Board of Behavioral Sciences

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Memo

To: Committee Members **Date:** December 18, 2023

From: Steve Sodergren
Executive Officer

Subject: **Review of the Department of Health Care Access and Information (HCAI) Research Data Center's Race and Ethnicity of California Health Workforce Data Set**

The Department of Health Care Access and Information (HCAI) Research Data Center released an online dashboard for race and ethnicity of California workforce data set. This dashboard allows a user to filter data by workforce category, license name, and region. This dashboard is available at: https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/.

In response to a request by Board staff, HCAI representatives created a report of the Board-specific license types filtered by race and ethnicity for each geographical area of California. These reports are attached. (Attachment A). Additionally, included in the materials are HCAI's key findings and background information on the data collection method. (Attachment B).

Board staff will continue to work with HCAI to identify additional data sets, reports, and studies that may assist in future committee discussions.

Attachments

Attachment A: Board Workforce Data Presentation
Attachment B: HCAI Race & Ethnicity Data Background

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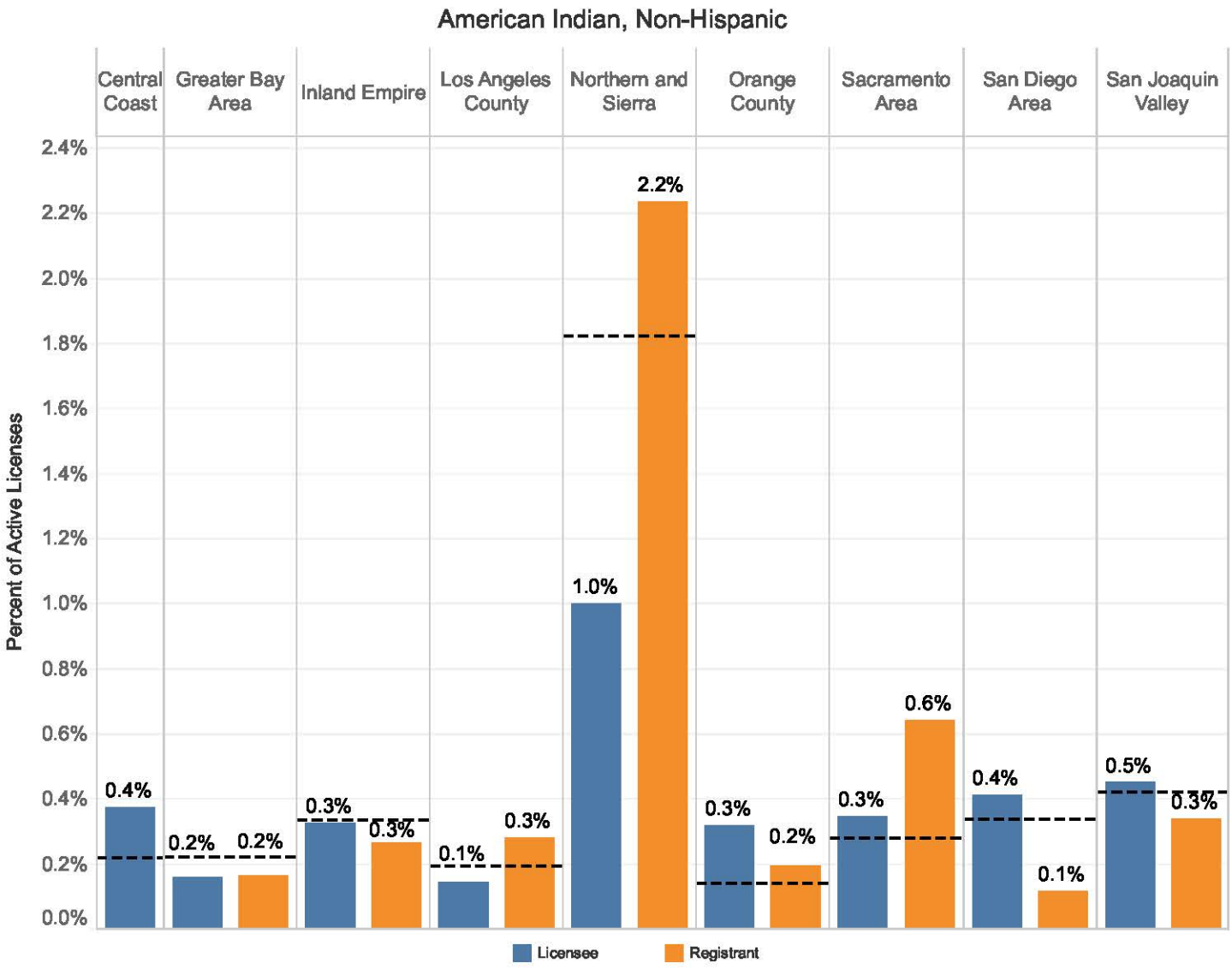
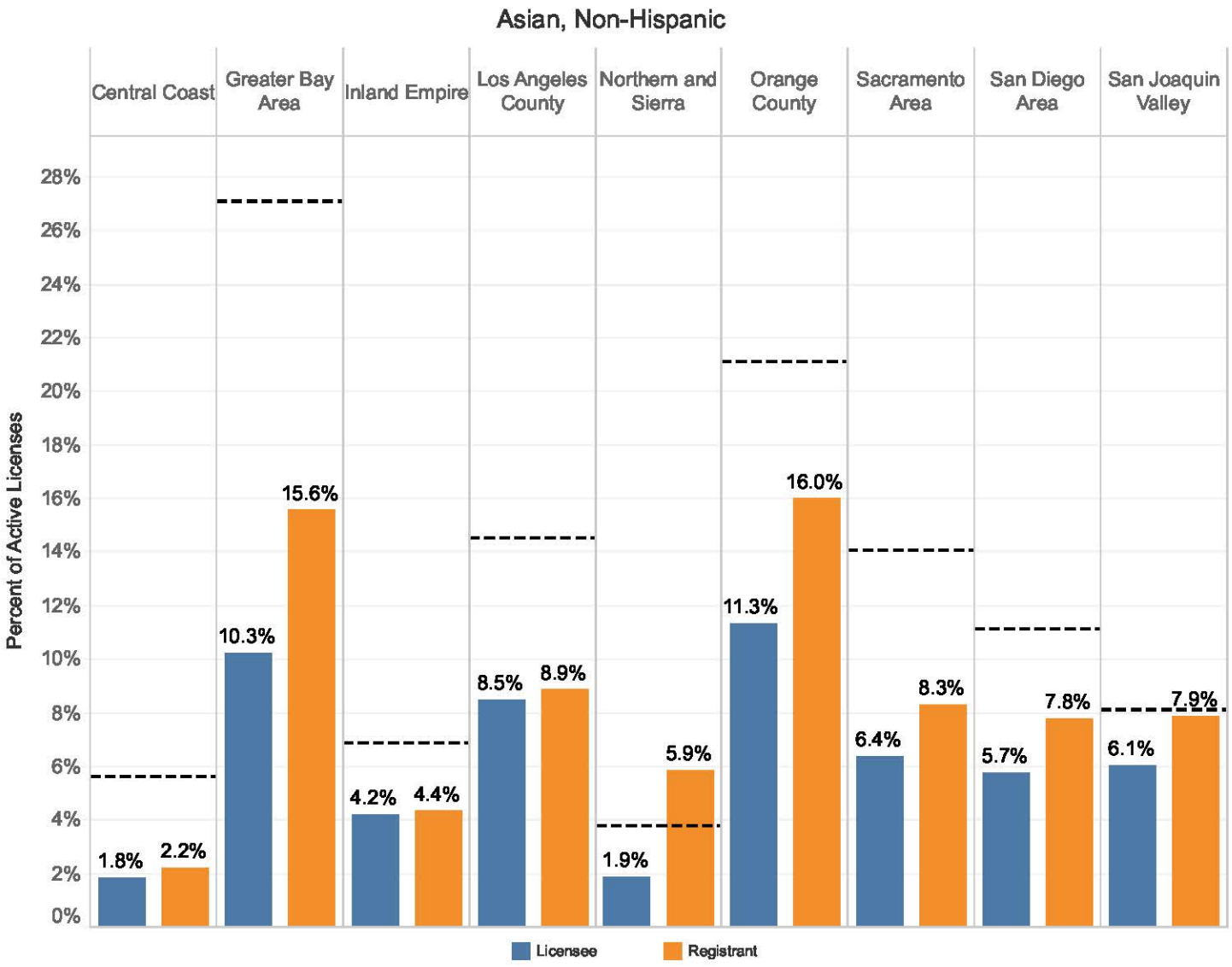
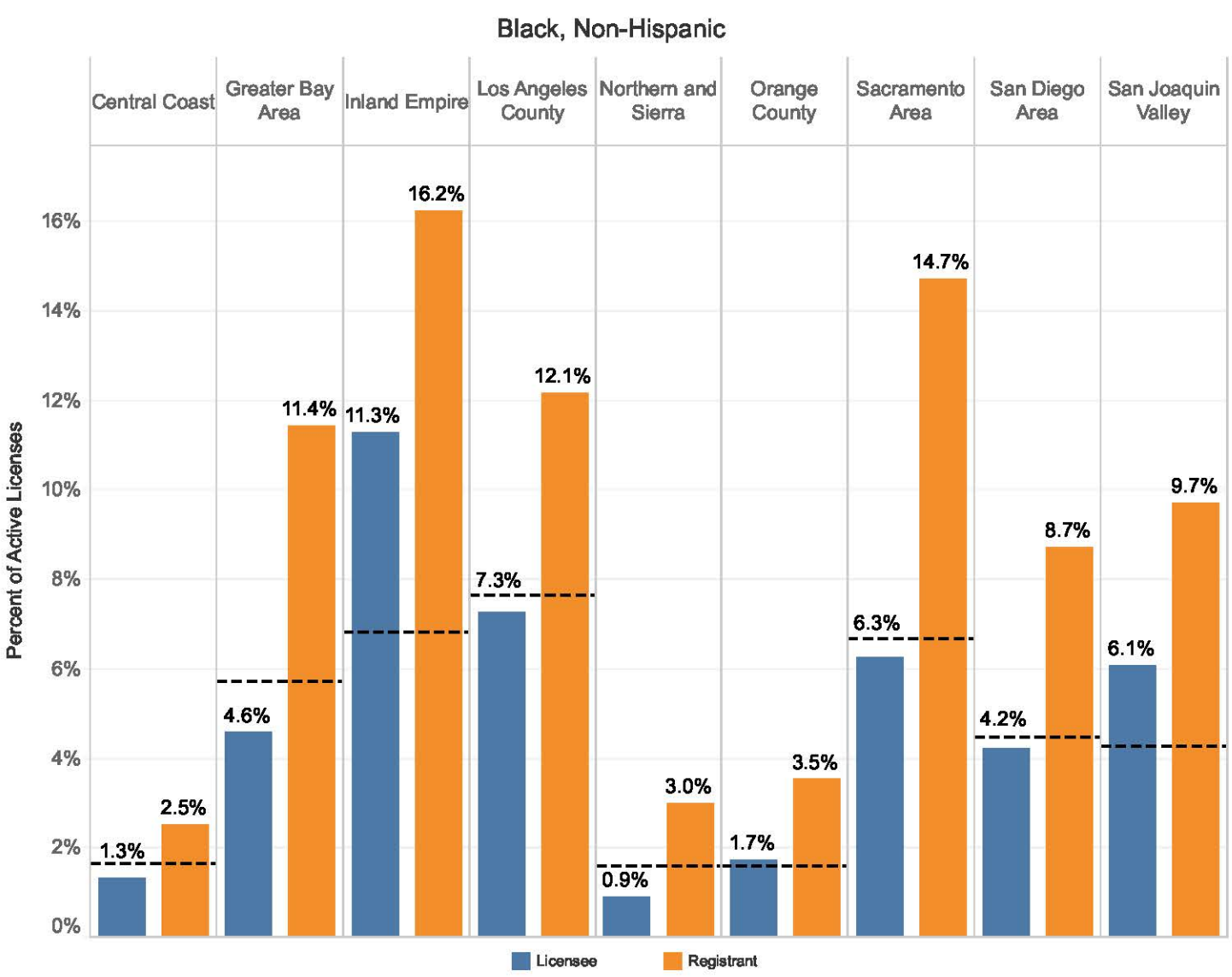
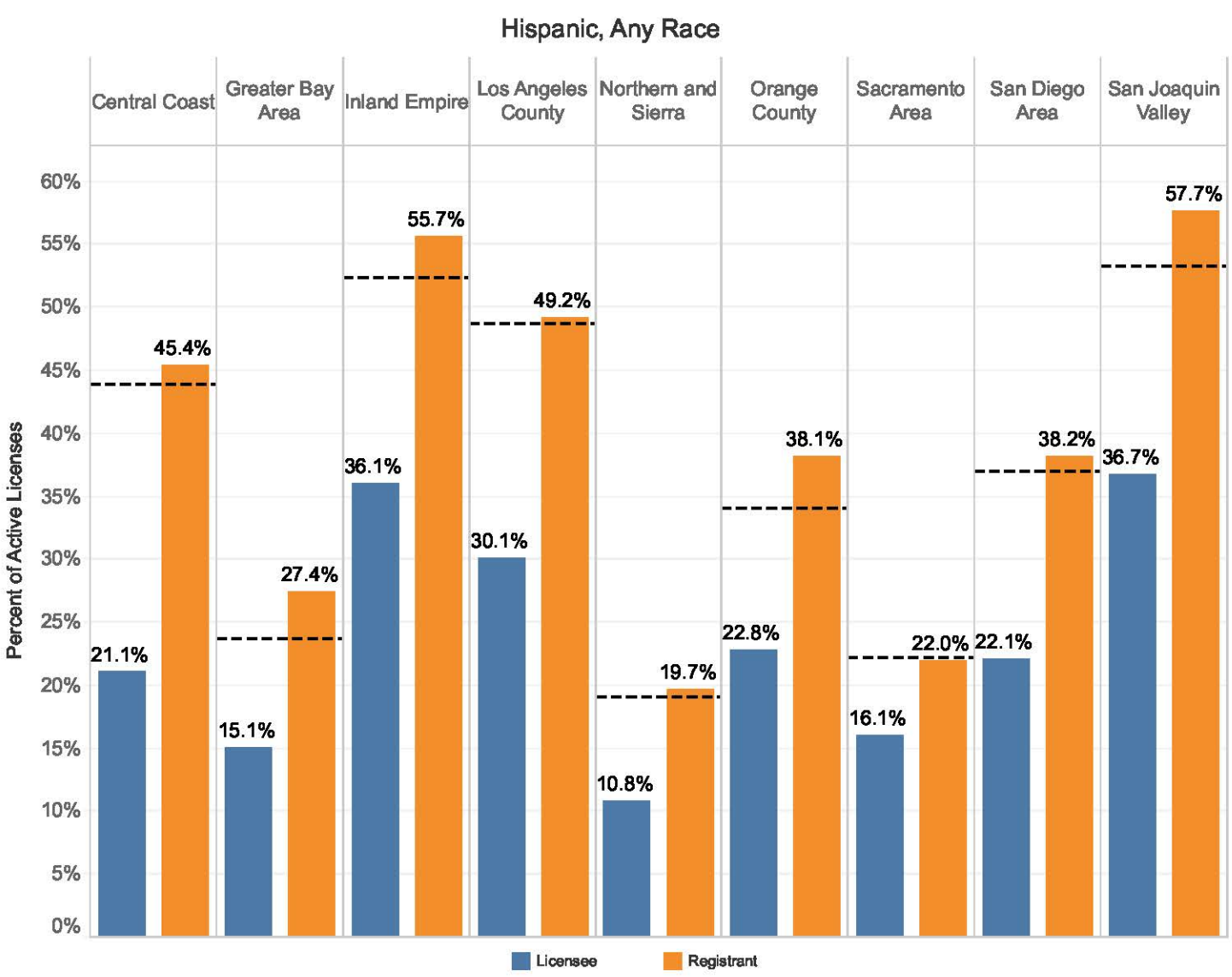
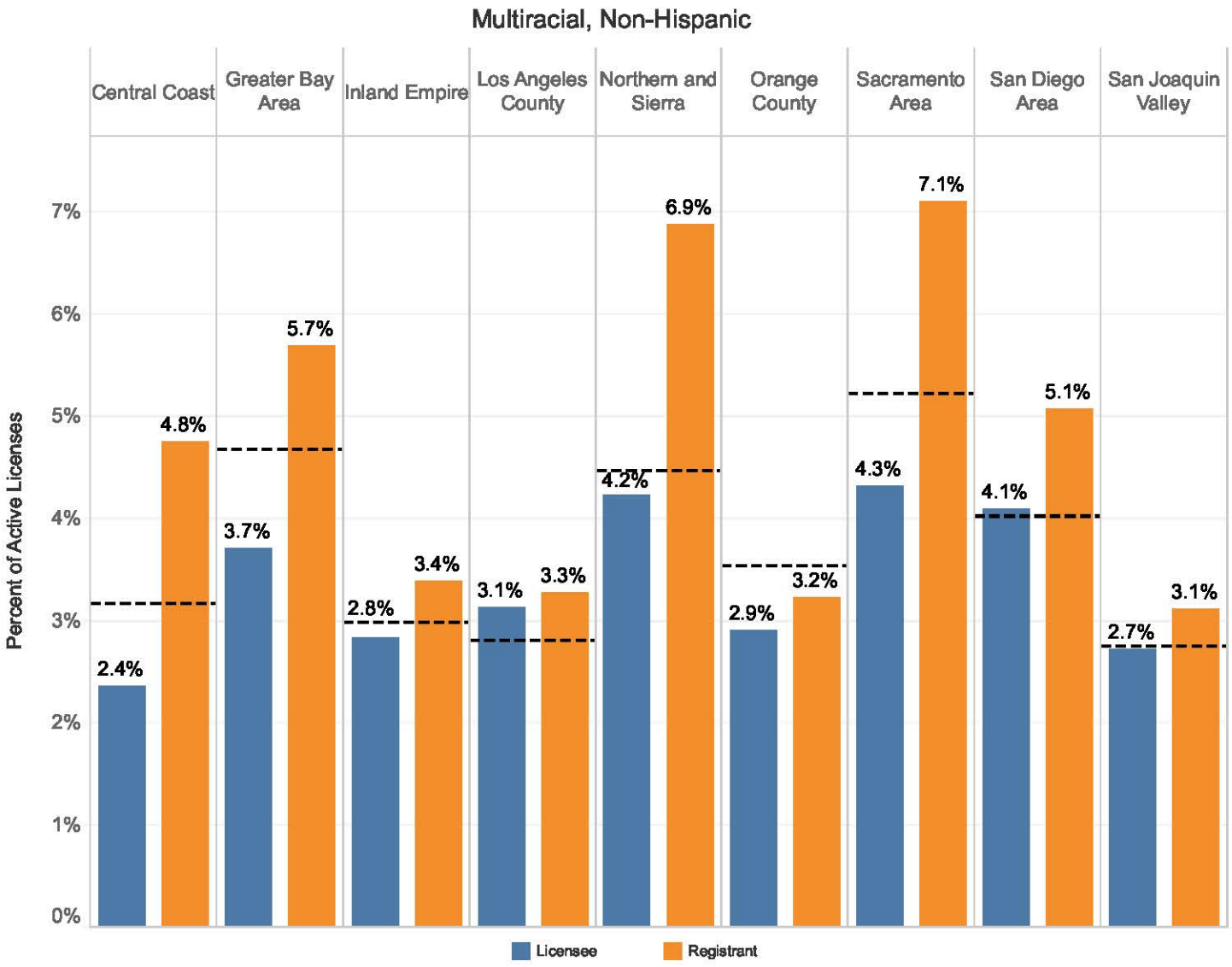
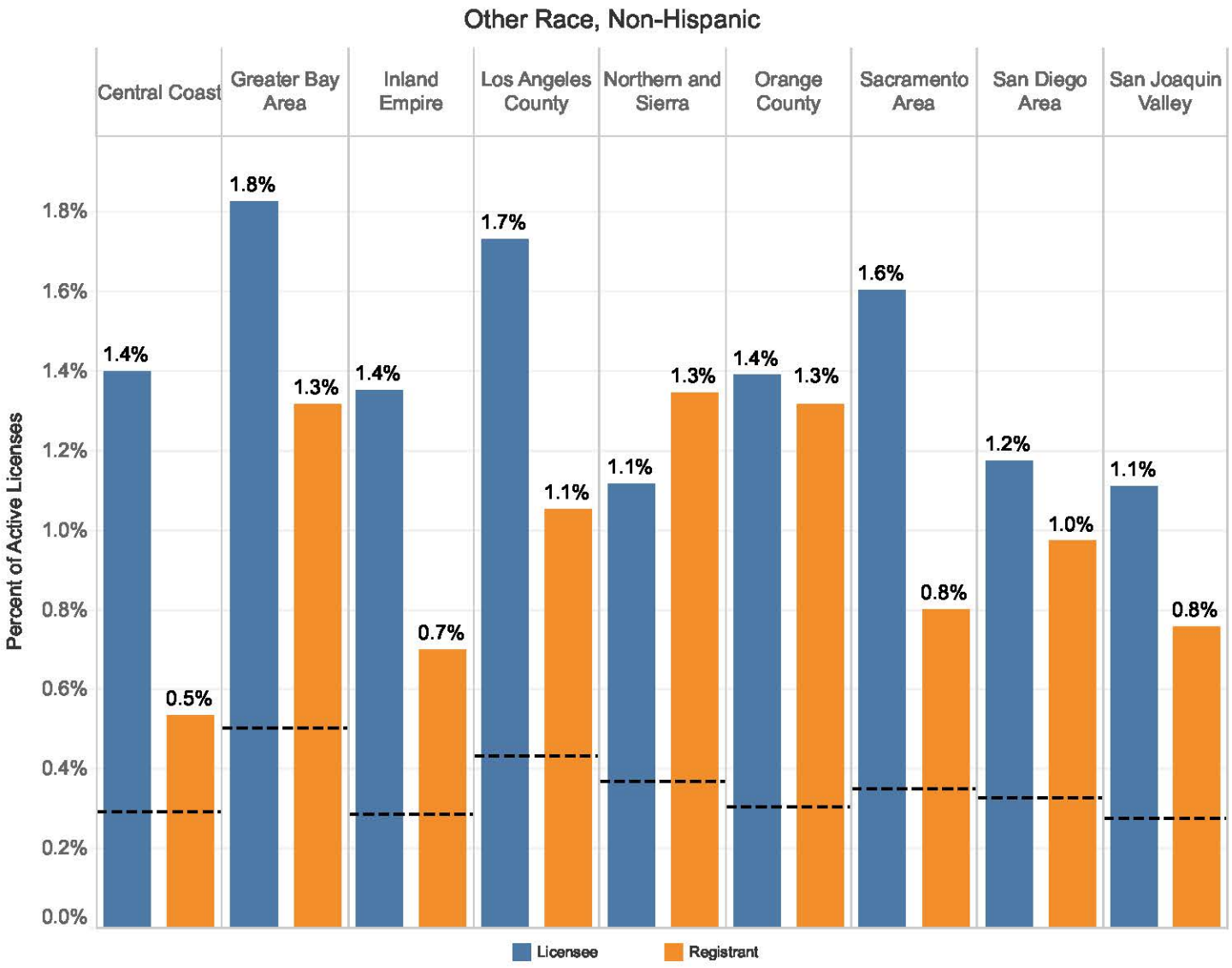

