SOCIAL MISSION ALLIANCE

Fitzhugh Mullan
Institute for Health
Workforce Equity
THE GEORGE WASHINGTON UNIVERSITY

REPORT | MARCH 2023

THE RACE AND ETHNICITY OF THE LOUISIANA HEALTH WORKFORCE

About Us

Social Mission Alliance (SMA) is a national movement, focused on health equity and training health professionals as agents of more equitable health care. We aim to elevate social mission in health professions education by mobilizing and amplifying learners, teachers, community leaders, policymakers, and their organizations to advance equity in education, research, service, policy, and practice. SMA is part of the Fitzhugh Mullan Institute for Health Workforce Equity.

The vision of the George Washington University Fitzhugh Mullan Institute for Health Workforce Equity (Mullan Institute) is a world in which there is a diverse health workforce that has the competencies, opportunities, and courage to ensure everyone has a fair opportunity to attain their full health potential. The Mullan Institute focuses on how the health workforce can address issues of health disparities and inequities. The composition, training, distribution, willingness to serve the poor, practice patterns, and working conditions of the entire health workforce are critically important factors determining whether and what kind of care is provided to the most disadvantaged sectors of our society.

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Introduction

Black and Hispanic populations have historically been underrepresented in the health professions, especially those requiring advanced degrees[1]. This underrepresentation contributes to health disparities and inequities, with poorer health outcomes documented among Black and Hispanic people[2]. It also means these populations have fewer opportunities to access high paying, meaningful health care careers.

The goal of this report is to increase transparency and describe the current state of the diversity in Louisiana's health care workforce and health professions educational pipeline, examine how representation has changed over time, and identify specific health profession education programs in Louisiana that are succeeding or not in terms of graduating diverse health practitioners.

The analyses in this report find that Black individuals are underrepresented in the health professions requiring advanced education and the health professions educational pipeline in Louisiana. While Black representation in the pipeline has increased for many professions over the past ten years, it is still well below the representation of Black individuals of college age in the state. Furthermore, Black representation in the pipeline is lower than the current workforce for several professions, indicating a possible future decline in Black representation in the health workforce. Similarly, Hispanic representation in health profession programs has increased since 2010, but Hispanic graduates are still significantly underrepresented for most professions.

This report also includes data on 112 individual Louisiana health programs and ranks programs by Black and Hispanic representation. We found that 3 programs had no Black graduates and 19 programs had no Hispanic graduates from 2018-2020. While progress has been made for many professions, health professions schools in Louisiana have a long way to go to achieving a health workforce that reflects the racial and ethnic diversity of the population.

The Report

This report presents data on the diversity of the health workforce and the health profession pipeline population - those graduating from health professions education programs - in Louisiana compared to the overall diversity of the state. The report covers the representation of Black, Hispanic, Asian/NHPI, and White populations for the educational pipeline and Black and White populations for the health workforce. The workforce sections only include data on Black and White populations due to small numbers and sample sizes for other races/ethnicities.

The professions range from those that can be entered without a high school education, like health and personal care aides, to those that require extensive post-secondary education, like medicine and dentistry. For the educational pipeline, the report covers 16 professions that require formal education. For the workforce, professions are combined into 12 groups of professions because small sample sizes make it impossible to present statistically valid data on some individual professions. The public health profession is included in the pipeline data, but not in the workforce data as many public health practitioners cannot be identified by existing occupational codes. Several professions are included in the workforce data but not the pipeline data because they do not require specific degrees (dental and medical assistants, personal care aides and health aides). Professions are grouped into three major categories for the workforce (diagnosing and treating, behavioral health, and health care support and tech) and four categories for the pipeline (diagnosing and treating, behavioral health, health tech, and public health).

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[1] Salsberg E, Richwine C, Westergaard S, et al. Estimation and Comparison of Current and Future Racial/Ethnic Representation in the US Health Care Workforce. *JAMA Netw Open.* 2021;4(3):e213789. doi:10.1001/jamanetworkopen.2021.3789

[2] Farrell, J, Brantley E, Vichare A, Salsberg E, Who enters the health workforce? An examination of racial and ethnic diversity. Fitzhugh Mullan Institute for Health Workforce Equity, George Washington University, May 2022. https://www.gwhwi.org/hweseries.html

In this report, individuals identified as Hispanic are included in the Hispanic population category, regardless of how their race (e.g., White, Black) is reported. Asian/NHPIs include Chinese, Japanese, Asian Indian, Filipino, other Asian individuals, and Native Hawaiians and Pacific Islanders. Other/mixed race includes those identifying as two or more races.

Many exhibits in this report present a **Diversity Index** that compares the diversity of the workforce or graduates to a benchmark, which is the diversity of the population. The benchmark population for the existing workforce is the labor force which includes people ages 20-65 who are either working or looking for work. The benchmark for graduates of health professions schools is the population ages 20 to 35. If the diversity of the workforce in a profession matches the diversity of the population, the diversity index would be equal to 1.0. If the representation of a racial or ethnic group in a profession is half of their representation in the general population, the Diversity Index would be 0.5.

This report includes many measures of the racial and ethnic diversity of the Louisiana health workforce:

- **Baseline:** The first section of the report presents data on the racial and ethnic composition of Louisiana's existing labor force (ages 20-65) and the graduation-age population (ages 20-35). (Exhibit 1)

- **Diversity of graduates in 16 health profession programs:** This section presents the diversity of graduates from 16 health profession programs from 2018 to 2020. The exhibits compare the percent of graduates from each race and ethnicity to the baseline diversity of the pipeline population in Louisiana and the United States. (Exhibits 2a-2d)

- **Diversity of graduates over time:** This section presents data on the diversity of graduates from each health profession program in 2010-2012 and 2018-2020. The figures also show the baseline population in Louisiana from each time period. (Exhibits 3a-3d)

- **Diversity of graduates in Louisiana compared to the diversity of national graduates:** This section compares the Diversity Index for graduates of each health profession program in Louisiana to the Diversity Index for graduates in the United States. The denominator for the Louisiana Diversity Index is the Louisiana college age population and the denominator for the national diversity index is the national college age population. (Exhibits 4a-4d)

- **Diversity of the health workforce:** This section displays data on the racial diversity of the existing workforce for 12 professions or profession groups. The exhibits also display the baseline labor force population in Louisiana. Certain professions are grouped together to increase sample size so data can be shown. (Exhibits 5a-5b)

- **Diversity of the Louisiana health workforce compared to diversity of the national health workforce:** This section compares the Diversity Index for health professions in Louisiana to the Diversity Index for health professions in the United States. The denominator for the Louisiana Diversity Index is the Louisiana labor force population and the denominator for the national diversity index is the national labor force population. (Exhibits 6a-6b)

- **Pipeline and workforce comparison:** This section displays the Diversity Index for both the health workforce and graduates from health profession programs, with green arrows facing up when the pipeline Diversity Index is higher than the workforce Diversity index, indicating a likely increase in representation for that race and profession, and red arrows facing down when the pipeline Diversity Index is lower than the workforce Diversity index, indicating a likely decrease in representation for that race and profession. (Exhibits 7a-7b)

- **Graduate diversity by institution:** This section displays all schools in Louisiana with health profession programs, separated by program. The tables show the number of total graduates, the percent of Black and Hispanic graduates, and the Black and Hispanic Diversity Index for each program, with shades of red and green indicating underrepresentation and parity/overrepresentation. (Exhibits 8-23)

Key findings:

Representation of Black individuals in the health professions educational pipeline

Black individuals make up a large share of Louisiana's college age population compared to the nation (35.2% compared to 13.7%) but are largely underrepresented as graduates from Louisiana's health profession programs. Black graduates are underrepresented in 14 of the 16 programs included in this report when compared to the Louisiana pipeline population and 7 of the 16 programs when compared to the national pipeline population. Black graduates are best represented in the behavioral health programs, making up 16.2% of psychology, 28.3% of counselor, 30% of marriage/family therapy, and 45% of social work graduates (Exhibit 2a).

From 2010/2012 to 2018/2020, Black representation in health profession programs increased for 9 of the 16 professions, but Black graduates are still underrepresented in all but two of these programs. Black representation decreased for 4 professions (RNs, PTs, PAs, and pharmacists) in this time period. The most progress was made in behavioral health programs and the least in diagnosing and treating professions, with less than half of the programs (4 of 9) seeing increases in Black representation. (Exhibit 3a).

Representation of Black Individuals in the health workforce

Black people make up 30.2% of the Louisiana labor force, compared to 12.1% of the United States labor force (Exhibit 1). Our report finds that Black workers are underrepresented in most health professions, especially those that require advanced degrees. Black workers are underrepresented in all diagnosing and treating professions, but well represented as social workers, counselors, and marriage/family therapists, as well as the health care support and tech positions (Exhibit 5a).

Representation of Hispanic individuals in the health profession pipeline

Compared to the nation, the Hispanic college age population in Louisiana is relatively small (6.1% compared to 21.1%). Still, Hispanic graduates are underrepresented in almost all health profession programs. From 2010/12 to 2018/20, Hispanic representation increased in all programs except PT, but representation only met or exceeded the Hispanic college age population for three professions (public health, OT, and psychology). The largest increases in Hispanic representation were in dentistry, marriage/family therapy, and psychology, where the percent of Hispanic graduates in 2010/12 was 0% (Exhibit 3b).

Representation of Asian/NHPI individuals in the health profession pipeline

Asian/NHPI students are well represented in most health profession programs, especially the diagnosing and treating professions that require doctorates (pharmacists, dentists, and physicians). Asian/NHPI students are underrepresented in speech pathology, social work, and LPRN programs. From 2010/12 to 2018/20, Asian/NHPI representation increased in 9 programs, decreased in 5 programs, and remained the same 2 programs (Exhibit 3c).

Limitations

There are several limitations to note. First, American Community Survey data sample sizes were too small to display results for professions with very small proportions of certain races/ethnicities, which particularly limited our ability to report on Hispanic, Asian/NHPI, and American Indian/Alaskan Native representation in the health workforce in Louisiana.

Second, the institutional data present all graduates that attend each Louisiana institution, and it is possible that some schools teach primarily online, thus serving students from beyond the state.

Third, the data on graduates reflects admissions several years ago. It is possible that the diversity of new students at an individual school has changed since then.

Fourth, except for medicine, national data systems do not exist or are not available to researchers to track pathways of graduates of health professions programs. Thus, while we present data on the diversity of graduates of Louisiana health professions education programs, we cannot determine how many remain in the state and whether they are serving high need populations.

Finally, our race/ethnicity categories do not include people who identify as two or more races, a category that is growing. A person that selected they are two different races (e.g., Native American/Alaskan Native and White) would not be included in the figures displaying representation of either of their racial groups. Despite these limitations, we believe this is an extensive and accurate summary of the racial and ethnic diversity of the Louisiana health workforce and pipeline.

Exhibit 1: Diversity of Louisiana's and the United States' Pipeline and Labor Force Population

Louisiana Labor Force

Multiple/Other 1.7
AIAN 0.5
Asian/NHPI 1.9
Hispanic 5.3
Black 30.2
White 60.5
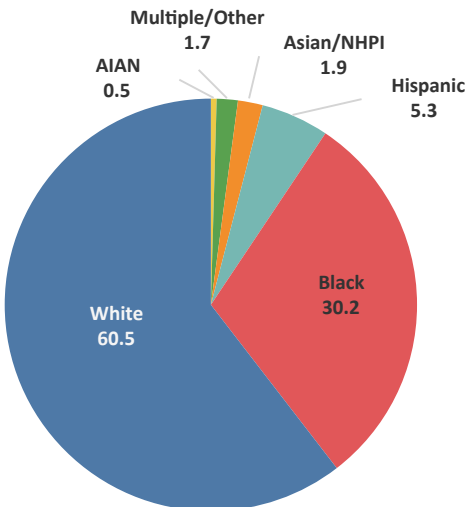
Louisiana Pipeline
(ages 20-35)

Multiple/Other 2.2
AIAN 0.5
Asian/NHPI 2.0
Hispanic 6.1
Black 35.2
White 54.1

National Labor Force

Multiple/Other 2.5
AIAN 0.5
Asian/NHPI 6.3
Hispanic 17.8
Black 12.1
White 60.8
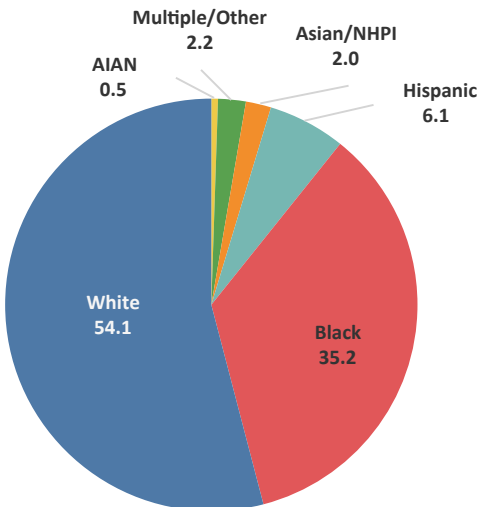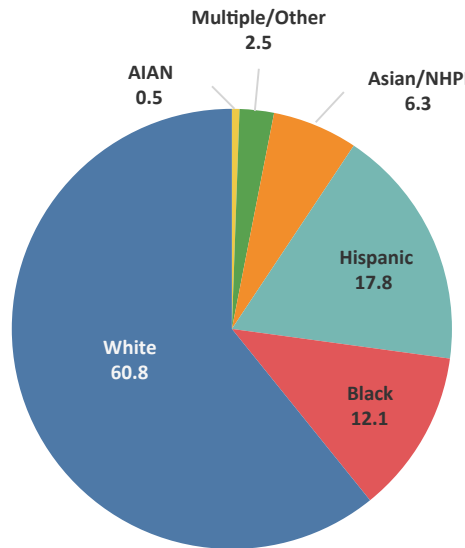
National Pipeline
(ages 20-35)

Multiple/Other 3.4
AIAN 0.7
Asian/NHPI 6.6
Hispanic 21.1
Black 13.7
White 54.6
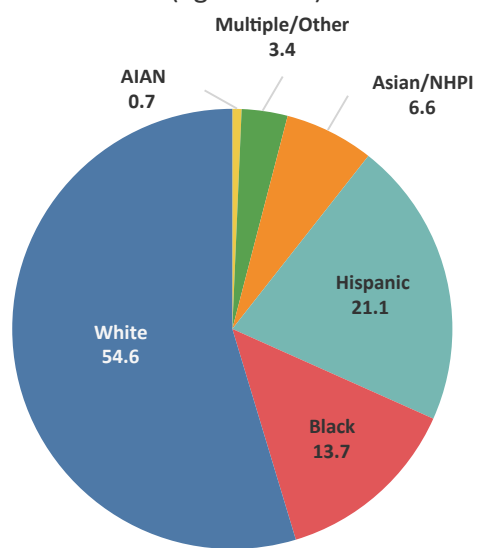
Race/Ethnicity
- AIAN
- Multiple/Other
- Asian/NHPI
- Hispanic
- Black
- White

- LA's labor force and pipeline have significantly more Black individuals and significantly fewer Hispanic and Asian/NHPI individuals than the rest of the nation.

- The Black population is a larger proportion of LA's pipeline than the current labor force.

