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THE RACE AND ETHNICITY OF THE CALIFORNIA HEALTH WORKFORCE



Fitzhugh Mullan
Institute for Health
Workforce Equity

THE GEORGE WASHINGTON UNIVERSITY

WWW.GWHWI.ORG

WASHINGTON, DC



Prepared By

Beyond Flexner Alliance at the Fitzhugh Mullan Institute for Health Workforce Equity
www.beyondflexner.org/

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About Us

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.

The [Beyond Flexner Alliance](#) (BFA) 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.

The [Health Workforce Diversity Initiative](#) was established in 2020 by the Mullan Institute and the Beyond Flexner Alliance with support from the California Endowment to collect, analyze and publish data on the racial and ethnic diversity of the health workforce on a regular basis to promote transparency and accountability on the part of health professions, states and educational programs

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Executive Summary

Having a health workforce that reflects the racial and ethnic diversity of the population matters. A diverse workforce impacts access to, quality of and outcomes of care.^{1,2} Studies have documented that having a diverse student body in the health professions increases the cultural awareness and competence of all students.³ Historically, Black, Hispanic and Native American populations have been underrepresented in health professions requiring higher education.⁴ This underrepresentation contributes to health disparities. It also limits access to high paying, meaningful professions for underrepresented minorities.

California is one of the most diverse states in the nation. According to our analysis of the U.S. Census Bureau's American Community Survey (ACS), the California labor force was 38.0% Hispanic, 37.8% White, 15.8% Asian/Pacific Islander, 5.4% Black, 0.3% American Indian/Alaska Native, and 2.9% multiple and other race/ethnicities from 2015-19.⁵ This report presents a detailed picture of the diversity of the health workforce in California including the current workforce and the pipeline—those graduating from health professions education programs – in comparison to the diversity of the state.

Our analysis documents that Hispanic and Black workers are very underrepresented among the existing health workforce. We find that new graduates are more diverse than the current workforce for many professions, but even with these improvements, Hispanic and Black graduates are still underrepresented in most health professions requiring post-secondary education, indicating that disparities in the workforce will continue into the future. Asian and Native Hawaiian/Pacific Islanders, on the other hand are well represented in most health professions but are underrepresented in behavioral health professions.

Using data from the U.S. Education Department's Integrated Post-Secondary Educational Data System (IPEDS),⁶ the report presents data on the diversity of graduates of more than 590 individual California programs in 21 health professions. The data reveal great differences by individual program within each profession. This includes 76 programs with no Black graduates, 372 programs with no Native American graduates, and 4 with no Hispanic graduates during 2017-19. Given the negative impact of a health workforce that does not reflect the racial and ethnic diversity of the population and the existing health disparities, more needs to be done to increase the diversity of the health workforce in California.

Next Steps

While not the focus of this report, there are many strategies that can help increase diversity including pipeline programs, changes in admissions criteria, support for minority students, early career supports and leadership

¹ Thornton RL, Powe NR, Roter D, Cooper LA. Patient-physician social concordance, medical visit communication and patients' perceptions of health care quality. *Patient Educ Couns*, 2011;85(3):e201-8. doi:10.1016/j.pec.2011.07.015

² LaVeist TA, Pierre G. Integrating the 3Ds--social determinants, health disparities, and health-care workforce diversity. *Public Health Rep*, 2014;129(Suppl 2): 9-14. doi: 10.1177/00333549141291S204

³ Onyeador IN, Wittlin NM, Burke SE, Dovidio JF, Perry SP, Hardeman RR, Dyrbye LN, Herrin J, Phelan SM, van Ryn M. The Value of Interracial Contact for Reducing Anti-Black Bias Among Non-Black Physicians: A Cognitive Habits and Growth Evaluation (CHANGE) Study Report. *Psychological Science*, 2020;31(1):18-30. doi: 10.1177/0956797619879139

⁴ Wilbur K, Snyder C, Essary A, Reddy Swapna, Will K, Saxon M. Developing workforce diversity in the health professions: a social justice perspective. *Health Professions Education*, 2020;6(2):222-229. doi: 10.1016/j.hpe.2020.01.002

⁵ Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS U.S.A: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/DO10.V11.0>

⁶ U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), [2019]. Retrieved from: <https://nces.ed.gov/ipeds/use-the-data>

training.^{7,8,9} Extensive efforts need to be made to identify and eliminate structural barriers to meaningful health careers for Hispanic, Black, and Native American Californians.

It is recommended that this data – which is publicly available - be compiled and published on a regular basis to promote transparency and accountability. In particular, regular data reporting on the racial and ethnic diversity of the graduates of 590 health professions education programs in California could encourage schools to increase activity to improve diversity.

While we are fortunate to have 2 valuable federal sources of data for this report, the ACS and IPEDS, there are major gaps in the available data that limit analyses related to the health workforce diversity, practice patterns and outcomes. Particularly valuable would be a comprehensive data system including location of practice and population served of practitioners and graduates of individual health professions education programs. Another area for improvement would be oversampling small populations, specifically Hawaiian/Pacific Islanders and American Indian/Alaskan natives, in the ACS, to allow more information on small populations to be reported. California could lead the way on improved racial and ethnic data collection via data on licensed health professions.