American Indian, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
2.4%
2.2%
2.0%
1.8%
1.6%
1.4%
1.2%
1.0%
0.8%
0.6%
0.4%
0.2%
0.0%
0.4%
0.2%
0.2%
0.3%
0.3%
0.1%
0.3%
1.0%
2.2%
0.3%
0.2%
0.3%
0.6%
0.4%
0.1%
0.5%
0.3%
Licensee
Registrant

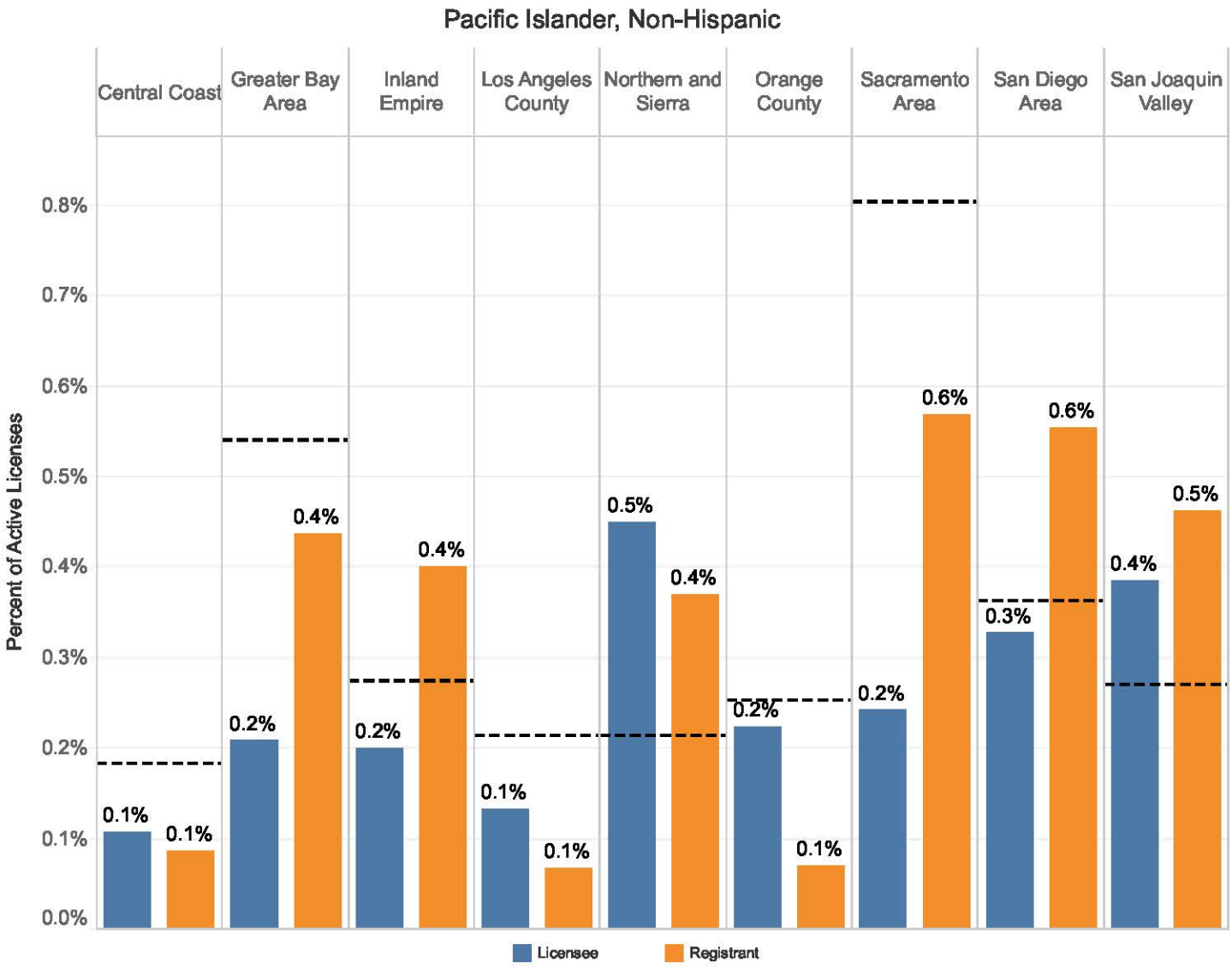

Asian, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
28%
26%
24%
22%
20%
18%
16%
14%
12%
10%