Data: American Community Survey (ACS), 2016-2020

PIPELINE DATA

Exhibit 2a: Black Representation Among Health Profession Graduates, 2018-2020

Category	Profession	Percent Black
Diagnosing & Treating	RNs	19.8
	Speech Pathologists	12.7
	OTs	4.5
	PTs	1.5
	APRNs	26.0
	PAs	2.7
	Pharmacists	28.0
	Dentists	4.9
	Physicians	4.5
Behavioral Health	Social Workers	45.0
	M/F Therapists	30.0
	Counselors	28.3
	Psychologists	16.2
Health Tech	LPNs	43.9
	Dental Hygienists	8.7
PH	Public Health	16.5

Benchmark pop (red line at 35.2)

Percent Black
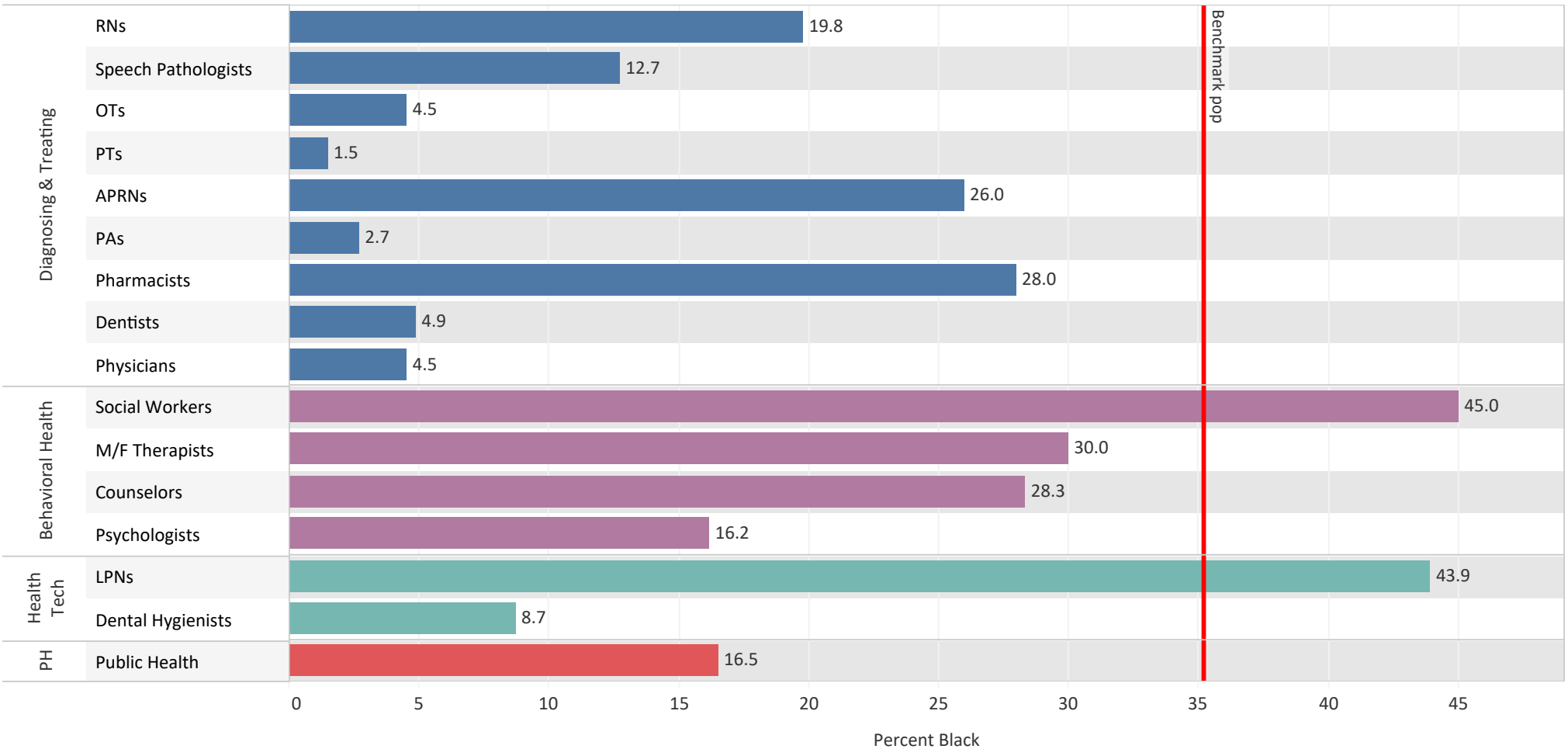
- Compared to the diversity of the LA pipeline population, Black graduates are underrepresented in all health profession programs except social work and LPRN programs.

- Despite making up 35.2% of LA's pipeline population, Black students only make up 4.5% of medical graduates and 4.9% of dental graduates.

- Black graduates are least represented in the diagnosing & treating professions, making up less than 5% of OT, PT, PA, dentistry and medical graduates.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse.
Professions are sorted within categories by the most common education level attained by each profession.
The red line shows the percent of LA's benchmark population (ages 20-35) who are Black (35.2%).
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 2b: Hispanic Representation Among Health Profession Graduates, 2018-2020

Diagnosing & Treating

- RNs: 5.0
- Speech Pathologists: 3.5
- OTs: 6.2
- PTs: 0.5
- APRNs: 4.1
- PAs: 2.7
- Pharmacists: 4.4
- Dentists: 4.3
- Physicians: 4.1

Behavioral Health

- Social Workers: 5.0
- M/F Therapists: 5.7
- Counselors: 5.8
- Psychologists: 6.1

Health Tech

- LPNs: 3.4
- Dental Hygienists: 1.0

PH

- Public Health: 8.4

Benchmark pop (red line)

X-axis: Percent Hispanic (0.0 to 9.0)

- Compared to LA's overall population ages 20-35, Hispanic graduates are underrepresented in all health programs except OT, psychology and public health.

- Compared to US pipeline population Hispanic graduates are underrepresented in all health profession programs.

- Hispanic graduates are least represented in PT and dental hygiene programs.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line shows the percent of LA's benchmark population (ages 20-35) who are Hispanic (6.1%).
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 2c: Asian/NHPI Representation Among Health Profession Graduates, 2018-2020

Category	Profession	Percent Asian/NHPI
Diagnosing & Treating	RNs	2.4
	Speech Pathologists	1.0
	OTs	2.5
	PTs	2.0
	APRNs	4.8
	PAs	5.0
	Pharmacists	24.3
	Dentists	16.2
	Physicians	15.3
Behavioral Health	Social Workers	1.3
	M/F Therapists	2.9
	Counselors	2.0
	Psychologists	3.0
Health Tech	LPNs	1.3
	Dental Hygienists	5.3
PH	Public Health	10.9

Benchmark pop

Percent Asian/NHPI
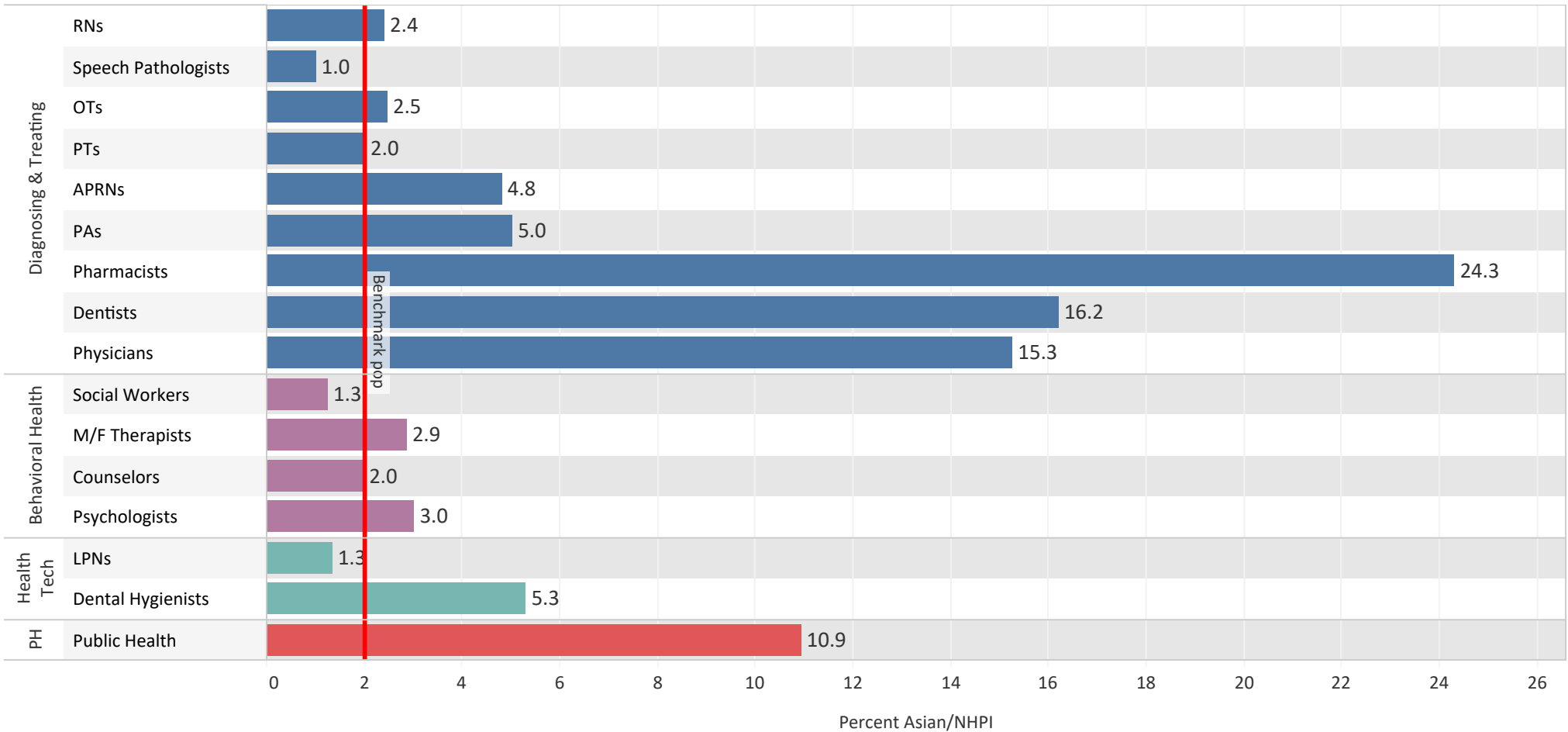
- Compared to both the LA and national pipeline populations, Asian/NHPI graduates are well represented in all diagnosing & treating programs except speech pathology.

- Asian/NHPI graduates make up a larger share of doctorate programs (pharmacy, dentistry, medicine, and psychology) compared to their representation in LA's pipeline population.

- Asian/NHPI gradutes are least represented in speech pathology, social work, and LPRN programs.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
>The red line shows the percent of LA's benchmark population (ages 20-35) who are Asian/NHPI (2.0%).
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 2d: White Representation Among Health Profession Graduates, 2018-2020
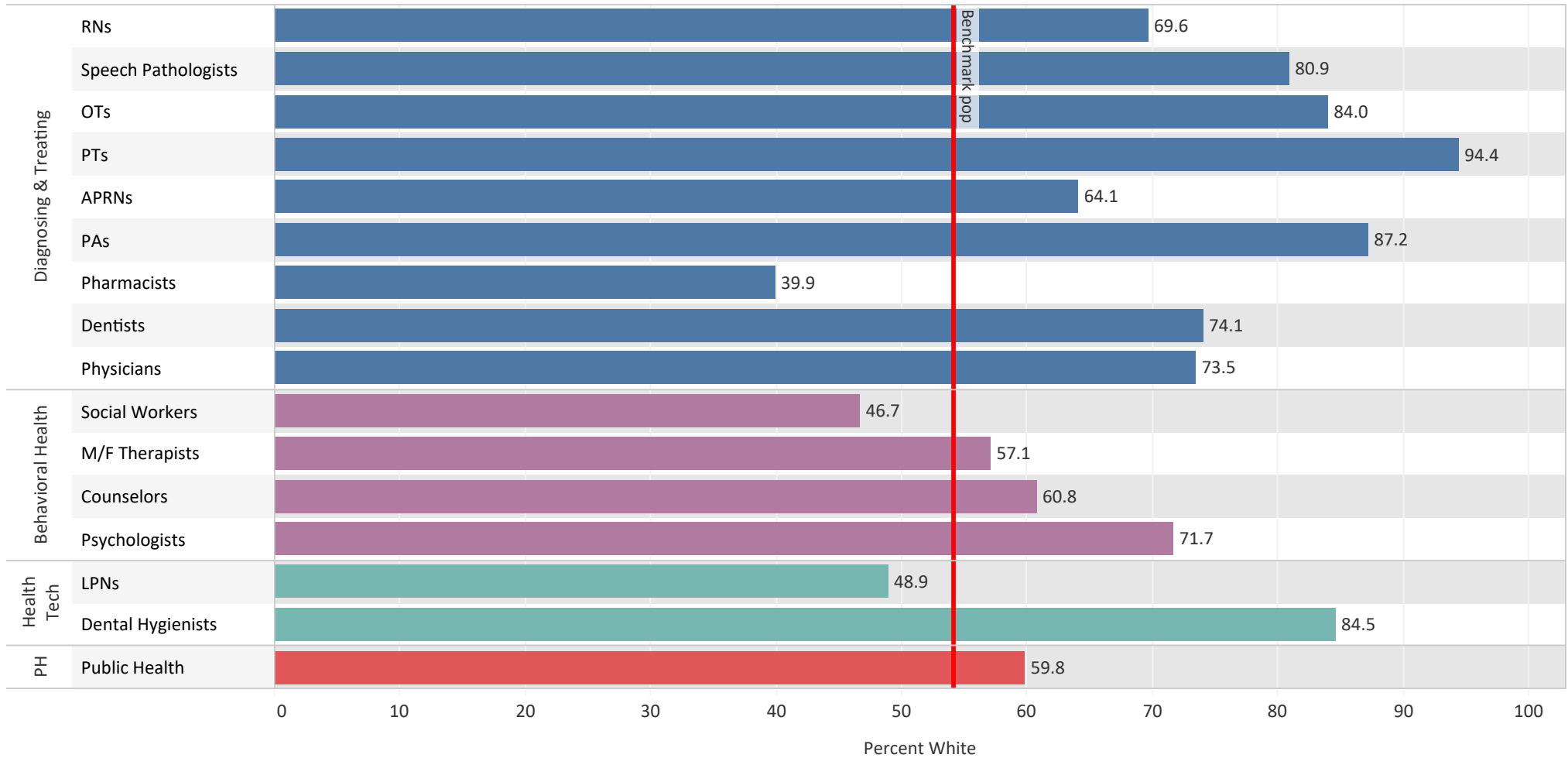
Diagnosing & Treating
- RNs: 69.6
- Speech Pathologists: 80.9
- OTs: 84.0
- PTs: 94.4
- APRNs: 64.1
- PAs: 87.2
- Pharmacists: 39.9
- Dentists: 74.1
- Physicians: 73.5

Behavioral Health
- Social Workers: 46.7
- M/F Therapists: 57.1
- Counselors: 60.8
- Psychologists: 71.7

Health Tech
- LPNs: 48.9
- Dental Hygienists: 84.5

PH
- Public Health: 59.8

Benchmark pop

Percent White

- White graduates are well represented in all diagnosing & treating programs except pharmacy.

- White people make up 54.1% of the college-age population in LA, but more than 80% of speech pathology, OT, PT, PA, and dental hygiene graduates.

- White graduates are least represented in pharamcy, social work and LPRN programs.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line shows the percent of LA's benchmark population (ages 20-35) who are White (54.1%).
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

Exhibit 3a: Black Health Profession Graduates in 2010-2012 and 2018-2020

Legend:
- ▶ 2010-2012 Grads
- ■ 2018-2020 Grads
- ┈ 2010-2012 Pop
- — 2018-2020 Pop

Diagnosing & Treating

Profession	2018-2020	2010-2012
RNs	19.8	20.7
Speech Pathologists	11.1	12.7
OTs	2.8	4.5
PTs	1.5	4.5
APRNs	23.4	26.0
PAs	2.7	6.1
Pharmacists	28.0	31.3
Dentists	0.6	4.9
Physicians	4.5	4.5

Behavioral Health

Profession	2018-2020	2010-2012
Social Workers	44.6	45.0
M/F Therapists	21.9	30.0
Counselors	21.0	28.3
Psychologists	9.5	16.2

Health Tech

Profession	2018-2020	2010-2012
LPNs	42.9	43.9
Dental Hygienists	6.8	8.7

PH

Profession	2018-2020	2010-2012
Public Health	16.3	16.5

Percent Black (x-axis: 0, 5, 10, 15, 20, 25, 30, 35, 40, 45)

- While Black representation increased in 13 of the 16 health programs from 2010/12 to 2018/20, Black graduates are still underrepresented in all but two programs (social work and LPN).

- The largest increases in Black representation were in dentistry (88%), psychology (41%), and OT (37%).

