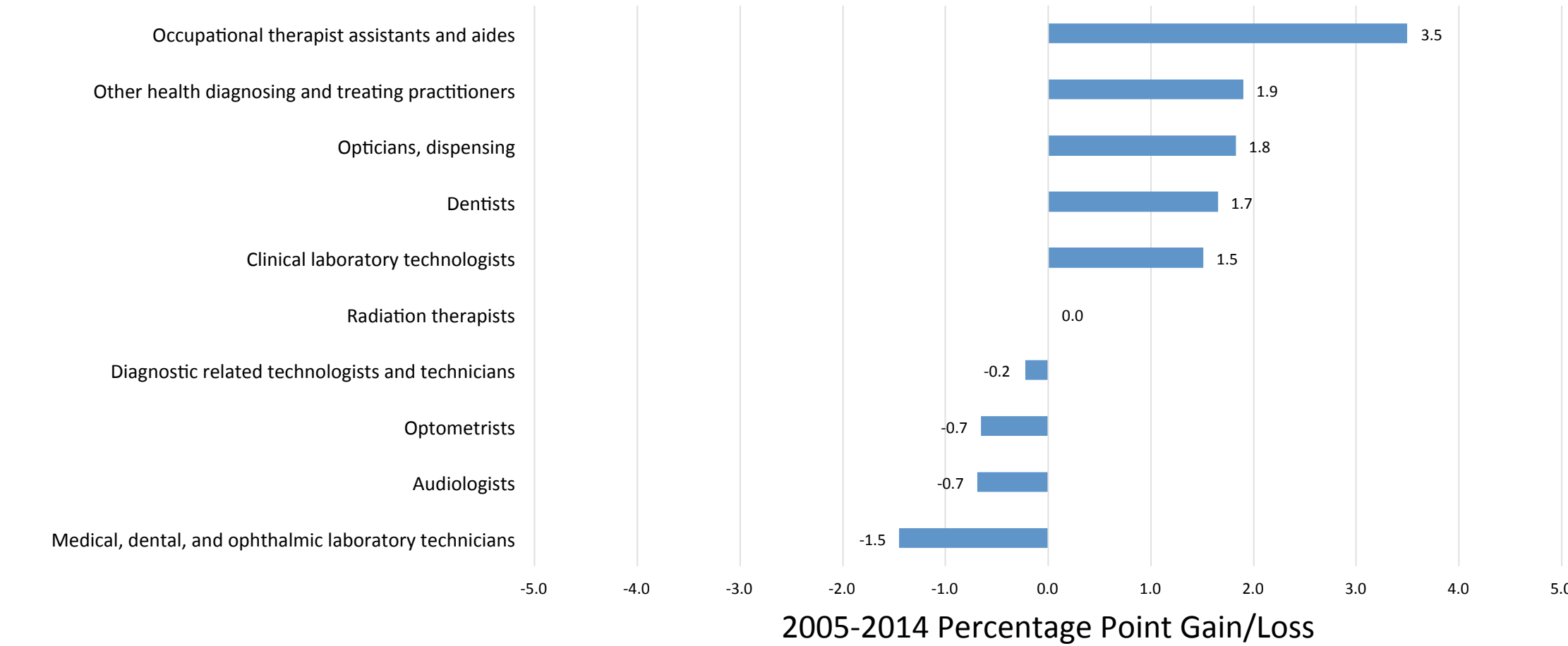
American Indian/Alaskan Native



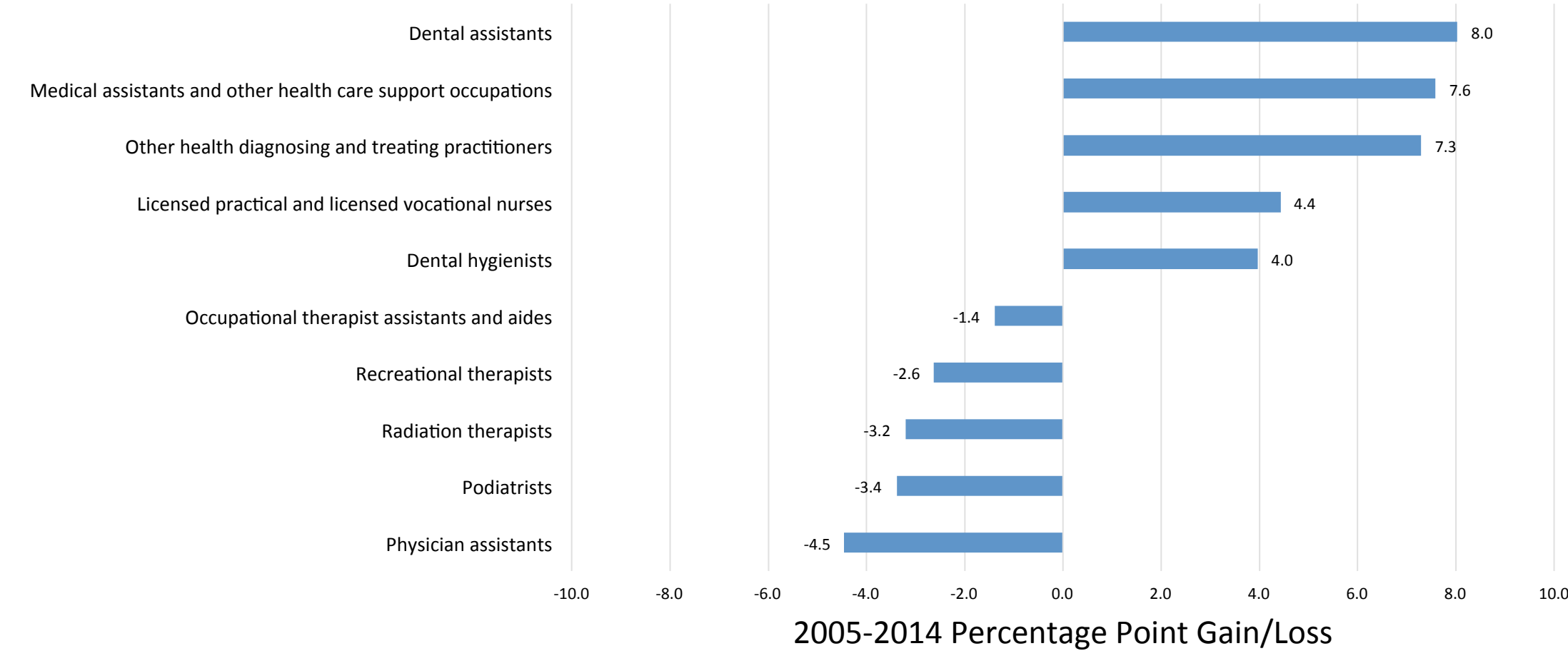
Asian/Pacific Islander



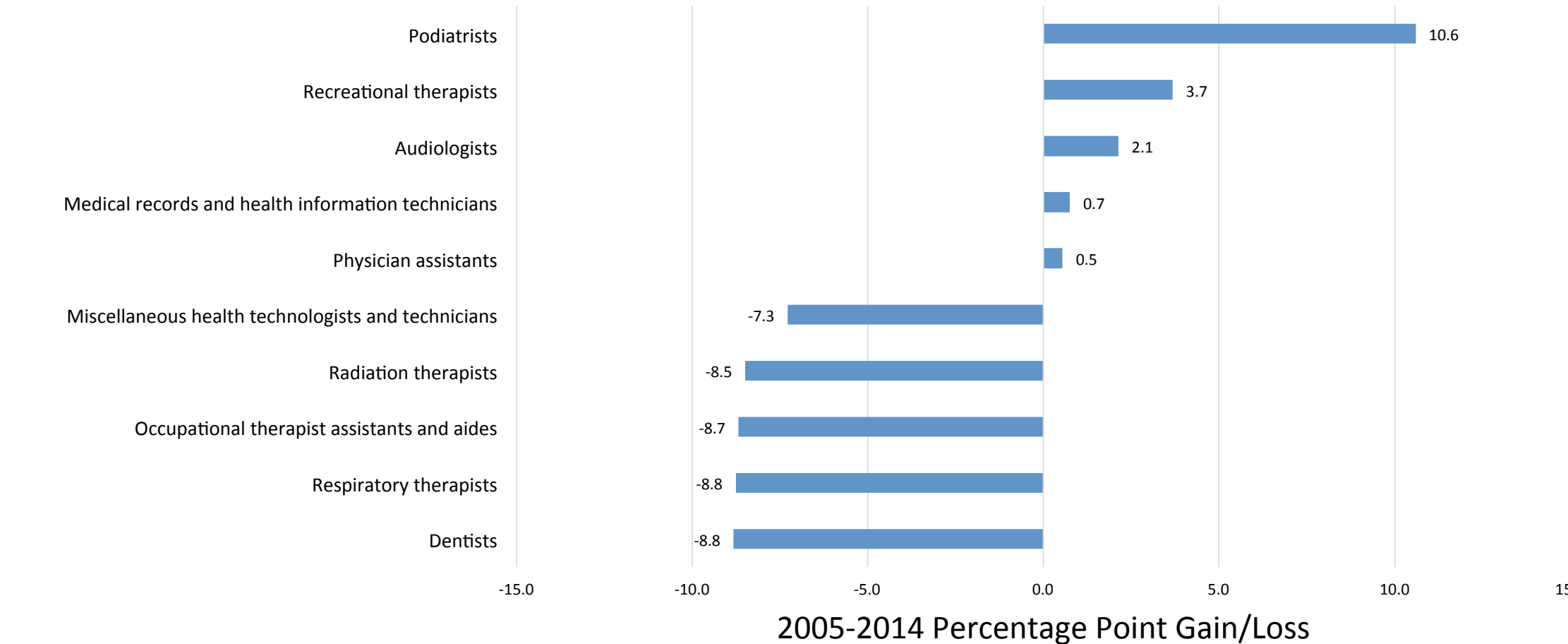
Mixed Race/Other



Hispanic/Latino



White



Highest and Lowest Proportion-White

Highest	Lowest
<ul style="list-style-type: none"> Podiatrists (96.3) Audiologists (94.5%) Veterinarians (94.2%) Chiropractors (91.3%) Speech-language pathologists (90.0%) 	<ul style="list-style-type: none"> Nursing, Psychiatric, and Home Health Aides (51.6%) Personal and Home Care Aides (58.6%) Licensed Practical Nurses and Licensed Vocational Nurses (64.5%) Miscellaneous Health Technologists and Technicians (65.8%) Health diagnosing and treating practitioners (68.0%)

Highest and Lowest Proportion-Hispanic/Latino

Highest	Lowest
<ul style="list-style-type: none"> Dental Assistants (23.9%) Medical Assistants and Other Healthcare Support Occupations (21.2%) Personal and Home Care Aides (19.3%) Nursing, psychiatric, and home health aides (14.9) Medical, Dental, and Ophthalmic Laboratory Technicians (13.3%) 	<ul style="list-style-type: none"> Podiatrists (2.2%) Optometrists (2.6%) Pharmacists (3.0%) Audiologists (3.4%) Chiropractors (4.5%)

Evidence of Promising Practices

Most peer reviewed and grey literature on diversity in the health professions between 2010-2015 was:

- descriptive rather than evaluative
- focused on medicine and dentistry
- focused on increasing: interest, application, and enrollment

Strategy	Outcome
Comprehensive programs – includes financial support, academic support, mentoring, and social support	Increased acceptance rates of underrepresented minorities into medical and dental school; higher graduation rates; improved standardized test scores
Targeted recruitment and restructuring admissions policies	Increased the number of racially and ethnically diverse students who applied and were admitted to health profession schools
Summer enrichment programs	Increased application and entrance of racially and ethnically diverse students into dental school; increased standardized test scores (DAT); increased graduation rates from medical school
Curriculum change and enhanced program offerings	Increased level of interest in health professions program among racially and ethnically diverse students; increased application to health professional schools
Research experiences and internships	Increased likelihood of pursuing faculty career in academic medicine among racially and ethnically diverse students

Future Considerations

- Building the capacity of programs to conduct evaluation
- Employing culturally responsive approaches to evaluation
- Further exploration of diversity promoting programs beyond the fields of medicine and dentistry
- Explore long-term impacts and outcomes such as career development, advancement, and retention

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