8%
6%
4%
2%
0%
1.8%
2.2%
10.3%
15.6%
4.2%
4.4%
8.5%
8.9%
1.9%
5.9%
11.3%
16.0%
6.4%
8.3%
5.7%
7.8%
6.1%
7.9%
Licensee
Registrant

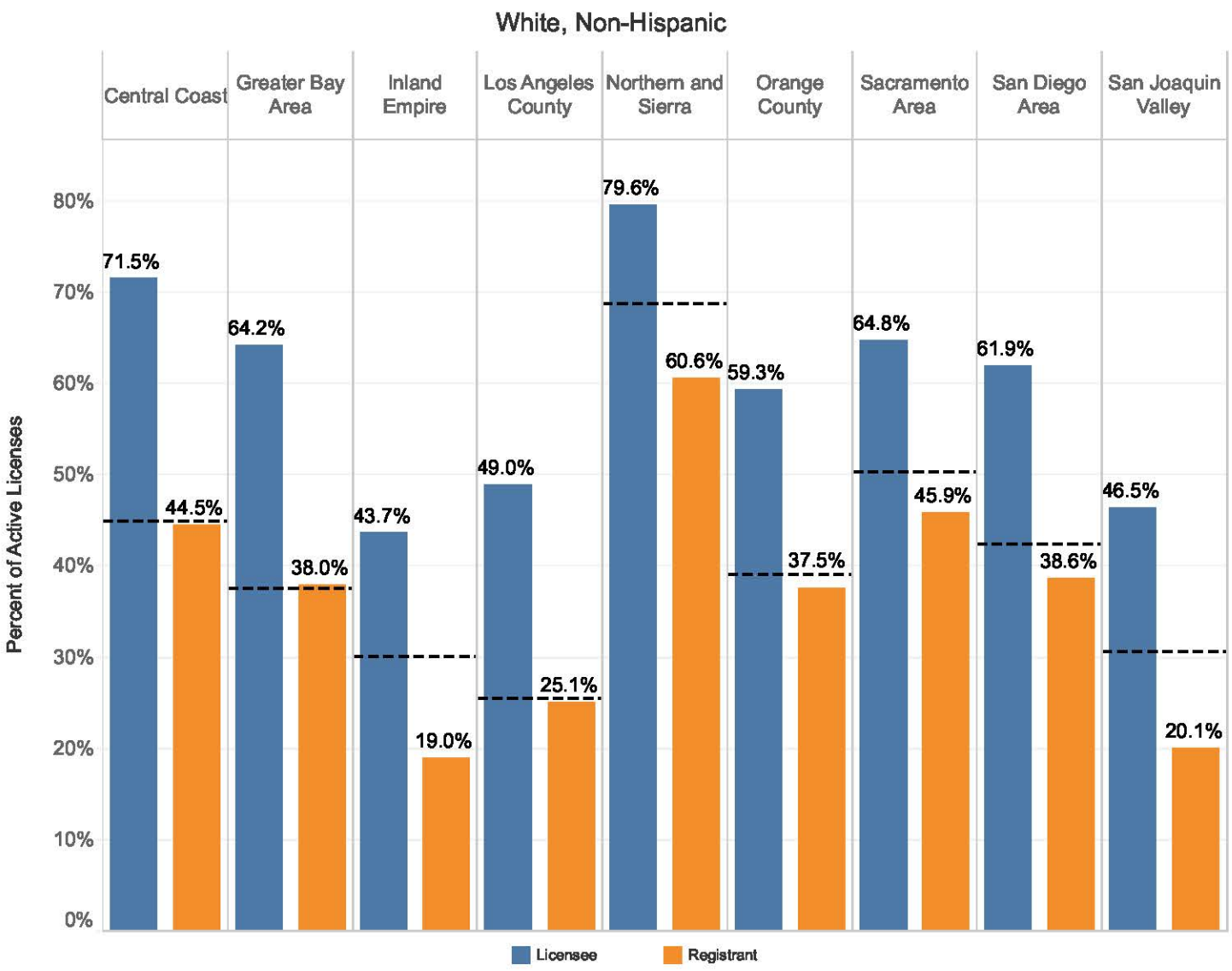

Black, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
0%
2%
4%
6%
8%
10%
12%
14%
16%
1.3%
2.5%
4.6%
11.4%
11.3%
16.2%
7.3%
12.1%
0.9%
3.0%
1.7%
3.5%
6.3%
14.7%
4.2%
8.7%
6.1%
9.7%
Licensee
Registrant