- Black representation in RN, PA, and pharmacy programs decreased from 2010/12 to 2018/20.
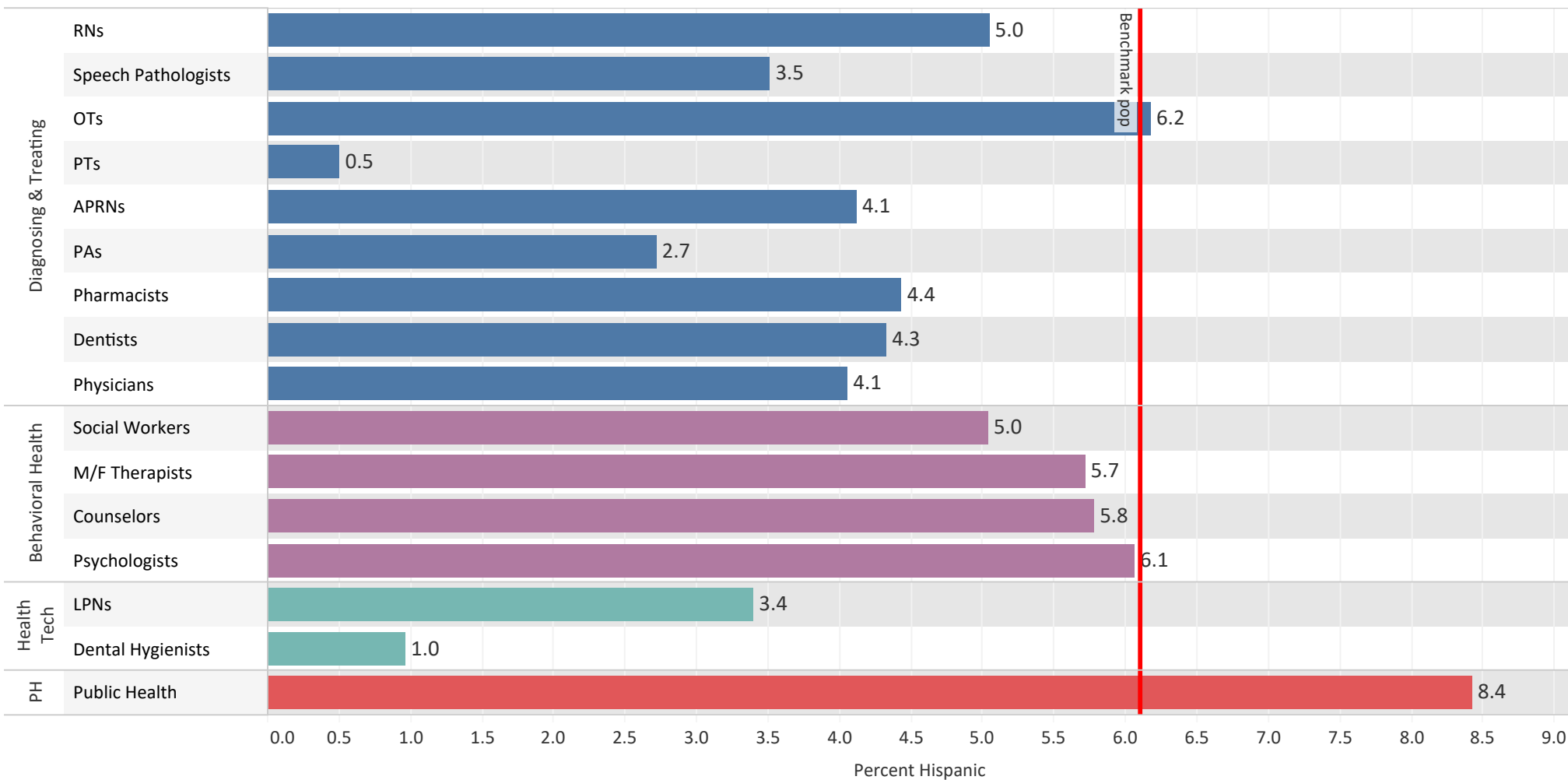
Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse.
Professions are sorted within categories by the most common education level attained by each profession.
The red lines show the percent of the benchmark population (ages 20-35) who are Black (2010-2012: 34.2%; 2018-2020: 35.2%)
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 3b: Hispanic Health Profession Graduates in 2010-2012 and 2018-2020

Chart legend:
- ▶ 2010-2012 Grads
- ■ 2018-2020 Grads
- --- 2010-2012 Pop
- — 2018-2020 Pop

Diagnosing & Treating
- RNs: 2.6 ▶ / 5.0
- Speech Pathologists: 1.3 ▶ / 3.5
- OTs: 2.8 ▶ / 6.2
- PTs: ◀ 1.8 / 0.5
- APRNs: 4.1 / 4.1
- PAs: 2.0 ▶ / 2.7
- Pharmacists: 3.1 ▶ / 4.4
- Dentists: 0.0 / 4.3
- Physicians: 1.6 ▶ / 4.1

Behavioral Health
- Social Workers: 2.0 ▶ / 5.0
- M/F Therapists: 0.0 / 5.7
- Counselors: 3.4 ▶ / 5.8
- Psychologists: 0.0 / 6.1

Health Tech
- LPNs: 1.1 ▶ / 3.4
- Dental Hygienists: 0.5 ▶ / 1.0

PH
- Public Health: 4.8 ▶ / 8.4

X-axis: Percent Hispanic (0.0 to 9.0)

- The Hispanic pipeline population decreased slighlty from 2010/12 to 2018/20, but Hispanic represenation in helath professions programs increased for all degrees except PT.

- The largest increases in Hispanic representation were in dentistry, M/F therapy, and psychology, where the percent of Hispanic graduates in 2010/12 was 0%.

- Despite large increases in some programs, Hispanic students are still underrepresented in all degrees except public health, OT, and psychology.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red lines show the percent of the benchmark population (ages 20-35) who are Hispanic (2010-2012: 6.2%; 2018-2020: 6.1%)
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 3c: Asian/NHPI Health Profession Graduates in 2010-2012 and 2018-2020

Legend:
- 2010-2012 Grads
- 2018-2020 Grads
- 2010-2012 Pop
- 2018-2020 Pop

Diagnosing & Treating
Profession	2018-2020 Grads	2010-2012 Grads
RNs	2.4	2.4
Speech Pathologists	1.0	1.0
OTs	2.5	3.5
PTs	2.0	0.5
APRNs	4.8	2.0
PAs	5.0	2.0
Pharmacists	24.3	20.4
Dentists	16.2	19.9
Physicians	15.3	13.4

Behavioral Health
Profession	2018-2020 Grads	2010-2012 Grads
Social Workers	1.7	1.3
M/F Therapists	2.9	0.0
Counselors	2.1	2.0
Psychologists	3.0	3.6

Health Tech
Profession	2018-2020 Grads	2010-2012 Grads
LPNs	1.1	0.6
Dental Hygienists	5.3	4.5

PH
Profession	2018-2020 Grads	2010-2012 Grads
Public Health	10.9	9.5

Percent Asian/NHPI (x-axis: 0 to 26)

- Asian/NHPI representation in health professions programs decreased in all behavioral health programs except M/F therapy.

- The Asian/NHPI pipeline population stayed about the same from 2010/12-2018/20, but the percentage of Asian/NHPI pharmacy graduates increased by 3.9 percentage points.

- The largest increases in Asian/NHPI representation were in pharmacy and PA. The largest decreases were in dentistry and OT.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse.
Professions are sorted within categories by the most common education level attained by each profession.
The red lines show the percent of the benchmark population (ages 20-35) who are Asian/NHPI (2010-2012: 2.1%; 2018-2020: 2.0%)
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

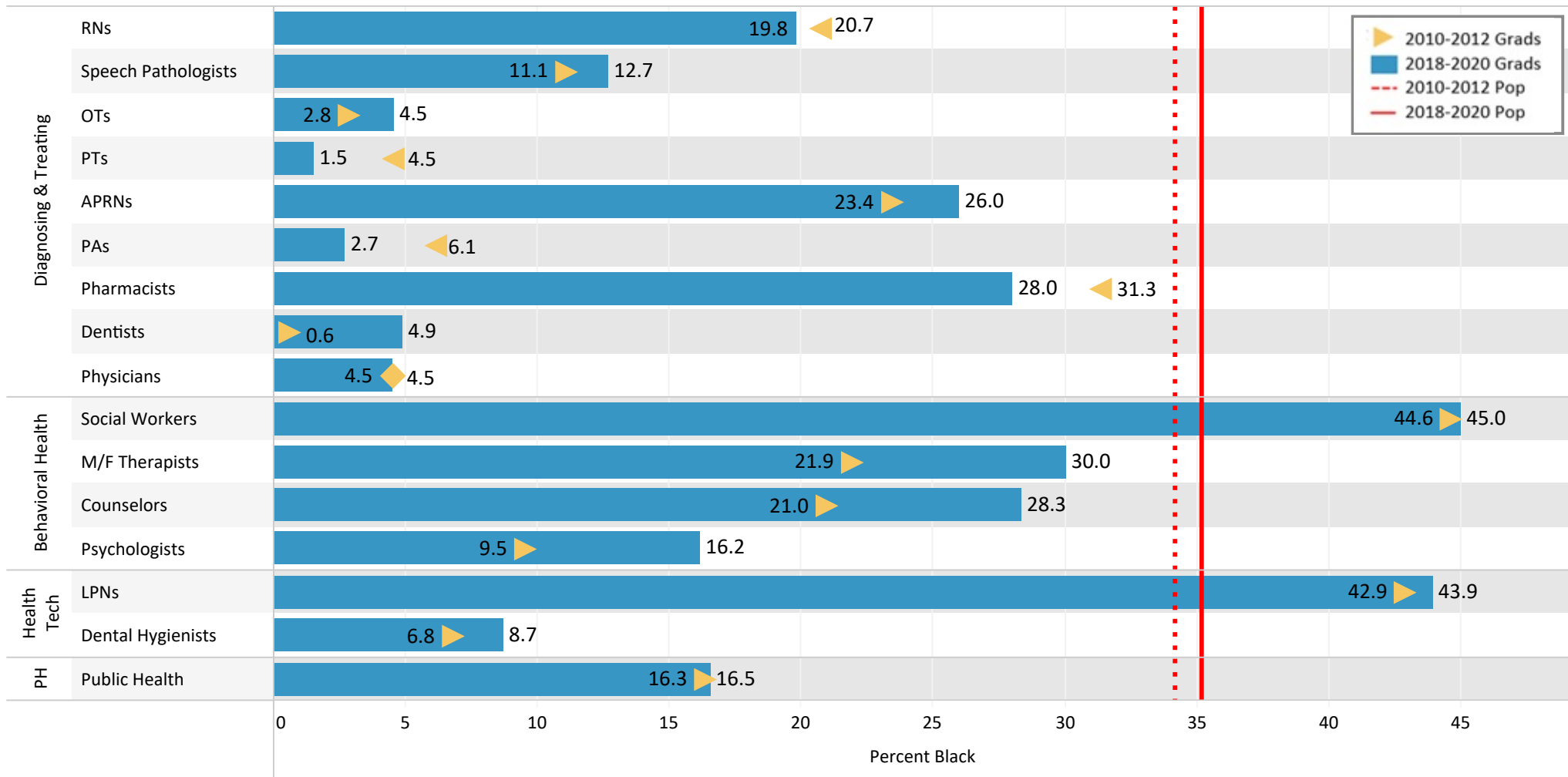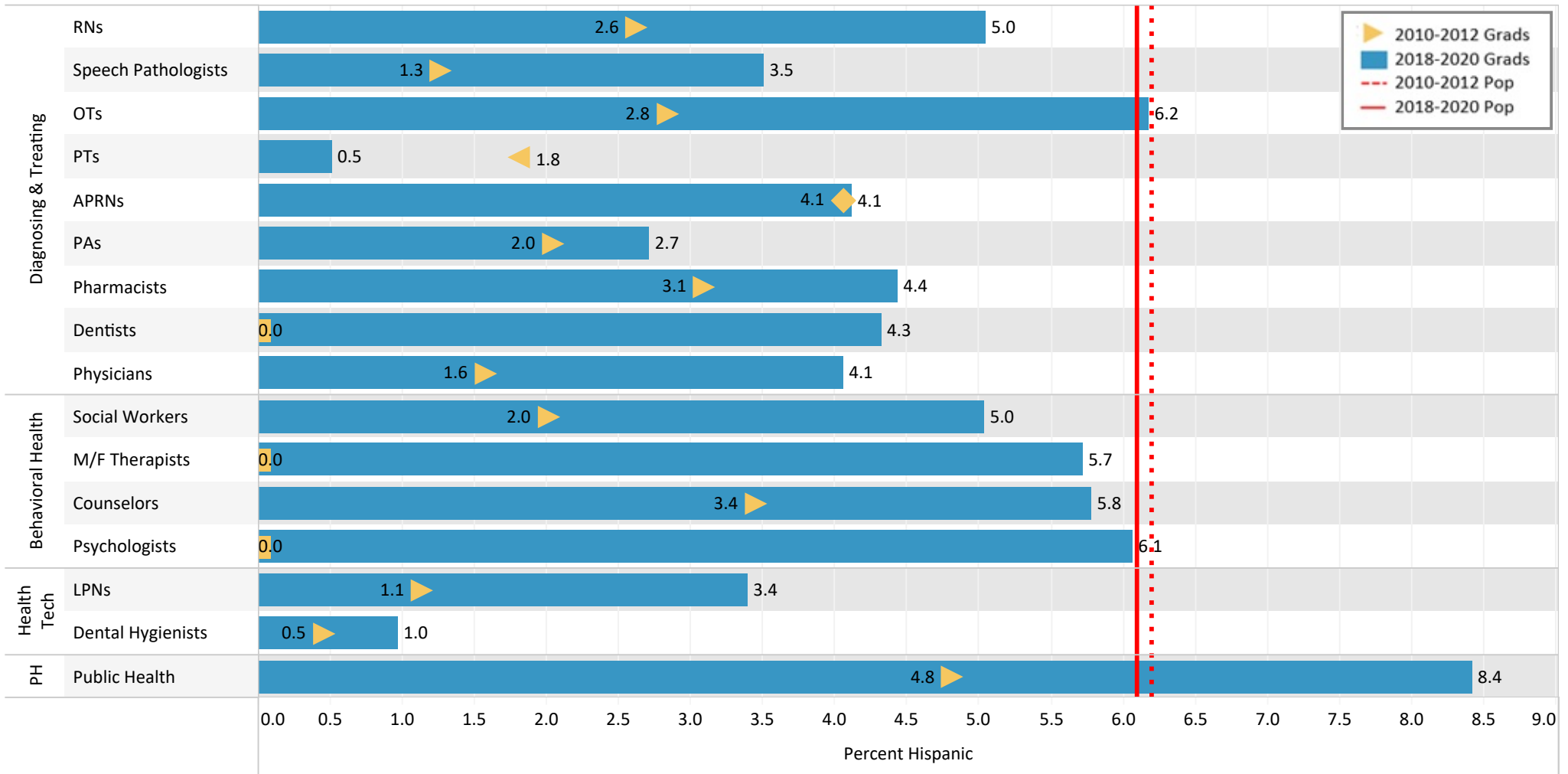# Exhibit 3d: White Health Profession Graduates in 2010-2012 and 2018-2020

Diagnosing & Treating

Profession	2018-2020 Grads	2010-2012 Grads
RNs	69.6	73.2
Speech Pathologists	80.9	85.9
OTs	84.0	90.8
PTs	93.2	94.4
APRNs	64.1	69.8
PAs	87.2	87.8
Pharmacists	39.9	40.9
Dentists	74.1	79.5
Physicians	73.5	80.1

Behavioral Health

Profession	2018-2020 Grads	2010-2012 Grads
Social Workers	46.7	51.0
M/F Therapists	57.1	78.1
Counselors	60.8	72.9
Psychologists	71.7	85.7

Health Tech

Profession	2018-2020 Grads	2010-2012 Grads
LPNs	48.9	54.3
Dental Hygienists	84.5	88.2

PH

Profession	2018-2020 Grads	2010-2012 Grads
Public Health	59.8	67.3

Legend:
- 2010-2012 Grads
- 2018-2020 Grads
- 2010-2012 Pop
- 2018-2020 Pop

X-axis: Percent White

- From 2010/12 to 2018/20, White representation declined in every health profession training program except PT. Still, White graduates are well represented in most programs.

