

**National Forum Sharing Session: Social and Cultural Data to Inform Change**

**April 21, 2023**

**1:00 -2:00 PM CST**

Participants: Jennifer Gimbel, Edward Burns, Linda Roberts, Lori Scheidt (MI), Abigail Carden, Alec Jimenez, Katie Lejoie, Jamie Brave, Cynthia Bienemy, Ana Sanchez, Jamie Brave, Cynthia Bienemy, Patricia Moulton Burwell, Deb Elliott

Please see attached Powerpoint slides that were used to help guide the conversation.

Group Discussion Notes:

* The National Forum has a set of Minimum datasets for Supply, Demand and Education at the link above. We are working on updating these questions. <https://nursingworkforcecenters.org/dataset/>
* Is the National Forum going to be working with NCSBN to update the National Sample Survey? Yes, the National Forum is working on updating Gender and Diversity questions through our JEDI committee and then plan to update all three Minimum Data Sets this fall. Will communicate with NCSBN before the next sample survey in 2024.
* Illinois- collects data post-license renewal and is volunteer.

Gender- male, female, other, choose not to answer (1%)

Race/Ethnicity- use the MDS but also have a multi-racial category.

have found our youngest generations are more diverse, have career ladder programs where when they enroll in LPN program they are automictically enrolled in the RN program

* Louisiana- The Data is collected via licensure exam at the Louisiana Board of Nursing. We have career ladder programs too, we have a very diverse population of LPNs, finding ways to target a group that is needed and giving them the assistance is very important. Are doing a diversity gaps study for African/American nurses and expanding to all racial and ethnic groups. The best way to target efforts is through data.
* Some nurses may not be comfortable answering some questions- so there may be some issues there.
* Washington- collects Gender- male, female and other and is currently using the E-notify diversity categories. The state is developing a system to collect all health care professions using the same questions and for that system we have our own set of minority categories based on our population. [Link to Washington Center for Nursing Diversity fact sheet.](https://www.wcnursing.org/wp-content/uploads/documents/reports/2022-WA-Nursing-Diversity-Data-Snapshot-Final-2.17.23.pdf)
* California- have 67 diversity categories on our licensure survey and use this to prioritize our activities. Gender on a post-licensure survey- male, female, transgender, binary and non-binary, other. Is working on collecting information on sexual orientation in a multi-state study and have had many conversations about why would ask these questions.
* Missouri- uses Enotify to collect data. Gender- male, female, non-binary, other. We have gotten feedback that since we are asking the questions that is reflective of the political views of the state agency. Gotten some pushback- but has told everyone that it is part of the Enotify system.
* Florida- use the standard questions. We have asked to expand the gender question, but our request was denied. Don’t have the statutory authority to expand that category.