Hispanic, Any Race
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
60%
55%
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
21.1%
45.4%
15.1%
27.4%
36.1%
55.7%
30.1%
49.2%
10.8%
19.7%
22.8%
38.1%
16.1%
22.0%
22.1%
38.2%
36.7%
57.7%
Licensee
Registrant


Multiracial, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
0%
1%
2%
3%
4%
5%
6%
7%
2.4%
4.8%
3.7%
5.7%
2.8%
3.4%
3.1%
3.3%
4.2%
6.9%
2.9%
3.2%
4.3%
7.1%
4.1%
5.1%
2.7%
3.1%
Licensee
Registrant


Other Race, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
0.0%
0.2%
0.4%
0.6%
0.8%
1.0%
1.2%
1.4%
1.6%
1.8%
1.4%
0.5%
1.8%
1.3%
1.4%
0.7%
1.7%
1.1%
1.1%
1.3%
1.4%
1.3%
1.6%
0.8%
1.2%
1.0%
1.1%
0.8%
Licensee
Registrant


Pacific Islander, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
0.8%
0.7%
0.6%
0.5%
0.4%
0.3%
0.2%
0.1%
0.0%
0.1%
0.1%
0.2%
0.4%
0.2%
0.4%
0.1%
0.1%
0.5%
0.4%
0.2%
0.1%
0.2%
0.6%
0.3%
0.6%
0.4%
0.5%
Licensee
Registrant


White, Non-Hispanic
Central Coast
Greater Bay Area
Inland Empire
Los Angeles County
Northern and Sierra
Orange County
Sacramento Area
San Diego Area
San Joaquin Valley
Percent of Active Licenses
80%
70%
60%
50%
40%
30%
20%
10%
0%
71.5%
44.5%
64.2%
38.0%
43.7%
19.0%
49.0%
25.1%
79.6%
60.6%
59.3%
37.5%
64.8%
45.9%
61.9%
38.6%
46.5%
20.1%
Licensee
Registrant

California Department of Health Care Access and Information: Race & Ethnicity of California's Health Workforce Background

Why are the Race & Ethnicity of our Health Workforce important?

Racial and ethnic representation is critical for a successful relationship between patients and their healthcare providers. Studies show that patient safety and quality of care increase when health care providers and their patients share the same race or ethnicity. By understanding the racial and ethnic makeup of our health workforce, we can better identify areas of over and under representation and improve HCAI's efforts to build a diverse and effective workforce.

Key Findings

- Hispanics are the most underrepresented group in the health workforce, at nearly 50 percent below the population average statewide. They are also underrepresented in all six workforce categories and all nine regions in California.

- Several groups in the health workforce are represented well above their population average statewide; Asians are represented at nearly twice the population average, and Pacific Islanders and Other Races at three times the population average.

- These patterns of representation are consistent across regions, but vary dramatically by workforce category and license type for all groups except Hispanics.

- The representation of Whites has decreased significantly over the last 30 years in all regions and workforce categories.

- Over the last 20 years, the Medicine workforce category has shown the least change in its Racial and Ethnic diversity.

How HCAI Created This Product

- Licensure data was collected by the Department of Consumer Affairs; all data presented represents a snapshot of the active licensee population on July 1st, 2023.

- This product is based on HCAI Health Workforce License Renewal Survey data; all data presented as of July 1st, 2023. The responses to these surveys were adjusted using cell-based weighting to create estimates of the full population. Decline to State answers were excluded from the data for each visualization. Licensees without an Issue Date were excluded from the License Issue Date visualization.

- Population data was retrieved from the US Census Bureau's DP05 ACS Demographic and Housing Estimates 2021 ACS 5 year estimate. Race & Ethnicity groups were defined using the US Census Bureau's definitions of Race and Ethnicity. These data are reported at overarching race and ethnicity

categories for accurate comparison to the Census. These groupings may mask the representation of subgroups; for example, an underrepresentation for Vietnamese as a subgroup may be masked when grouped with all Asians as a Census Race & Ethnicity group.