- Behavioral health programs had the largest decline in White representation, with the proportion of White M/F therapy and psychology graduates dropping by 21 and 14 percentage points, respecitvely.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red lines show the percent of the benchmark population (ages 20-35) who are White (2010-2012: 55.6%; 2018-2020: 54.1%)
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.
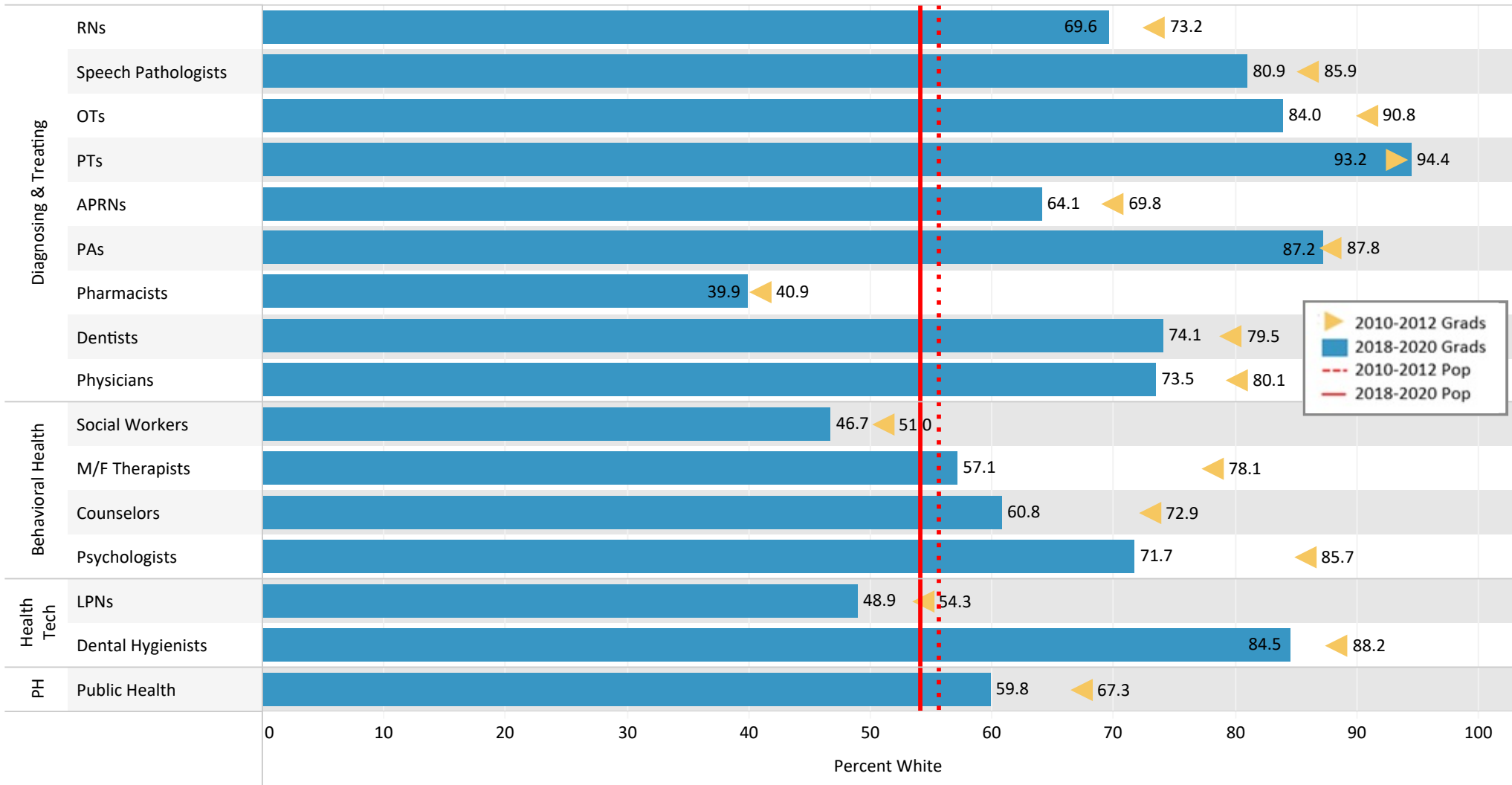
Exhibit 4a: Louisiana and National Black Workforce Diversity Index

Diagnosing & Treating | **Behavioral Health** | **Health Tech** | **PH**

Legend: LA DI — BAR; National DI — ◆

Y-axis: Black Diversity Index

DI=1 (red line at 1.0, indicating parity)

Profession	LA DI (bar)	National DI (diamond)
RNs	0.56	0.84
Speech Pathologists	0.36	0.28
OTs	0.13	0.30
PTs	0.04	0.23
APRNs	0.74	1.01
PAs	0.08	0.24
Pharmacists	0.79	0.71
Dentists	0.14	0.37
Physicians	0.13	0.45
Social Workers	1.27	1.39
M/F Therapists	0.85	1.20
Counselors	0.80	1.20
Psychologists	0.46	0.72
LPNs	1.24	1.61
Dental Hygienists	0.25	0.33
Public Health	0.47	1.52

- Relative to the population, LA has a lower proportion of Black graduates than the nation in every health program except pharmacy and speech pathology.

- Black graduates are well represented in social work and LPRN programs in both LA and the nation.

- Black graduates are underrepresented in all diagnosing and treating professions except APRNs in both LA and the nation.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse.
Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
USA Black denominator: 13.7%; LA Black denominator: 35.2%
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 4b: Louisiana and National Workforce Hispanic Diversity Index

Legend:
- LA DI — BAR
- National DI — ◆

Category headers: Diagnosing & Treating | Behavioral Health | Health Tech | PH

Y-axis: Hispanic Diversity Index (0.0 to 1.4)

DI=1 (red line at 1.0)

Profession	National DI (diamond)	LA DI (bar)
RNs	0.56	0.83
Speech Pathologists	0.49	0.58
OTs	0.38	1.02
PTs	0.35	0.08
APRNs	0.49	0.68
PAs	0.38	0.45
Pharmacists	0.30	0.73
Dentists	0.42	0.71
Physicians	0.37	0.67
Social Workers	0.80	0.83
M/F Therapists	0.84	0.94
Counselors	0.68	0.95
Psychologists	0.50	1.00
LPNs	0.66	0.56
Dental Hygienists	0.71	0.16
Public Health	0.53	1.38

- Hispanic graduates are underrepresented in almost all health profession programs in both LA and the nation.

- Relative to the population, LA has a higher proportion of Hispanic graduates than the nation in all health professions programs but PT, LPRN, and dental hygiene.

- Relative to the population, LA has a a significantly higher share of Hispanic graduates in OT, psychology and public health programs.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
USA Hispanic denominator: 21.1%; LA Hispanic denominator: 6.1%
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Exhibit 4c: Louisiana and National Asian/NHPI Workforce Diversity Index

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
USA Asian/NHPI denominator: 6.6%; LA Asian/NHPI denominator: 2.0%
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.
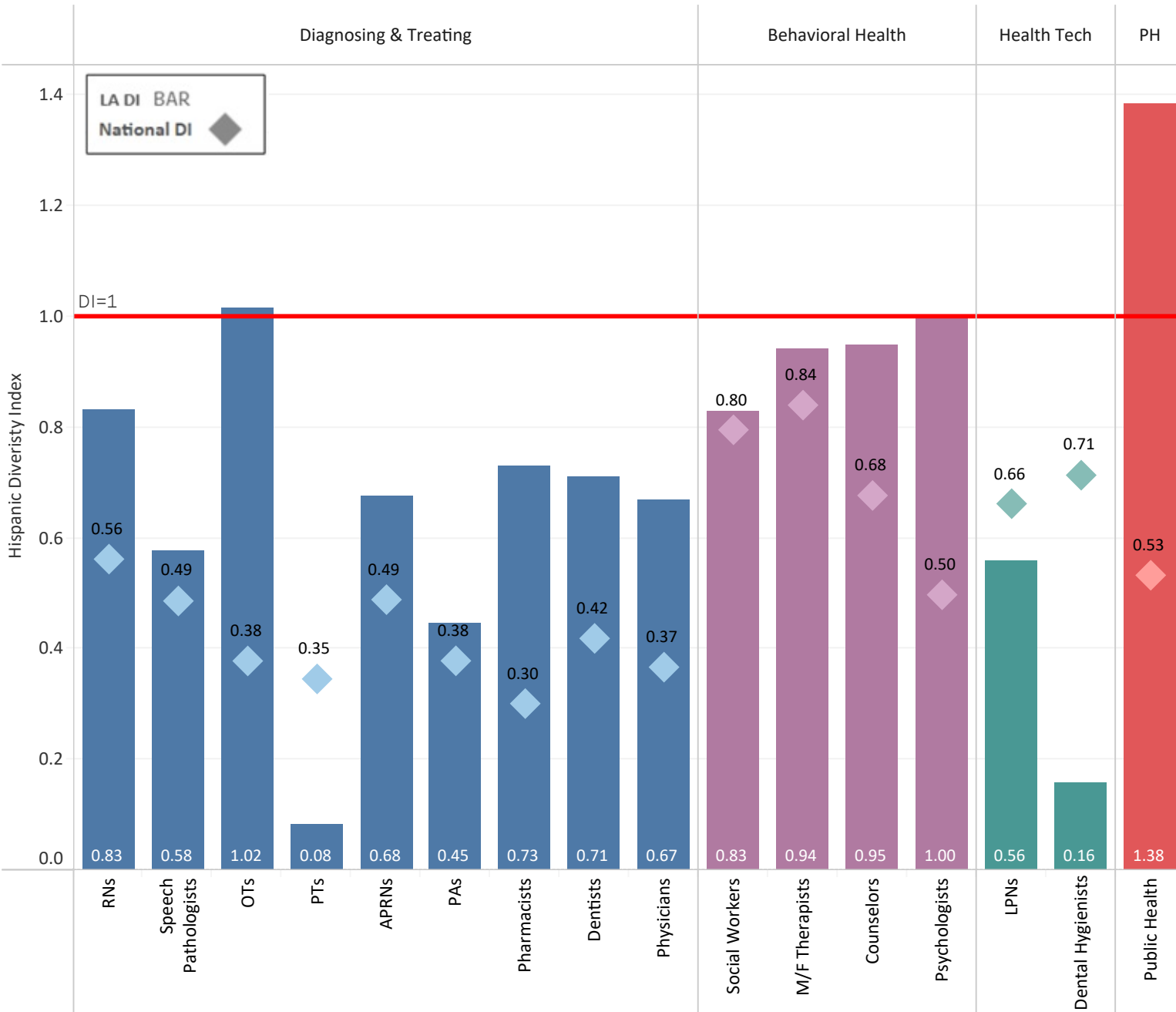
Exhibit 4d: Louisiana and National White Workforce Diversity Index

Categories: Diagnosing & Treating | Behavioral Health | Health Tech | PH

Legend: LA DI — BAR; National DI — ◆

DI=1 (red line indicating parity)

Profession	LA DI (bar)	National DI (diamond)
RNs	1.29	1.22
Speech Pathologists	1.50	1.45
OTs	1.55	1.42
PTs	1.75	1.38
APRNs	1.19	1.19
PAs	1.61	1.40
Pharmacists	0.74	0.98
Dentists	1.37	1.04
Physicians	1.36	1.09
Social Workers	0.86	1.04
M/F Therapists	1.06	1.02
Counselors	1.13	1.11
Psychologists	1.33	1.27
LPNs	0.90	1.01
Dental Hygienists	1.56	1.26
Public Health	1.11	0.90

Y-axis: White Diversity Index (0.0 to 1.8)

- White graduates are well represented in all diagnosing & treating programs except pharmacy in both LA and the nation.

- Relative to the population, LA has a higher proportion of White graduates than the nation in 3 of the 4 doctorate-level degrees (dentistry, medicine, and psychology).

- Relative to the population LA has a lower proportion of White graduates than the nation in pharmacy, social work, and LPRN programs.

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse.
Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
USA White denominator: 54.1%; LA White denominator: 54.6%
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.
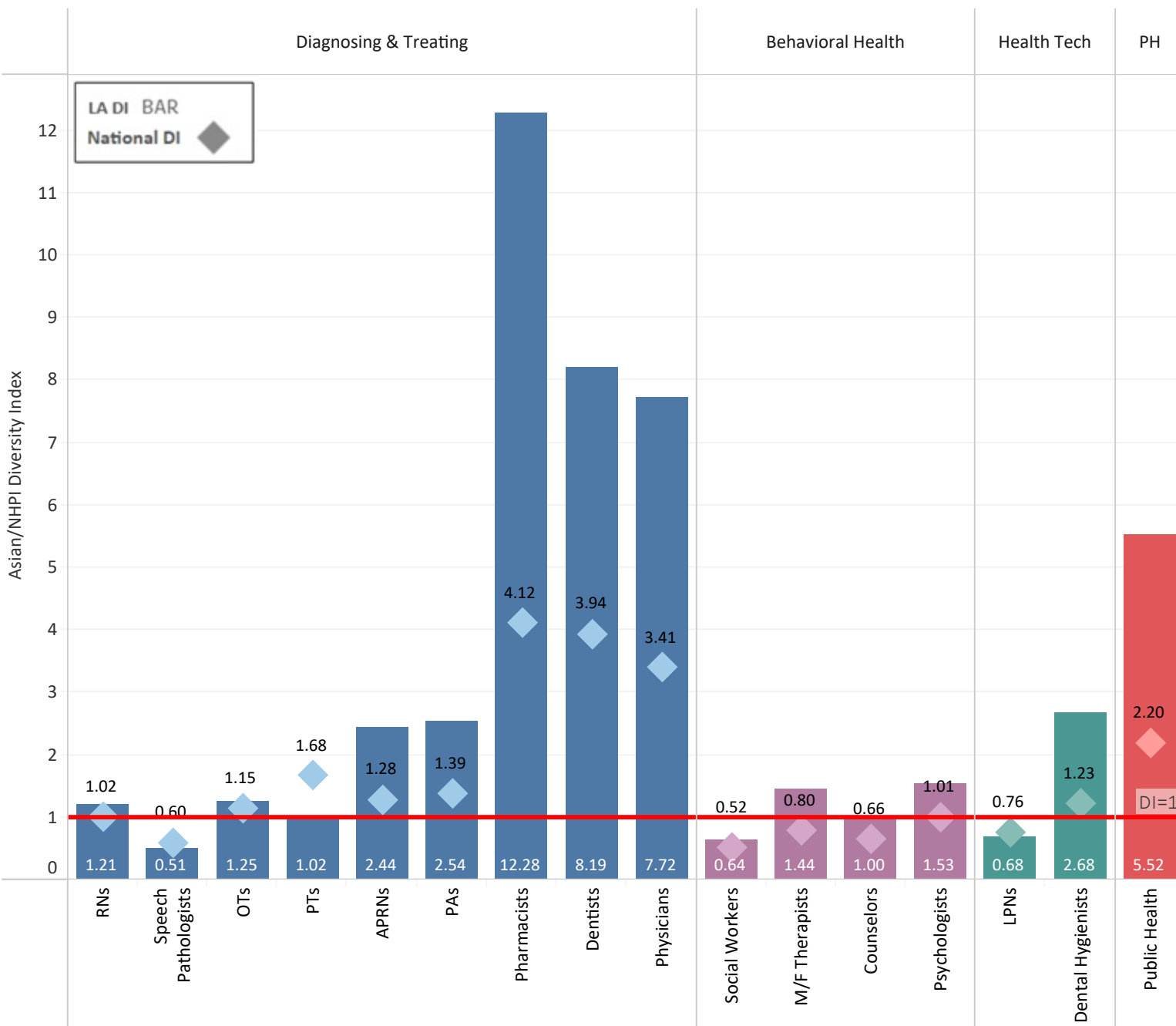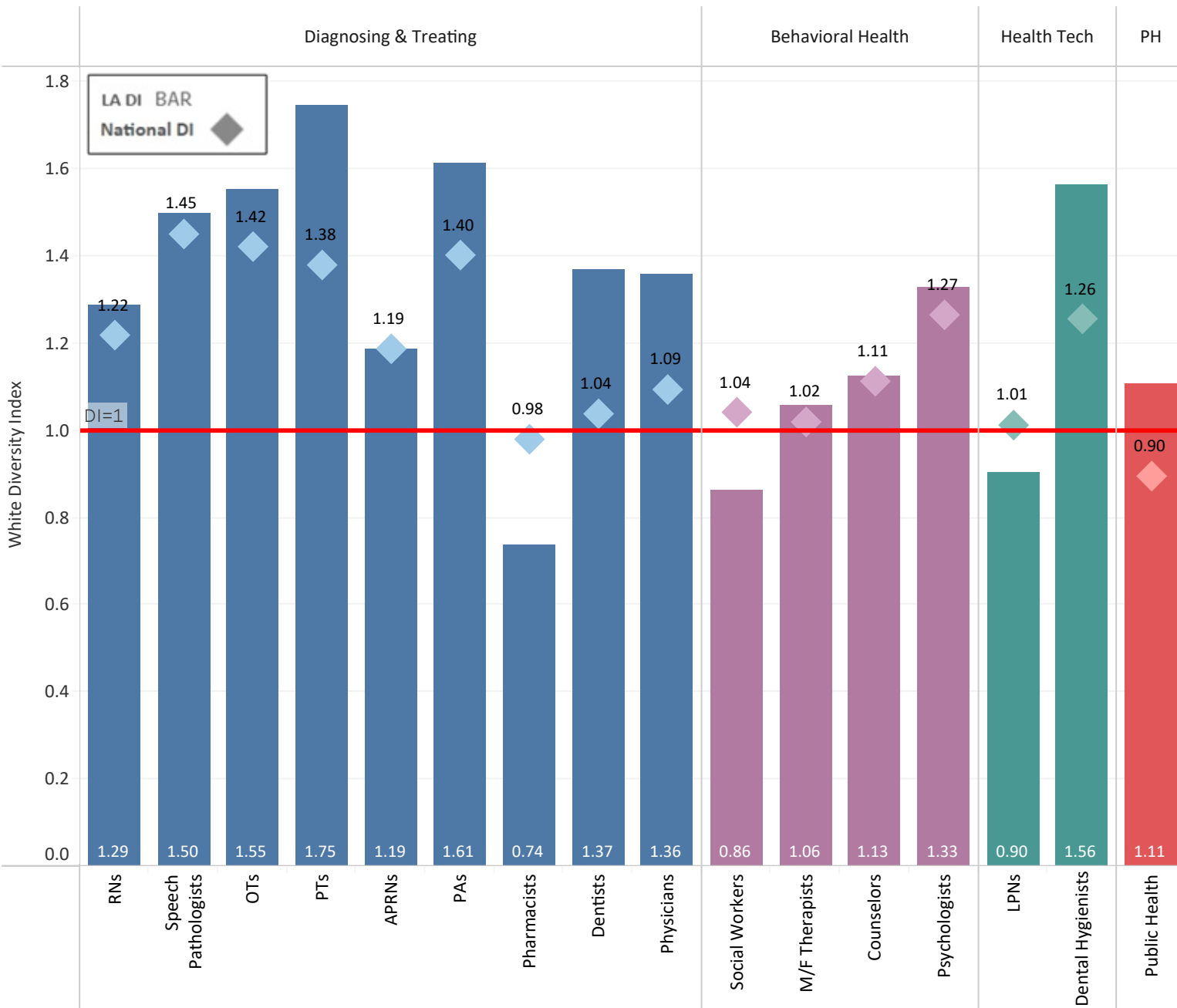
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HEALTH WORKFORCE DATA