The report covers representation of the Black, Hispanic, Asian and Native Hawaiian/Pacific Islander (Asian/NHPI), American Indian and Alaskan Native (AIAN), and White populations for the health workforce. 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 21 health occupations that require formal education. For the workforce, the report covers 25 health professions, including an additional 5 occupations for which post-secondary education data is not applicable, such as aides and assistants. One of the 21 pipeline occupations is public health, but we did not include public health for the current workforce because many public health practitioners cannot be identified by existing occupational codes. Professions are grouped into four categories for the workforce (diagnosing and treating, behavioral health, health technologists, and health care support) and four categories for the pipeline (diagnosing and treating, behavioral health, health technologists, and public health).

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 (when AIAN totals are not explicitly displayed, they are included in other/mixed race).

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.

⁷ Luedke CL. Person First, Student Second: Staff and Administrators of Color Supporting Students of Color Authentically in Higher Education. *J Coll Stud Dev.* 2017;58(1):37-52. doi: 10.1353/csd.2017.0002

⁸ Glazer G, Danek J, Michaels J, Bankston K, Fair M, Johnson S, Nivet M. (2014). Holistic admissions in the health professions: findings from a national survey. Urban Universities for HEALTH. Washington, DC.

⁹ Hinton I, Howell J, Merwin E, Stern S, Turner S, Williams I, Wilson M. The educational pipeline for health care professionals: understanding the source of racial differences. *The Journal of Human Resources.* 2010;45(1):116-156. doi: 10.3368/jhr.45.1.116

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.

The report presents numerous measures of the racial and ethnic diversity of the health workforce in California:

- **Baseline - The California Population:** Using American Community Survey (ACS) data for 2015 to 2019, retrieved from IPUMS, U.S.A, the first section presents data on the racial and ethnic composition of the California population for the existing labor force (ages 20 to 65) and for the graduation-age population (ages 20 to 35). These are the demographics against which we compare the diversity of the existing health labor force and new graduates, respectively. The diversity of the national labor force and the national graduation-age population are also presented. (Exhibit 1)
- **The Existing Health Workforce by Race and Ethnicity:** This section presents the diversity of the existing workforce for 25 professions by race and ethnicity and compares these results to the diversity of the CA labor force. The data on the existing workforce is from the ACS. (Exhibits 2a-2d)
- **Comparing the Diversity of the California and National Health Workforce.** This section presents the Diversity Index by race/ethnicity by profession for California and the nation. For the California health professions, the benchmark is the diversity of the California labor force; for the national Diversity Index, the benchmark is the diversity of the national labor force. (Exhibits 3a-3d)
- **Diversity of the Health Workforce by California Region:** This section presents the diversity of the labor force for 6 regions in California. The diversity of the labor force benchmark varies substantially by region. Due to small sample sizes by race/ethnicity and profession in some of the regions (the ACS is a sample survey), we present data for 9 professions or grouping of professions. (Exhibits 4-11)
- **Representation of Hispanic and Asian/NHPI Subpopulations and American Indian/Alaska Natives in the Health Workforce:** This section presents the representation of Hispanic individuals of 4 subpopulations; Asian/NHPI Americans of 6 subpopulations; and American Indian/Alaska Natives. Due to small sample sizes, data are presented for a limited number of professions. (Exhibits 12-14)
- **The Diversity of Graduates in 21 Health Professions:** Using data from the U.S. Education Department's Integrated Post-Secondary Educational Data System (IPEDS), this section presents the diversity of graduates by profession during 2017 through 2019. The exhibits compare the percent of the graduates of each race and ethnicity to the diversity of the 20- to 35-year-old population in California. Data on the pipeline includes data for American Indians/Alaska Natives. (Exhibits 15a – 15f)
- **Diversity of Graduates 2010-12 and 2017-19:** This section presents the percentage of graduates by race/ethnicity for each profession in 2010-12 and 2017-19, demonstrating progress or lack of progress in the diversity of graduates. (Exhibits 16a-16e)
- **Diversity of Graduates by Profession from California Schools Compared to Diversity of Graduates Nationally:** To compare how well schools in California are representing the population compared to all schools nationally, we report results using the Diversity Index. For the California graduates we use the diversity of the

California population 20 to 35 as the benchmark population; for the national Diversity Index we use the diversity of the U.S. population age 20 to 35. (Exhibits 17a – 17e)

- **Comparison of the Diversity of the Pipeline and the Existing Workforce:** The diversity of the pipeline presents a picture of the future of the workforce; these are the new entrants into each profession. By comparing the diversity of the pipeline to the diversity of the existing workforce by professions-standardized as the Diversity Index-it is possible to generally assess whether the representation of a particular race/ethnicity is likely to increase or decrease in the future (Exhibits 18a-18d).
- **Percent of Graduates That Were Black or Hispanic by Profession by Institution:** This section identifies the 10 schools with the highest and 10 schools with the lowest percent of Black and Hispanic graduates (Exhibits 19-39) for each profession. If there are more than 20 schools in a profession, the performance of all of the schools is included in the Appendix.