Exhibit 5a: Representation of Black Health Professionals in Louisiana

Chart showing Percent Black representation by profession, grouped into three categories. Red line indicates Benchmark pop at 30.2%.

Diagnosing & Treating
- RNs: 22.1
- Rehab Therapists: 10.8
- APRNs & PAs: 12.8
- Pharmacists: 16.4
- Dentists: Not enough data
- Physicians: 6.1

Behavioral Health
- Social workers, Counselors, M/F Therapists: 37.9
- Psychologists: Not enough data

Health Care Support & Tech
- Dental & Medical Assistants: 22.8
- Personal Care Aides & Health Aides: 73.8
- LPNs: 47.7
- Dental Hygeinists: Not enough data

X-axis: Percent Black (0 to 80)

- Black workers are underrepresented in all diagnosing & treating professions.

- Black workers make up 30.2% of the labor force, but only 6.1% of physicians.

- Black workers are best represented in the health care support & tech positions, which typically do not require advanced degrees.

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line indicates the percent of Louisiana's labor force that is Black (30.2%).
Data: American Community Survey (ACS), 2016-2020

Exhibit 5b: Representation of White Health Professionals

Diagnosing & Treating
- RNs — 72.6
- Rehab Therapists — 87.6
- APRNs & PAs — 83.2
- Pharmacists — 68.7
- Dentists — 88.8
- Physicians — 69.1

Behavioral Health
- Social workers, Counselors, M/F Therapists — 57.0
- Psychologists — 84.2

Health Care Support & Tech
- Dental & Medical Assistants — 67.2
- Personal Care Aides & Health Aides — 21.1
- LPNs — 49.6
- Dental Hygeinists — 90.3

Benchmark pop

Percent White (x-axis: 0, 10, 20, 30, 40, 50, 60, 70, 80, 90)

- White people make up 60.5% of LA's labor force, but 68.7% or more of each of the diagnosing and treating professions.

- White workers are least represented in the health care support & tech positions.

- White workers are highly represented in every profession requiring a master's or doctoral degree except for social workers, counselors, and M/F therapists.

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line indicates the percent of Louisiana's labor force that is White (60.5%).
Data: American Community Survey (ACS), 2016-2020

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Exhibit 6a: Louisiana and National Black Workforce Diversity Index

Diagnosing & Treating | Behavioral Health | Health Care Support & Tech

Legend:
- LA DI — BAR
- National DI — ◆

Black Diversity Index (y-axis, 0.0 to 2.4+)

Profession	Category	LA DI (Bar)	National DI (Diamond)
RNs	Diagnosing & Treating	0.73	0.91
Rehab Therapists	Diagnosing & Treating	0.31	0.33
APRNs & PAs	Diagnosing & Treating	0.52	0.47
Pharmacists	Diagnosing & Treating	0.54	0.52
Dentists	Diagnosing & Treating	Not enough data	0.31
Physicians	Diagnosing & Treating	0.20	0.46
Social workers, Counselors, M/F Therapists	Behavioral Health	1.32	1.31
Psychologists	Behavioral Health	Not enough data	0.36
Dental & Medical Assistants	Health Care Support & Tech	0.75	0.96
Personal Care Aides & Health Aides	Health Care Support & Tech	2.44	2.25
LPNs	Health Care Support & Tech	1.58	2.19
Dental Hygienists	Health Care Support & Tech	Not enough data	0.26

DI=1 (red line indicating parity)

- Black workers are underrepresented in all diagnosing & treating professions in both LA and the nation.

- Relative to the population, LA has a lower percentage of Black RNs, rehab therapists, and physician than the nation.

- Black workers comprise a higher percent of personal care and home health aides and LPRNs compared to their representation in the labor force in both LA and the nation.

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
USA Black Denominator: 12.1%; LA Black Denominator: 30.2%
Data: American Community Survey (ACS), 2016-2020

Exhibit 6b: Louisiana and National White Workforce Diversity Index

Chart title groups: Diagnosing & Treating | Behavioral Health | Health Care Support & Tech

Legend: LA DI — BAR; National DI — ◆

Y-axis: White Diversity Index

Profession	National DI (diamond)	LA DI (bar)
RNs	1.14	1.20
Rehab Therapists	1.31	1.45
APRNs & PAs	1.30	1.35
Pharmacists	1.08	1.14
Dentists	1.09	1.47
Physicians	1.02	1.14
Social workers, Counselors, M/F Therapists	1.10	0.90
Psychologists	1.33	1.39
Dental & Medical Assistants	0.85	1.11
Personal Care Aides & Health Aides	0.66	0.35
LPNs	0.87	0.82
Dental Hygienists	1.33	1.49

DI=1 (red line)

- Relative to the population, LA has a higher share of White workers than the nation in all diagnosing & treating professions.

- Relative to the population, LA has a lower share of White workers than the nation in social work, counselor, M/F therapist, personal care and home health aide, and LPRN professions.

- Both nationally and in LA, White workers are well represented in all diagnosing & treating and doctorate-level programs.

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
USA White denominator: 60.8%; LA White denominator: 60.5%
Data: American Community Survey (ACS), 2016-2020

WORKFORCE PIPELINE COMPARISON

Exhibit 7a: Black Workforce and Pipeline Diversity Index

Legend:
- ● Pipeline
- ○ Workforce

Diagnosing & Treating

- RNs: Workforce 0.73, Pipeline 0.56
- Rehab Therapists: Workforce 0.31, Pipeline 0.25
- APRNs & PAs: Pipeline 0.56, Workforce 0.52
- Pharmacists: Pipeline 0.79, Workforce 0.54
- Dentists: Pipeline 0.14, (Workforce: Not enough data)
- Physicians: Workforce 0.20, Pipeline 0.13

Behavioral Health

- Social workers, Counselors, M/F Therapists: Workforce 1.32, Pipeline 1.12
- Psychologists: Pipeline 0.46, (Workforce: Not enough data)

Health Care Support & Tech

- LPNs: Workforce 1.58, Pipeline 1.24
- Dental Hygienists: Pipeline 0.25, (Workforce: Not enough data)

DI=1 (red line)

Y-axis: Black Diversity Index (0.0 to 1.6)

Side notes:
- Black people are better represented in the current RN, rehab therapist, and physician workforce than as graduates of those programs.
- There is higher representation of Black students in pharmacy and APRN & PA programs than in the current workforce for those professions.
- Both Black graudates and Black workers are underrepresented in all diagnosing & treating professions.

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
LA Black labor force denominator: 30.2%; LA Black pipeline denominator: 35.2%
Data: American Community Survey (ACS), 2016-2020; Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

Exhibit 7b: White Workforce and Pipeline Diversity Index

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.

The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.

LA White labor force denominator: 60.5%; LA White pipeline denominator: 54.1%

Data: American Community Survey (ACS), 2016-2020; Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

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INSTITUTION DATA

Exhibit 8: Registered Nursing Programs, 2018-2020

Scale					
<.2	0.2-0.4	0.4-0.6	0.6-0.8	0.8-1	>1

Registered Nursing Programs, 2018-2020 (26 total)								
Black				**Hispanic**				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Dillard Univ. (47)	Y	97.9	2.78	Franciscan Missionaries of Our Lady Univ. (386)	Y	13.2	2.17
Southern Univ. and A & M College (272)		84.9	2.41	Univ. of Holy Cross (114)	Y	12.3	2.02
Southern Univ. at Shreveport (157)		77.7	2.21	Delgado Community College (563)		11.4	1.87
Grambling State Univ. (28)		64.3	1.83	Southeastern LA Univ. (556)		7.0	1.15
Delgado Community College (563)		28.4	0.81	LSU Health Sciences Center-New Orleans (744)		6.5	1.06
Univ. of Holy Cross (114)	Y	24.6	0.70	LA College (66)	Y	6.1	1.00
Loyola Univ. New Orleans (13)	Y	23.1	0.66	Baton Rouge Community College (116)		5.2	0.85
Baton Rouge Community College (116)		22.4	0.64	Univ. of LA at Lafayette (1510)		5.1	0.84
Northwestern State Univ. of LA (1223)		18.6	0.53	Bossier Parish Community College (147)		4.8	0.78
South LA Community College (95)		17.9	0.51	Fletcher Technical Community College (42)		4.8	0.78
Univ. of LA at Lafayette (1510)		17.5	0.50	Northwestern State Univ. of LA (1223)		4.4	0.73
Univ. of LA at Monroe (368)		16.8	0.48	Nicholls State Univ. (456)		3.3	0.54
LSU-Eunice (202)		16.8	0.48	South LA Community College (95)		3.2	0.52
LA College (66)	Y	16.7	0.47	Baton Rouge General Medical Center-School of Nursing (66)	Y	3.0	0.50
Baton Rouge General Medical Center-School of Nursing (66)	Y	16.7	0.47	SOWELA Technical Community College (68)		2.9	0.48
Nicholls State Univ. (456)		16.4	0.47	McNeese State Univ. (410)		2.9	0.48
SOWELA Technical Community College (68)		16.2	0.46	LSU-Eunice (202)		1.5	0.24
Franciscan Missionaries of Our Lady Univ. (386)	Y	14.0	0.40	Univ. of LA at Monroe (368)		1.4	0.22
LSU-Alexandria (358)		14.0	0.40	LA Tech Univ. (157)		1.3	0.21
LA Delta Community College (94)		12.8	0.36	Southern Univ. at Shreveport (157)		1.3	0.21
Fletcher Technical Community College (42)		11.9	0.34	LSU-Alexandria (358)		0.8	0.14
McNeese State Univ. (410)		11.0	0.31	Southern Univ. and A & M College (272)		0.7	0.12
LSU Health Sciences Center-New Orleans (744)		10.5	0.30	LA Delta Community College (94)		0.0	0.00
Bossier Parish Community College (147)		8.2	0.23	Loyola Univ. New Orleans (13)	Y	0.0	0.00
LA Tech Univ. (157)		5.1	0.14	Grambling State Univ. (28)		0.0	0.00
Southeastern LA Univ. (556)		4.7	0.13	Dillard Univ. (47)	Y	0.0	0.00
Overall Public (7566)		**19.6**	**0.56**	**Overall Public (7566)**		**4.6**	**0.75**
Overall Private (692)	Y	**22.1**	**0.63**	**Overall Private (692)**	Y	**10.3**	**1.69**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the workforce.
Black denominator: 35.2%; Hispanic denominator 6.1%.
Schools with fewer than 10 graduates in 2018-2020 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

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Exhibit 9: Speech Pathology Programs, 2018-2020

Scale					
<.2	0.2-0.4	0.4-0.6	0.6-0.8	0.8-1	>1

Speech Pathology Programs, 2018-2020 (8 total)								
Black				**Hispanic**				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI	
Southern Univ. and A & M College (72)		65.3	1.85	LSU and Agricultural & Mechanical College (101)		5.9	0.98	
LSU and Agricultural & Mechanical College (101)		10.9	0.31	Southern Univ. and A & M College (72)		5.6	0.91	
Univ. of LA at Lafayette (93)		6.5	0.18	Southeastern LA Univ. (87)		4.6	0.76	
Univ. of LA at Monroe (77)		5.2	0.15	Univ. of LA at Monroe (77)		3.9	0.64	
Southeastern LA Univ. (87)		4.6	0.13	LA Tech Univ. (63)		3.2	0.52	
LSU Health Sciences Center-New Orleans (69)		2.9	0.08	LSU Health Sciences Center-New Orleans (69)		1.4	0.24	
LSU Health Sciences Center-Shreveport (36)		2.8	0.08	Univ. of LA at Lafayette (93)		1.1	0.18	
LA Tech Univ. (63)		1.6	0.05	LSU Health Sciences Center-Shreveport (36)		0.0	0.00	
Overall Public (598)		**12.7**	**0.36**	**Overall Public (598)**		**3.5**	**0.58**	

Exhibit 10: Occupational Therapy Programs, 2018-2020

Occupational Therapy Programs, 2018-2020 (3 total)								
Black				**Hispanic**				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI	
Univ. of LA at Monroe (87)		8.0	0.23	Univ. of LA at Monroe (87)		10.3	1.70	
LSU Health Sciences Center-New Orleans (97)		4.1	0.12	LSU Health Sciences Center-New Orleans (97)		4.1	0.68	
LSU Health Sciences Center-Shreveport (59)		0.0	0.00	LSU Health Sciences Center-Shreveport (59)		3.4	0.56	
Overall Public (243)		**4.5**	**0.13**	**Overall Public (243)**		**6.2**	**1.02**	

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the workforce. Black denominator: 35.2%; Hispanic denominator 6.1%. Schools with fewer than 10 graduates in 2018-2020 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

Exhibit 11: Physical Therapy Programs, 2018-2020

	Scale				
	<.2	0.2-0.4	0.4-0.6	0.6-0.8	0.8-1	>1

Physical Therapy Programs, 2018-2020 (2 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
LSU Health Sciences Center-New Orleans (95)		1.1	0.03	LSU Health Sciences Center-New Orleans (95)		0.0	0.00
LSU Health Sciences Center-Shreveport (103)		1.9	0.06	LSU Health Sciences Center-Shreveport (103)		1.0	0.16
Overall Public (198)		**1.5**	**0.04**	**Overall Public (198)**		**0.5**	**0.08**

Exhibit 12: APRN Programs, 2018-2020

APRN Programs, 2018-2020 (6 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Southern Univ. and A & M College (92)		71.7	2.04	Southeastern LA Univ. (24)		8.3	1.37
Northwestern State Univ. of LA (23)		39.1	1.11	LSU Health Sciences Center-New Orleans (183)		5.5	0.90
Southeastern LA Univ. (24)		25.0	0.71	Loyola Univ. New Orleans (274)	Y	4.4	0.72
Loyola Univ. New Orleans (274)	Y	21.9	0.62	Franciscan Missionaries of Our Lady Univ. (99)	Y	4.0	0.66
LSU Health Sciences Center-New Orleans (183)		16.9	0.48	Southern Univ. and A & M College (92)		1.1	0.18
Franciscan Missionaries of Our Lady Univ. (99)	Y	7.1	0.20	Northwestern State Univ. of LA (23)		0.0	0.00
Overall Public (322)		**34.8**	**0.99**	**Overall Public (322)**		**4.0**	**0.66**
Overall Private (373)	Y	**18.0**	**0.51**	**Overall Private (373)**	Y	**4.3**	**0.71**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the workforce. Black denominator: 35.2%; Hispanic denominator 6.1%. Schools with fewer than 10 graduates in 2018-2020 are not included. Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

Exhibit 13: Physician Assistant Programs, 2018-2020

Physician Assistant Programs, 2018-2020 (3 total)								
Black				**Hispanic**				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
LSU Health Sciences Center-New Orleans (84)		4.8	0.14	LSU Health Sciences Center-Shreveport (97)		4.1	0.68
Franciscan Missionaries of Our Lady Univ. (77)	Y	2.6	0.07	Franciscan Missionaries of Our Lady Univ. (77)	Y	2.6	0.43
LSU Health Sciences Center-Shreveport (97)		1.0	0.03	LSU Health Sciences Center-New Orleans (84)		1.2	0.20
Overall Public (181)		**2.8**	**0.08**	**Overall Public (181)**		**2.8**	**0.45**
Overall Private (77)	Y	**2.6**	**0.07**	**Overall Private (77)**	Y	**2.6**	**0.43**

Exhibit 14: Pharmacy Programs, 2018-2020

Pharmacy Programs, 2018-2020 (2 total)								
Black				**Hispanic**				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Xavier Univ. of LA (398)	Y	38.9	1.11	Xavier Univ. of LA (398)	Y	6.3	1.03
Univ. of LA at Monroe (256)		10.9	0.31	Univ. of LA at Monroe (256)		1.6	0.26
Overall Public (256)		**10.9**	**0.31**	**Overall Public (256)**		**1.6**	**0.26**
Overall Private (398)	Y	**38.9**	**1.11**	**Overall Private (398)**	Y	**6.3**	**1.03**

Exhibit 15: Dentistry Programs, 2018-2020

Dentistry Programs, 2018-2020 (1 total)								
Black				**Hispanic**				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
LSU Health Sciences Center-New Orleans (185)		4.9	0.14	LSU Health Sciences Center-New Orleans (185)		4.3	0.71
Overall Public (185)		**4.9**	**0.14**	**Overall Public (185)**		**4.3**	**0.71**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the workforce. Black denominator: 35.2%; Hispanic denominator 6.1%. Schools with fewer than 10 graduates in 2018-2020 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

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Exhibit 16: Medical Programs, 2018-2020

Medical Programs, 2018-2020 (3 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
LSU Health Sciences Center-Shreveport (364)		3.3	0.09	Tulane Univ. of LA (526)	Y	4.4	0.72
Tulane Univ. of LA (526)	Y	3.6	0.10	LSU Health Sciences Center-New Orleans (465)		4.1	0.67
LSU Health Sciences Center-New Orleans (465)		6.5	0.18	LSU Health Sciences Center-Shreveport (364)		3.6	0.59
Overall Public (829)		**5.1**	**0.14**	**Overall Public (829)**		**3.9**	**0.63**
Overall Private (526)	Y	**3.6**	**0.10**	**Overall Private (526)**	Y	**4.4**	**0.72**

Exhibit 17: Social Work Programs, 2018-2020

Social Work Programs, 2018-2020 (5 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Grambling State Univ. (66)		97.0	2.75	Tulane Univ. of LA (295)	Y	10.2	1.67
Southern Univ. at New Orleans (269)		88.5	2.51	LSU and Agricultural & Mechanical College (621)		5.0	0.82
LSU and Agricultural & Mechanical College (621)		31.6	0.90	Southern Univ. at New Orleans (269)		1.1	0.18
Tulane Univ. of LA (295)	Y	24.4	0.69	LA College (20)	Y	0.0	0.00
LA College (20)	Y	10.0	0.28	Grambling State Univ. (66)		0.0	0.00
Overall Public (956)		**52.1**	**1.48**	**Overall Public (956)**		**3.6**	**0.58**
Overall Private (315)	Y	**23.5**	**0.67**	**Overall Private (315)**	Y	**9.5**	**1.57**

Exhibit 18: Marriage and Family Therapy Programs, 2018-2020

Marriage and Family Therapy Programs, 2018-2020 (2 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Univ. of LA at Monroe (48)		35.4	1.01	Univ. of Holy Cross (22)	Y	13.6	2.24
Univ. of Holy Cross (22)	Y	18.2	0.52	Univ. of LA at Monroe (48)		2.1	0.34
Overall Public (48)		**35.4**	**1.01**	**Overall Public (48)**		**2.1**	**0.34**
Overall Private (22)	Y	**18.2**	**0.52**	**Overall Private (22)**	Y	**13.6**	**2.24**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity
in the workforce. Black denominator: 35.2%; Hispanic denominator 6.1%.
Schools with fewer than 10 graduates in 2018-2020 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

Exhibit 19: Counselor Programs, 2018-2020

Scale					
<.2	0.2-0.4	0.4-0.6	0.6-0.8	0.8-1	>1

Counselor Programs, 2018-2020 (14 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Southern Univ. and A & M College (50)		100.0	2.84	Univ. of Holy Cross (59)	Y	15.3	2.51
Xavier Univ. of LA (29)	Y	79.3	2.25	Xavier Univ. of LA (29)	Y	13.8	2.27
Northwestern State Univ. of LA (26)		30.8	0.87	LSU and Agricultural & Mechanical College (34)		8.8	1.45
Univ. of Holy Cross (59)	Y	28.8	0.82	LSU-Shreveport (28)		7.1	1.17
Univ. of LA at Monroe (64)		28.1	0.80	Southeastern LA Univ. (29)		6.9	1.13
Nicholls State Univ. (44)		25.0	0.71	Loyola Univ. New Orleans (58)	Y	6.9	1.13
McNeese State Univ. (73)		19.2	0.54	Univ. of LA at Monroe (64)		6.3	1.03
Tulane Univ. of LA (24)	Y	16.7	0.47	Univ. of LA at Lafayette (21)		4.8	0.78
LSU-Shreveport (28)		14.3	0.41	Nicholls State Univ. (44)		4.5	0.75
LSU and Agricultural & Mechanical College (34)		11.8	0.33	Tulane Univ. of LA (24)	Y	4.2	0.69
Loyola Univ. New Orleans (58)	Y	5.2	0.15	Univ. of New Orleans (15)		0.0	0.00
Univ. of LA at Lafayette (21)		4.8	0.14	McNeese State Univ. (73)		0.0	0.00
Univ. of New Orleans (15)		0.0	0.00	Northwestern State Univ. of LA (26)		0.0	0.00
Southeastern LA Univ. (29)		0.0	0.00	Southern Univ. and A & M College (50)		0.0	0.00
Overall Public (384)		**28.6**	**0.81**	**Overall Public (384)**		**3.6**	**0.60**
Overall Private (170)	Y	**27.6**	**0.79**	**Overall Private (170)**	Y	**10.6**	**1.74**

Exhibit 20: Psychology Programs, 2018-2020

Psychology Programs, 2018-2020 (4 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Univ. of Holy Cross (19)	Y	36.8	1.05	Univ. of Holy Cross (19)	Y	15.8	2.60
Tulane Univ. of LA (17)	Y	23.5	0.67	Tulane Univ. of LA (17)	Y	5.9	0.97
LA Tech Univ. (12)		16.7	0.47	LSU and Agricultural & Mechanical College (44)		2.3	0.37
LSU and Agricultural & Mechanical College (44)		6.8	0.19	LA Tech Univ. (12)		0.0	0.00
Overall Public (56)		**8.9**	**0.25**	**Overall Public (56)**		**1.8**	**0.29**
Overall Private (36)	Y	**30.6**	**0.87**	**Overall Private (36)**	Y	**11.1**	**1.83**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of
that race/ethnicity in the workforce. Black denominator: 35.2%; Hispanic denominator 6.1%.
Schools with fewer than 10 graduates in 2018-2020 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey
(ACS), 2016-2020.

Exhibit 21: LPN Programs, 2018-2020

Scale				
<.2	0.2-0.4	0.4-0.6	0.6-0.8	0.8-1	>1

LPN Program, 2018-2020 (19 total)							
Black				**Hispanic**			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Unitech Training Academy-Metairie (16)	Y	100.0	2.84	Delgado Community College (188)		11.7	1.92
Healthcare Training Institute (38)	Y	94.7	2.69	Baton Rouge Community College (22)		9.1	1.50
Baton Rouge Community College (22)		77.3	2.20	Nunez Community College (75)		8.0	1.32
Delta College of Arts & Technology-Lafayette Campus (108)	Y	74.1	2.10	Fletcher Technical Community College (82)		4.9	0.80
Delta College-Slidell Campus (71)	Y	73.2	2.08	South LA Community College (300)		4.0	0.66
South Central LA Technical College (54)		72.2	2.05	Northshore Technical Community College (423)		3.8	0.62
Nunez Community College (75)		66.7	1.89	SOWELA Technical Community College (222)		3.2	0.52
Delta College of Arts & Technology (190)	Y	60.5	1.72	Central LA Technical Community College (813)		3.1	0.51
Delgado Community College (188)		54.8	1.56	Delta College-Slidell Campus (71)	Y	2.8	0.46
Northwest LA Technical College (564)		52.1	1.48	River Parishes Community College (74)		2.7	0.44
River Parishes Community College (74)		47.3	1.34	Northwest LA Technical College (564)		2.7	0.44
South LA Community College (300)		43.3	1.23	LA Delta Community College (488)		2.5	0.40
LA Delta Community College (488)		41.8	1.19	Compass Career College (47)	Y	2.1	0.35
Northshore Technical Community College (423)		35.2	1.00	South Central LA Technical College (54)		1.9	0.30
Compass Career College (47)	Y	34.0	0.97	Delta College Inc (83)	Y	1.2	0.20
Central LA Technical Community College (813)		32.7	0.93	Delta College of Arts & Technology (190)	Y	1.1	0.17
SOWELA Technical Community College (222)		27.5	0.78	Delta College of Arts & Technology-Lafayette Campus (108)	Y	0.9	0.15
Delta College Inc (83)	Y	25.3	0.72	Healthcare Training Institute (38)	Y	0.0	0.00
Fletcher Technical Community College (82)		13.4	0.38	Unitech Training Academy-Metairie (16)	Y	0.0	0.00
Overall Public (3305)		41.1	1.17	**Overall Public (3305)**		3.8	0.62
Overall Private (553)	Y	**60.8**	**1.73**	**Overall Private (553)**	Y	**1.3**	**0.21**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the workforce. Black denominator: 35.2%; Hispanic denominator 6.1%. Schools with fewer than 10 graduates in 2018-2020 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

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Exhibit 22: Dental Hygiene Programs, 2018-2020

Scale					
<.2	0.2-0.4	0.4-0.6	0.6-0.8	0.8-1	>1

Dental Hygiene Programs, 2018-2020 (3 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Southern Univ. at Shreveport (18)		50.0	1.42	Univ. of LA at Monroe (79)		1.3	0.21
Univ. of LA at Monroe (79)		10.1	0.29	LSU Health Sciences Center-New Orleans (110)		0.9	0.15
LSU Health Sciences Center-New Orleans (110)		0.9	0.03	Southern Univ. at Shreveport (18)		0.0	0.00
Overall Public (207)		8.7	**0.25**	**Overall Public (207)**		**1.0**	**0.16**

Exhibit 23: Public Health Programs, 2018-2020

Public Health Programs. 2018-2020 (3 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
LSU-Shreveport (30)		33.3	0.95	LSU Health Sciences Center-New Orleans (115)		12.2	2.00
LSU Health Sciences Center-New Orleans (115)		20.9	0.59	Tulane Univ. of LA (532)	Y	7.9	1.30
Tulane Univ. of LA (532)	Y	14.7	0.42	LSU-Shreveport (30)		3.3	0.55
Overall Public (145)		23.4	**0.67**	**Overall Public (145)**		**10.3**	**1.70**
Overall Private (532)	Y	14.7	**0.42**	**Overall Private (532)**	Y	**7.9**	**1.30**

Notes: DI is Diversity Index: the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the workforce.
Black denominator: 35.2%; Hispanic denominator 6.1%.
Schools with fewer than 10 graduates in 2018-2020 are not included.
Only includes Public Health programs accredited by the CEPH.
Data: Integrated Post-Secondary Education System (IPEDS), 2018-2020;
American Community Survey (ACS), 2016-2020.

Methods

Data sources: Data for the labor force is drawn from the American Community Survey (ACS), obtained from IPUMS USA [1]. The American Community Survey is an approximately 1% annual sample of the United State Population, conducted by the Census Bureau. We used the 2020 5- year file, which provides data collected in 2016 through 2020. We present weighted estimates adjusted for the ACS's complex survey design by using strata and cluster variables provided by IPUMS.

Response rates for the ACS were 71.2% in 2020 (the ACS is a mandatory survey so response rates are higher than normal) [2]. The Census Bureau imputes any missing survey items, so there is no missing information in the publicly available data [3].

For the current health workforce, we report the diversity of those ages 20 to 65, who are working, in a health profession based on their reported occupation, and who report having the minimum degree level necessary for that profession (e.g., a doctoral or professional degree for physicians). Occupations are based on Census Occupation Code List, 2018 version. The reported results for Louisiana are for respondents who listed Louisiana as their state of residence.

We do not report the percent of the health workforce of a given race/ethnicity group if the relative standard error of the current estimate is greater than 30% (i.e., if the standard error is greater than 30% of the estimate). Professions with an insufficient sample size are indicated "Not enough data" in figures.

We also used ACS data to establish benchmark populations. For the labor force, this is individuals ages 20 to 65 who are either working or unemployed and looking for work. For the pipeline, the benchmark population is all adults ages 20 to 35, a time period in which most postsecondary education is completed.

Data for health profession graduates is drawn from the Integrated Post-Secondary Educational Data System (IPEDS) from the National Center for Education Statistics at the US Department of Education. We pooled data reported from 2018 through 2020 to avoid findings based on short-term fluctuations. IPEDS collects data on the race and ethnicity of graduates by specific fields of study reported in IPEDS likely to lead to our professions of interest for the current workforce. We restricted out analyses to degrees awarded at the minimum level necessary to enter a field or higher (e.g., Associate's degrees and higher for nurses and Doctoral degrees for dentists).

[1] Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0
[2] www.census.gov/acs/www/methodology/sample-size-and-data-quality/responserates/
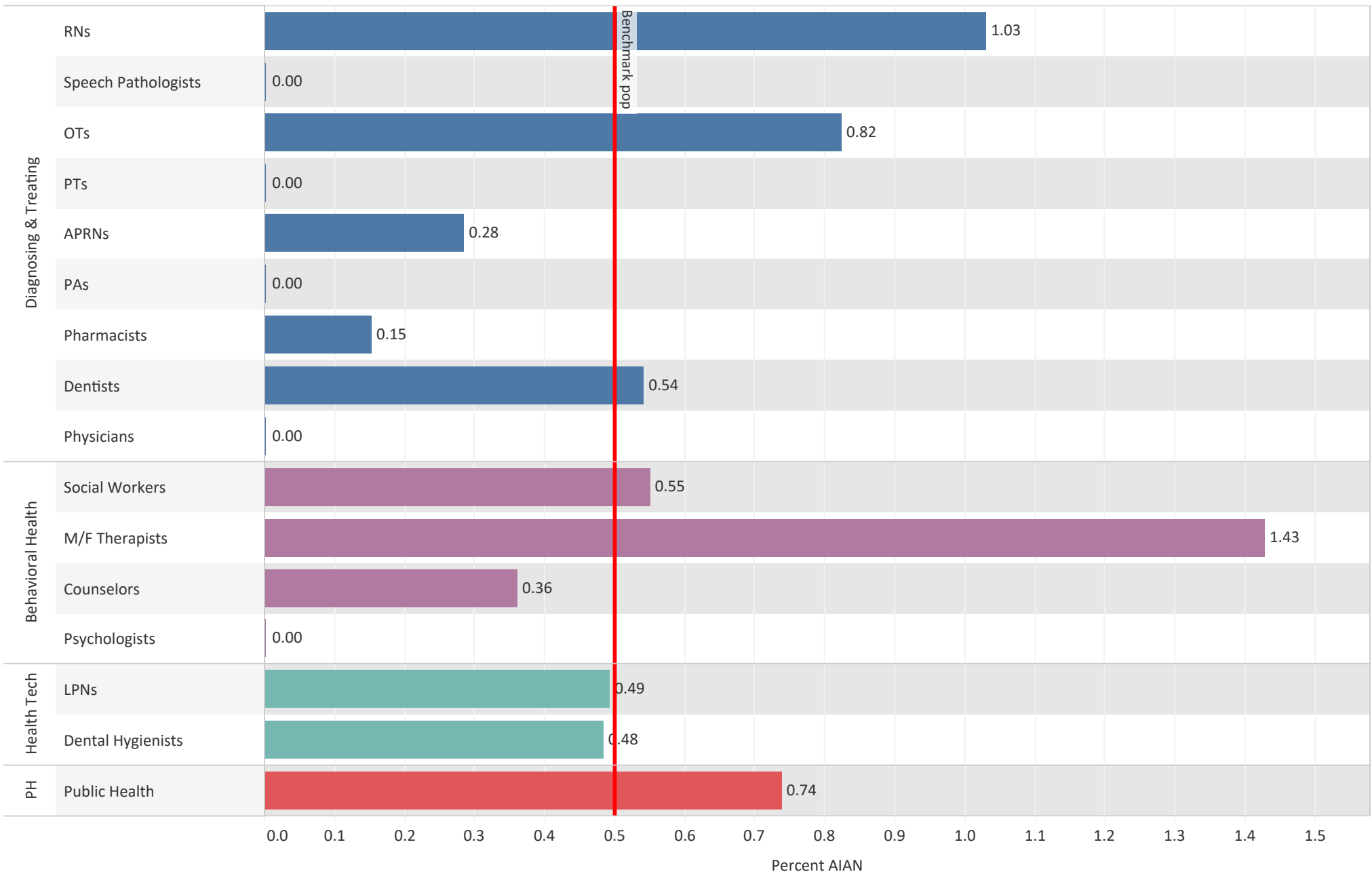[3] https://www2.census.gov/programs-surveys/acs/tech_docs/accuracy/ACS_Accuracy_of_Data_2020.pdf

APPENDIX

Appendix 1: Degree Restrictions of Health Professions

	Profession	Minimum Degree Required for Workforce	Minimum Degree Required for Pipeline*
Diagnosing & Treating	Resp Therapists	1 or more year of college	Associate's
	Dieticians	High school diploma	Associate's
	RNs	Associate's	Bachelor's
	Speech Pathologists	Bachelor's	Master's
	OTs	Bachelor's	Master's
	PTs	Bachelor's	Doctorate
	APRNs	Master's	Master's
	PAs	Associate's	Master's
	Chiropractors	Doctorate	Doctorate
	Pharmacists	Bachelor's	Doctorate
	Optometrists	Doctorate	Doctorate
	Dentists	Doctorate	Doctorate
	Physicians	Doctorate	Doctorate
Behavioral Health	Social Workers	Master's	Master's
	M/F Therapists	Master's	Master's
	Counselors	Master's only	Master's
	School Psychologists	Master's	Master's
	Psychologists	Doctorate	Doctorate
Health Tech	LPRNs	High school diploma	None
	Dental Hygienists	Associate's	None
Health Care Support	Dental Assistants	High school diploma	N/A
	Medical Assistants	High school diploma	N/A
	Health Aides	None	N/A
	Personal Care Aides	None	N/A
	PT Assistants and Aides	High school diploma	N/A
Public Health	Public Health	N/A	Master's

* All pipeline professions except behavioral health professions exclude post-baccalaureate and post-master's certificates.

Appendix 2: AIAN Representation Among Health Profession Graduates, 2018-2020

Category	Profession	Percent AIAN
Diagnosing & Treating	RNs	1.03
	Speech Pathologists	0.00
	OTs	0.82
	PTs	0.00
	APRNs	0.28
	PAs	0.00
	Pharmacists	0.15
	Dentists	0.54
	Physicians	0.00
Behavioral Health	Social Workers	0.55
	M/F Therapists	1.43
	Counselors	0.36
	Psychologists	0.00
Health Tech	LPNs	0.49
	Dental Hygienists	0.48
PH	Public Health	0.74

Benchmark pop

Percent AIAN

Notes: RN is registered nurse, OT is occupational therapist, PT is physical therapist, APRN is advanced practice registered nurse, PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line shows the percent of LA's benchmark population (ages 20-35) who are AIAN (0.5%).
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2010-2020.

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Appendix 3: Representation of Hispanic Health Professionals
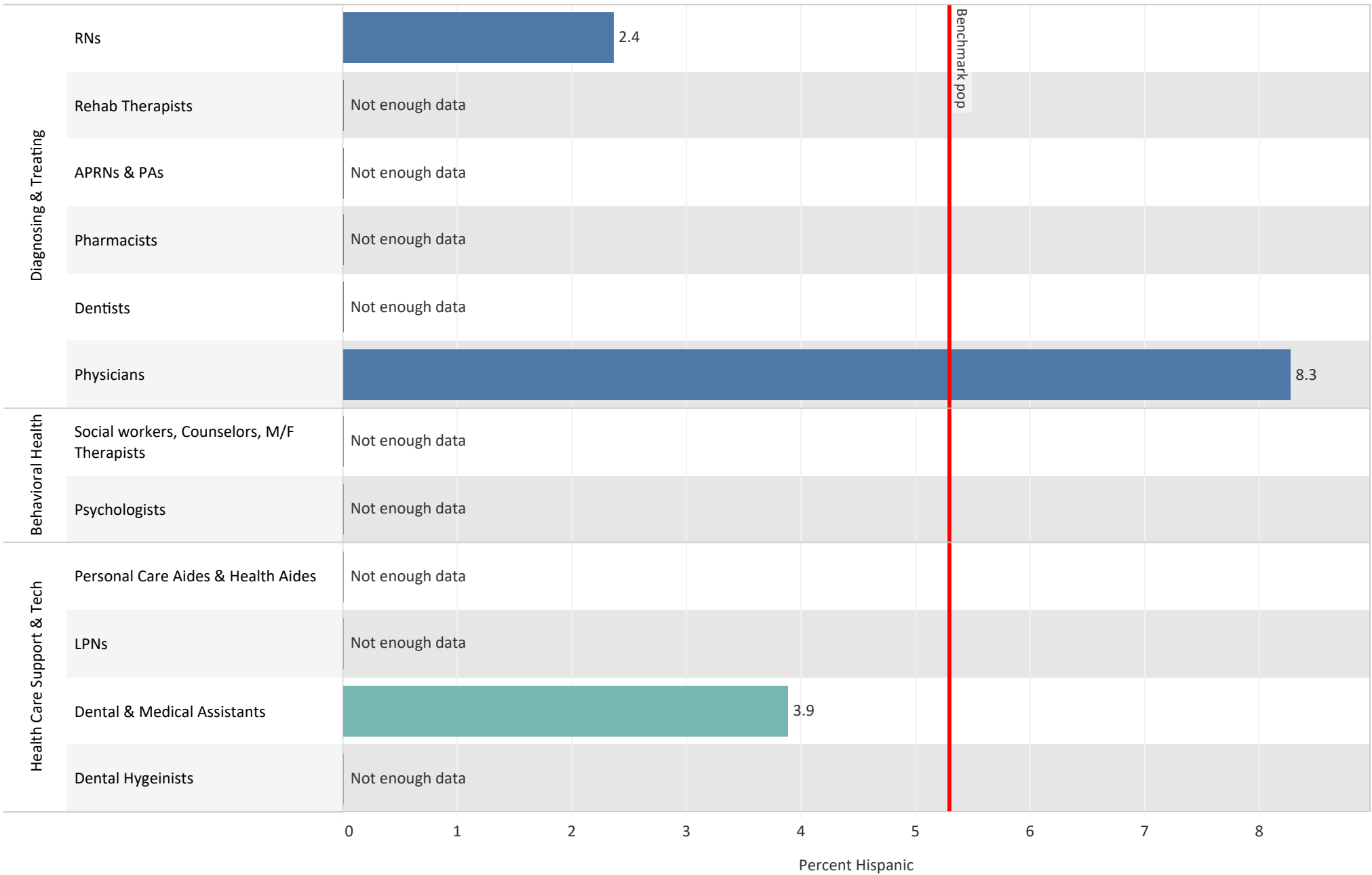
Diagnosing & Treating

Profession	Percent Hispanic
RNs	2.4
Rehab Therapists	Not enough data
APRNs & PAs	Not enough data
Pharmacists	Not enough data
Dentists	Not enough data
Physicians	8.3

Behavioral Health

Profession	Percent Hispanic
Social workers, Counselors, M/F Therapists	Not enough data
Psychologists	Not enough data

Health Care Support & Tech

Profession	Percent Hispanic
Personal Care Aides & Health Aides	Not enough data
LPNs	Not enough data
Dental & Medical Assistants	3.9
Dental Hygeinists	Not enough data

Benchmark pop

Percent Hispanic

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line indicates the percent of Louisiana's labor force that is Hispanic (5.3%).
Data: American Community Survey (ACS), 2016-2020

Appendix 4: Representation of Asian/NHPI Health Professionals

Diagnosing & Treating

Profession	Percent Asian/NHPI
RNs	1.3
Rehab Therapists	Not enough data
APRNs & PAs	Not enough data
Pharmacists	8.6
Dentists	Not enough data
Physicians	14.4

Behavioral Health

Profession	Percent Asian/NHPI
Social workers, Counselors, M/F Therapists	Not enough data
Psychologists	Not enough data

Health Care Support & Tech

Profession	Percent Asian/NHPI
Dental & Medical Assistants	Not enough data
Personal Care Aides & Health Aides	Not enough data
LPNs	Not enough data
Dental Hygeinists	Not enough data

Benchmark pop

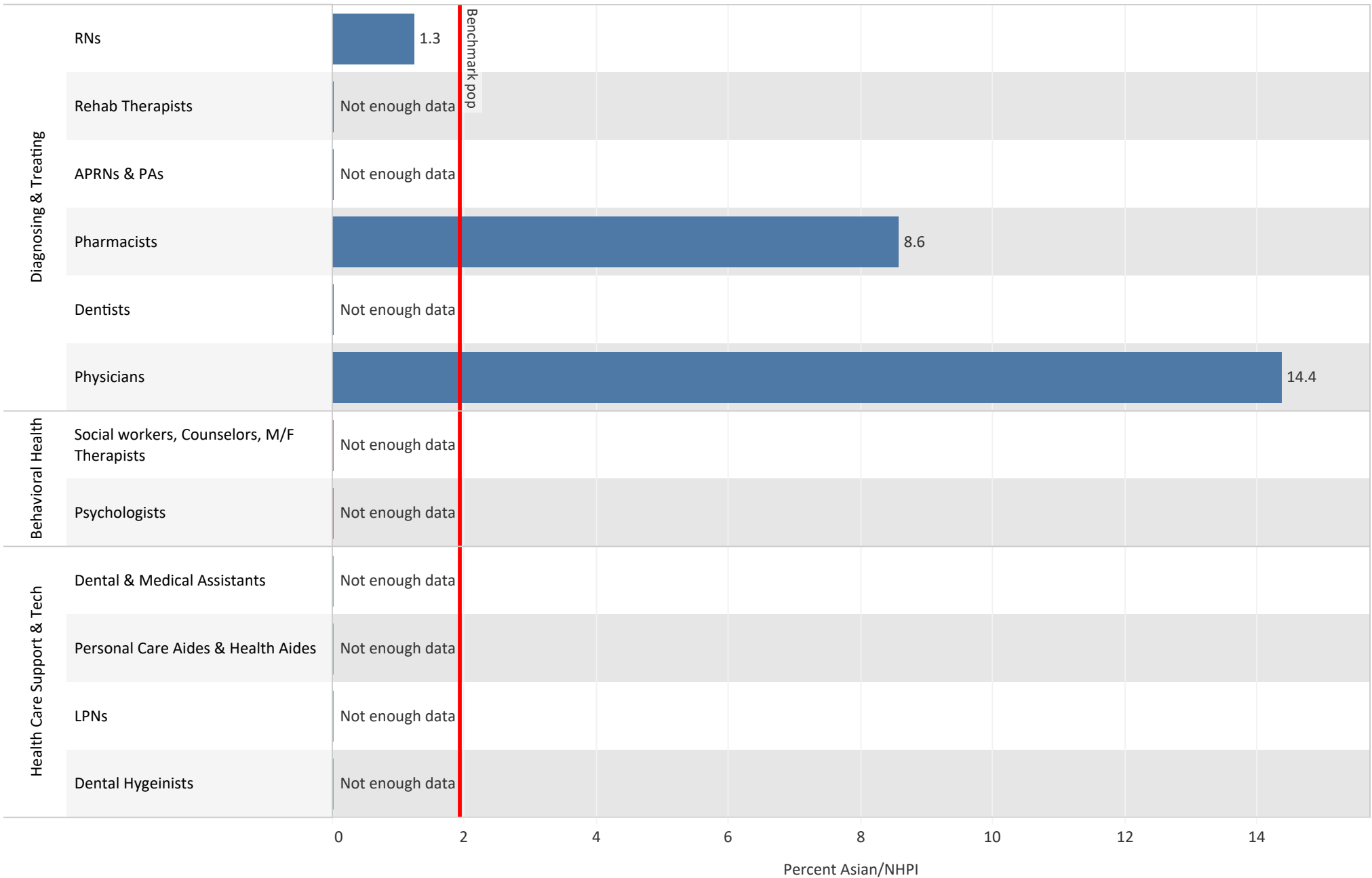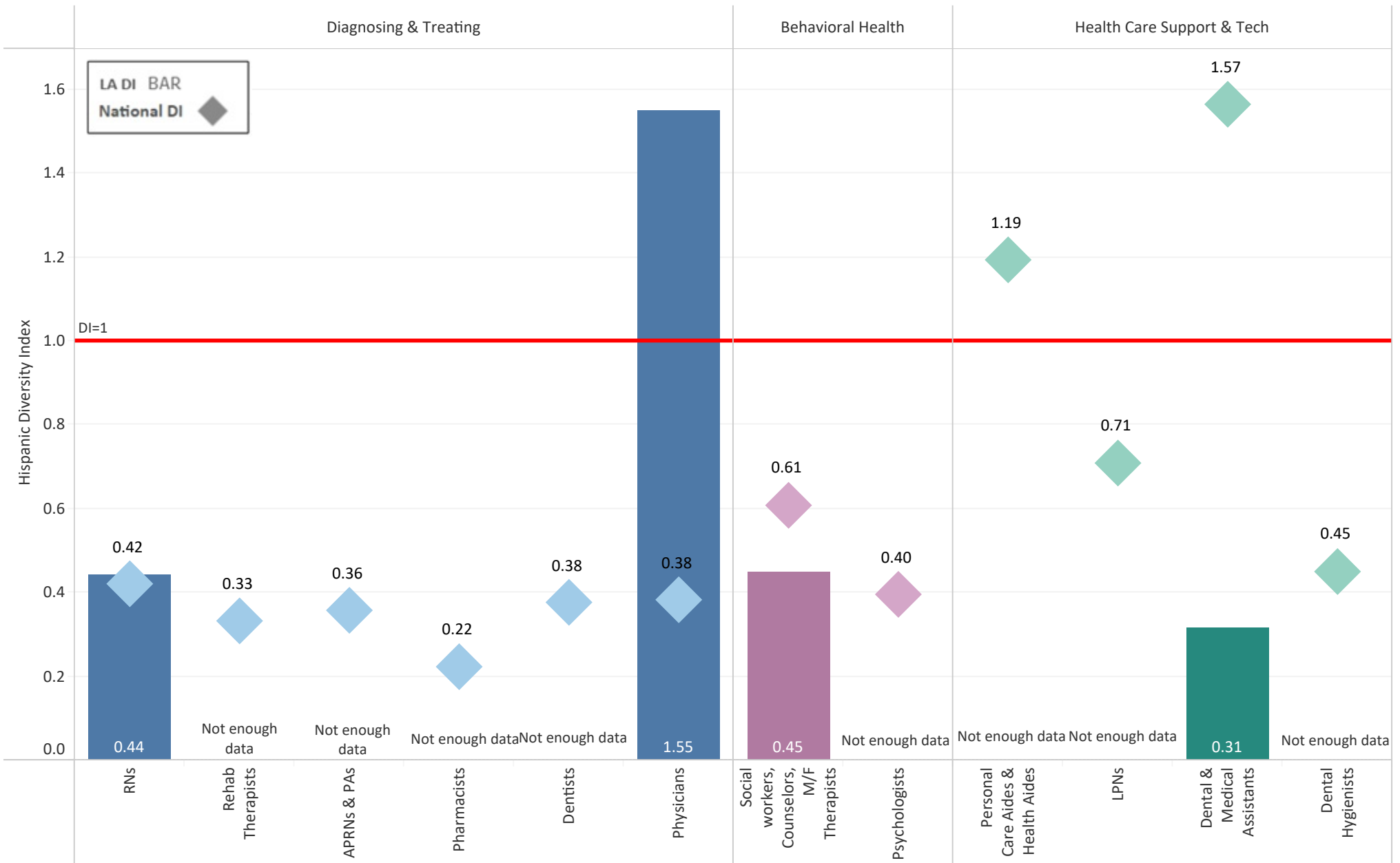X-axis: Percent Asian/NHPI (0, 2, 4, 6, 8, 10, 12, 14)

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The red line indicates the percent of Louisiana's labor force that is Asian/NHPI (1.9%).
Data: American Community Survey (ACS), 2016-2020

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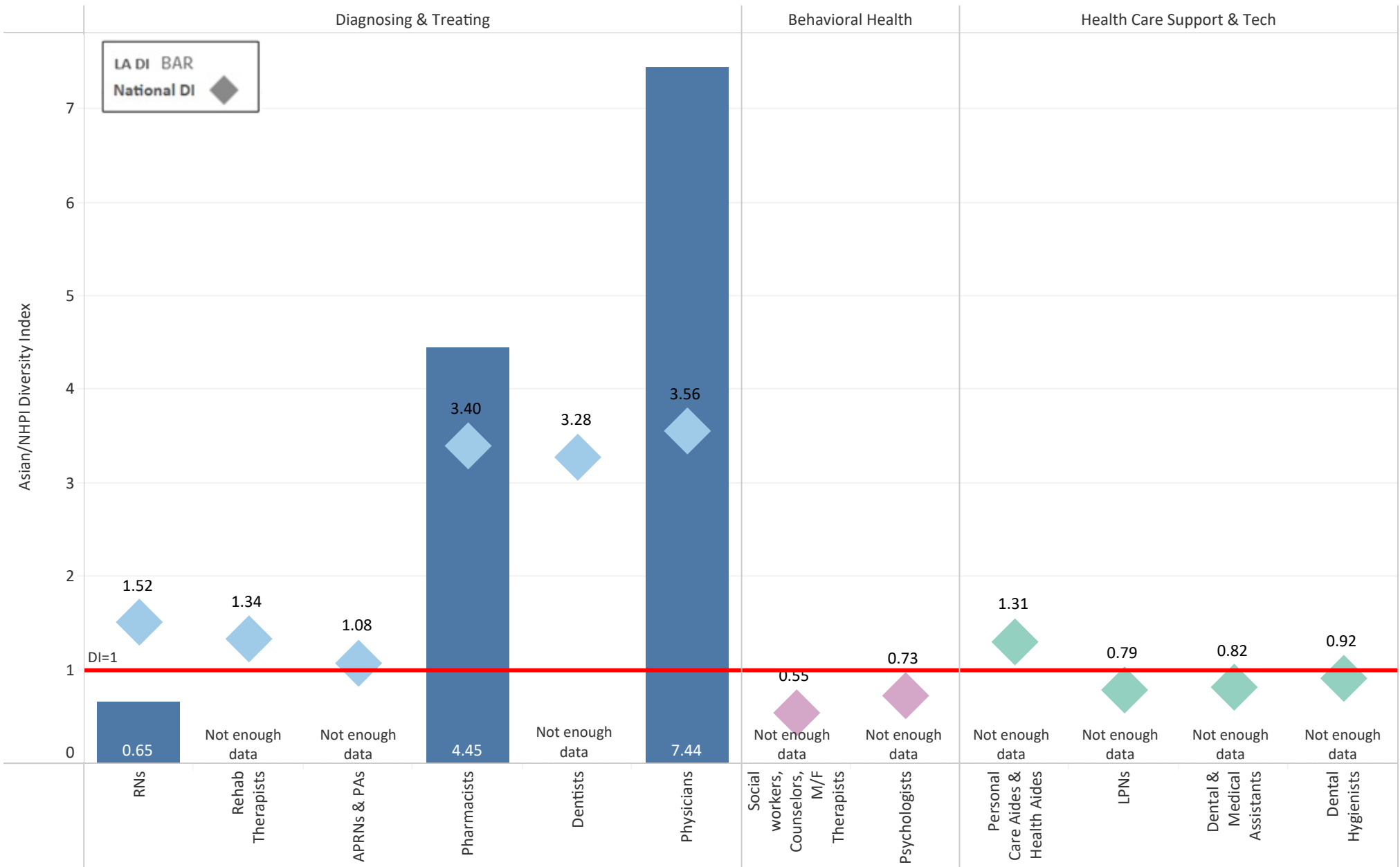# Appendix 5: Louisiana and National Hispanic Diversity Index

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.

The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.

USA Hispanic denominator: 17.8%; LA Hispanic denominator: 5.3%

Data: American Community Survey (ACS), 2016-2020

Appendix 6: Louisiana and National Asian/NHPI Diversity Index

Legend:
- LA DI — BAR
- National DI — ◆

Diagnosing & Treating

Profession	LA DI (BAR)	National DI
RNs	0.65	1.52
Rehab Therapists	Not enough data	1.34
APRNs & PAs	Not enough data	1.08
Pharmacists	4.45	3.40
Dentists	Not enough data	3.28
Physicians	7.44	3.56

Behavioral Health

Profession	LA DI (BAR)	National DI
Social workers, Counselors, M/F Therapists	Not enough data	0.55
Psychologists	Not enough data	0.73

Health Care Support & Tech

| Profession	LA DI (BAR)	National DI
Personal Care Aides & Health Aides	Not enough data	1.31
LPNs	Not enough data	0.79
Dental & Medical Assistants	Not enough data	0.82
Dental Hygienists	Not enough data	0.92

DI=1 (red line)

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.

The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.

USA Asian/NHPI denominator: 6.3%; LA Asian/NHPI denominator: 1.9%

Data: American Community Survey (ACS), 2016-2020

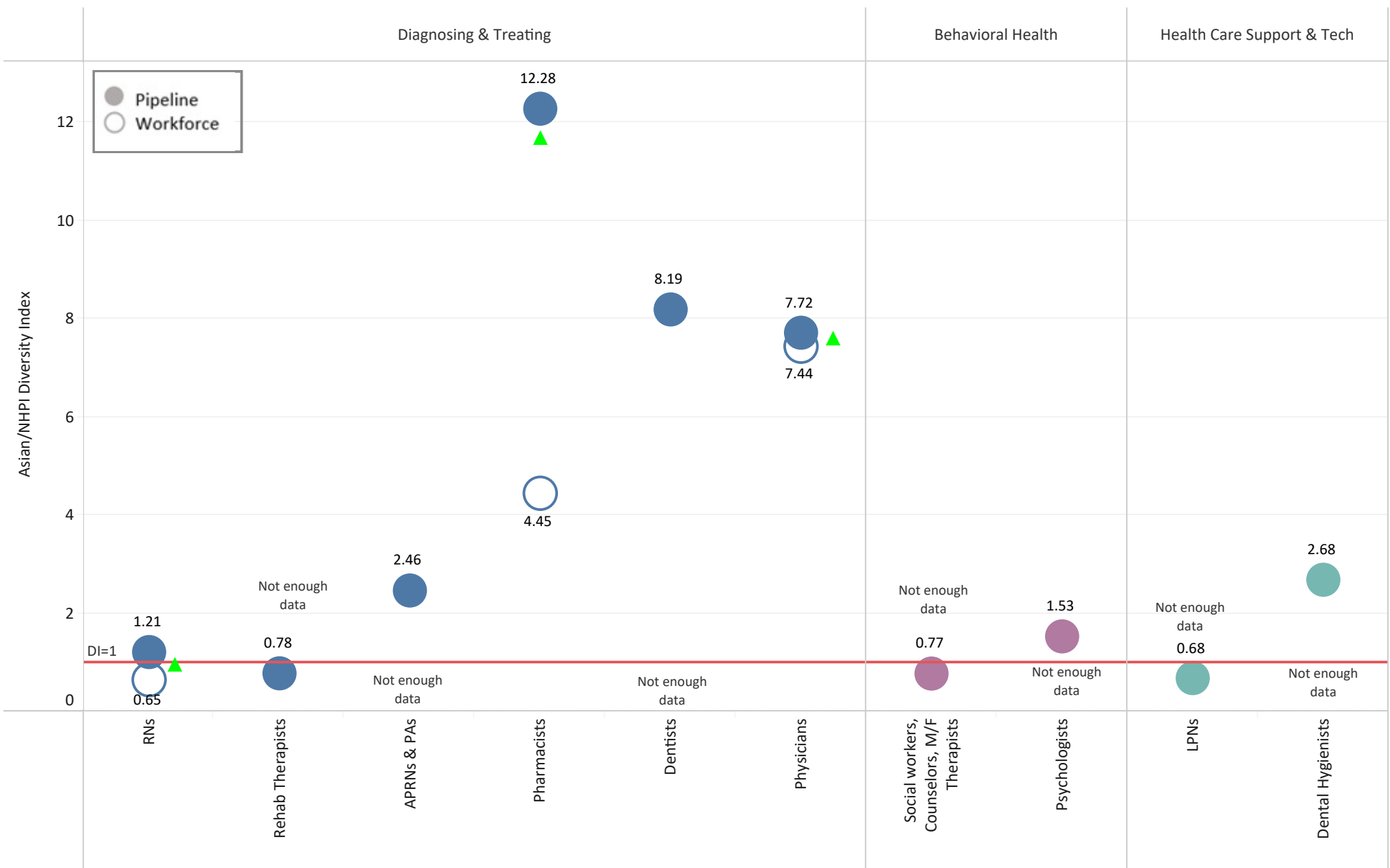# Appendix 7: Workforce and Pipeline Hispanic Diversity Index
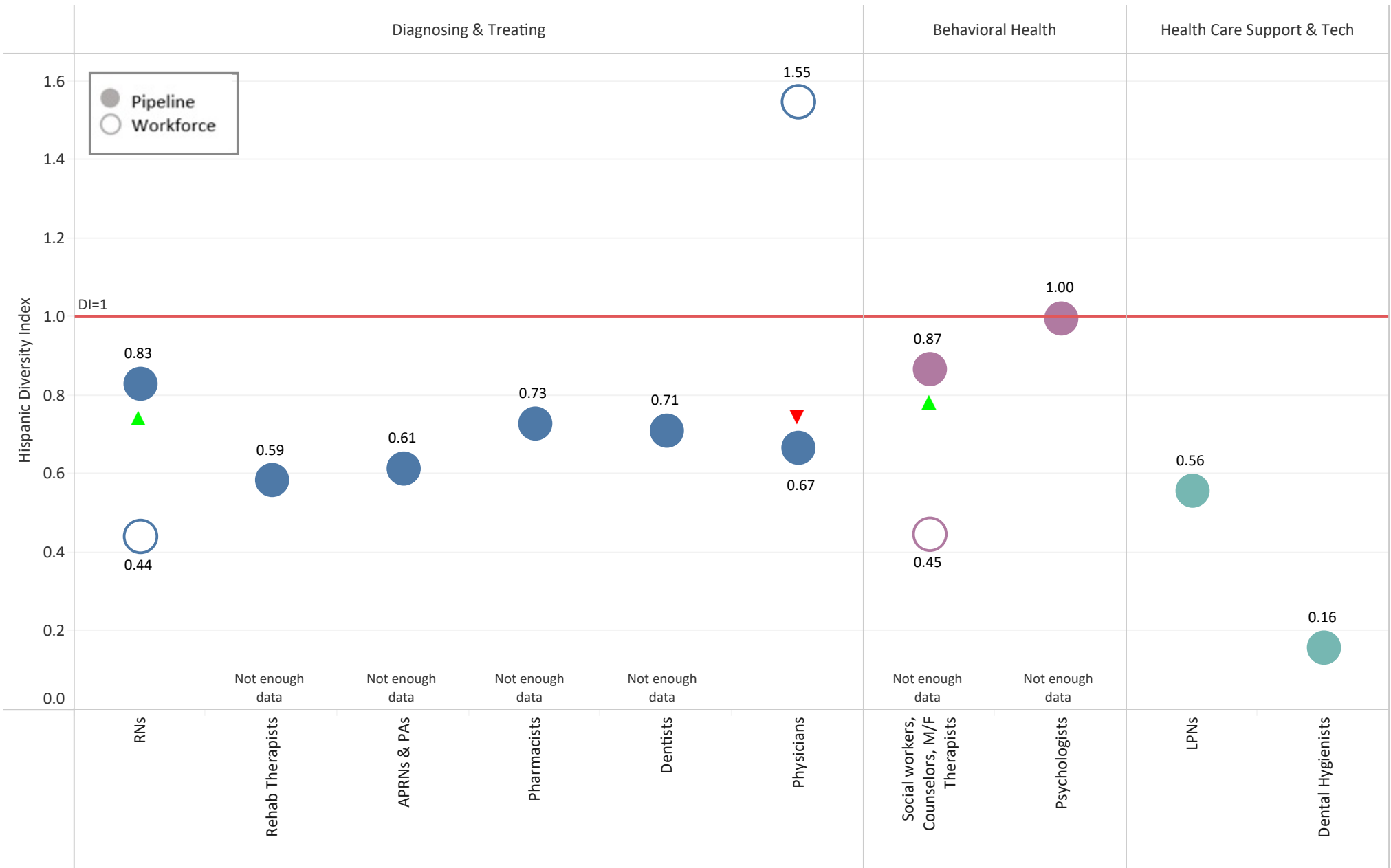
Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
LA Hispanic labor force denominator: 5.3%; LA Hispanic pipeline denominator: 6.1%
Data: American Community Survey (ACS), 2016-2020; Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

Appendix 8: Workforce and Pipeline Asian/NHPI Diversity Index

Diagnosing & Treating | Behavioral Health | Health Care Support & Tech

Legend:
- ● Pipeline
- ○ Workforce

Asian/NHPI Diversity Index (y-axis)

Data points:
- RNs: 1.21 (Pipeline), 0.65 (Workforce), DI=1
- Rehab Therapists: 0.78 (Pipeline), Not enough data
- APRNs & PAs: 2.46 (Pipeline), Not enough data
- Pharmacists: 12.28 (Pipeline), 4.45 (Workforce)
- Dentists: 8.19 (Pipeline), Not enough data
- Physicians: 7.72 (Pipeline), 7.44 (Workforce)
- Social workers, Counselors, M/F Therapists: 0.77 (Pipeline), Not enough data
- Psychologists: 1.53 (Pipeline), Not enough data
- LPNs: 0.68 (Pipeline), Not enough data
- Dental Hygienists: 2.68 (Pipeline), Not enough data

Notes: Rehab Therapist includes occupational therapists, physical therapists, and speech pathologists. RN is registered nurse. APRN is advanced practice registered nurse. PA is physician assistant, M/F Therapist is marriage and family therapist, LPN is licensed practical nurse. Professions are sorted within categories by the most common education level attained by each profession.
The Diversity Index (DI) is the percent of a race/ethnicity in each profession divided by the percent of that race/ethnicity in the labor force. The red line is at a DI of 1, indicating parity.
LA Asian/NHPI labor force denominator: 1.9%; LA Asian/NHPI pipeline denominator: 2.0%
Data: American Community Survey (ACS), 2016-2020; Data: Integrated Post-Secondary Educational Data System (IPEDS), 2018-2020; American Community Survey (ACS), 2016-2020.

SOCIAL MISSION ALLIANCE