Key Findings

Diagnosing and Treating Professions

Data is presented on 13 diagnosing and treating professions, 9 of which require higher education to enter.

Hispanics are underrepresented in the current workforce for all 11 diagnosing and treating professions with sufficient sample size to report (Exhibit 2a) and are underrepresented in all 13 professions for new graduates (Exhibit 15a). However, Hispanic representation in the pipeline rose for almost all professions between 2010/12 and 2017/19 (Exhibit 16a).

Black workers are underrepresented in the current workforce for most professions—5 of 7 with sufficient sample size (Exhibit 2b). Black worker representation is above parity for registered nurses and near parity for respiratory therapists. For new graduates, Black graduates are highly represented among APRNs, but are substantially under-represented in 12 other professions (Exhibit 15b). However, Black representation in the pipeline increased for all masters-level and above programs from 2010/12 to 2017/19 (Exhibit 16b).

Asian/NHPI American workers are above parity in the workforce for most diagnosing and treating professions (12 of 13) (Exhibit 2c). In the pipeline, Asian/NHPI American graduates are at or above parity in all 13 professions (Exhibit 15c). From 2010/12 to 2017/19, Asian/NHPI American representation in the pipeline increased for 3 of the 5 doctorate-level programs (Exhibit 16c).

White workers are represented at or above parity in most diagnosing and treating professions; they are somewhat under-represented in pharmacy. White graduates are under-represented among respiratory therapists, pharmacists, and optometrists, but they are represented above parity in most professions (Exhibit 15e). From 2010/12 to 2017/19, White representation in the pipeline decreased for all health professions (Exhibit 16e).

We were unable to present the representation of American Indians/Alaskan Natives workers in most professions due to insufficient sample size. American Indians/Alaskan Natives are under-represented in the pipeline for 10 of 13 diagnosing and treating professions; the exceptions with better representation are respiratory therapy, registered nursing, and chiropractic programs (Exhibit 15d).

Behavioral Health Professions

We examined representation in five behavioral health professions. Hispanic workers were underrepresented in all 5 professions for the current workforce and were underrepresented among graduates in 3 of the 5 professions—marriage & family therapy, counseling, and doctoral psychology.

Black workers' representation among counselors and school psychologists is near parity; Black workers are highly represented among social workers (sample sizes were insufficient for the other two professions). Black graduates are represented well above parity for new graduates of 4 of 5 behavioral health programs, and near parity for school psychologists.

Asian/NHPI workers are underrepresented in all 5 behavioral health professions for both current workers and the pipeline. American Indians/Alaskan Natives are represented at or above parity for all 5 professions for new graduates. White workers are highly represented in all 5 professions for current workforce and for 4 of 5 professions for new graduates.

Health Technology Professions

We examined two health/technology professions. Hispanics are slightly underrepresented for LPRNs and substantially underrepresented as dental hygienists—in both the current workforce and for new graduates. Black workers are highly represented as LPRNs and severely underrepresented as dental hygienists in the current workforce and among new graduates. Asian/NHPI Americans are overrepresented in both professions; White workers are below parity as LPRNs and highly represented as dental hygienists. American Indians/Alaskan Natives are represented above parity among APRN graduates and near parity among dental hygienist graduates.

Healthcare Support Professions

We examined representation for the current workforce for 5 professions that can be entered without a college education, (e.g., home health aides). For these workers, Hispanics are highly represented (greater than parity) in 3 of 5 occupations, Black workers are highly represented in two of the four professions with sufficient sample size. Asian/NHPI Americans are highly represented in 3 of 5 professions, while White workers comprise less than what would be expected based on the population for 4 of 5 professions. We do not present data on new graduates for these professions since they usually are entered without a college degree.

Public Health

Hispanics and American Indian/Alaska Natives are both underrepresented among public health graduates, whereas Asian/NHPI and Blacks graduates are well represented in this field. White graduates are slightly above parity for public health. We did not report findings for the workforce for public health since it was not possible to accurately identify public health professionals in the American Community Survey.

Regional Variations

While the data by region shows great variation in the racial/ethnic diversity of the labor force, the overall message is the same: the Hispanic population is very underrepresented in the health professions requiring post-secondary education; the Black population is underrepresented in most of these health professions; the White and Asian/NHPI populations are generally well represented. The underrepresentation of the Hispanic population is perhaps most significant in the Inland Empire region, where Hispanic individuals represent 51.4% of the labor force but only 6.5% of physicians and 9.6% of dentists.

Hispanic and Asian/NHPI Subpopulations

The Mexican American population makes up 30.9% of the labor force in California; Hispanics as a whole comprise 38.0% of the labor force. Mexican Americans are very underrepresented in health professions requiring post-secondary education. For example, only 3.9% of the physicians, 4.2% of the dentists and 2.2% of the pharmacists are Mexican American. This corresponds to Diversity Indices of 0.13, 0.14 and 0.07 respectively.

While almost all Asian/NHPI American subpopulation groups are well represented in the health professions, there is variation among the groups. Chinese, Asian Indian and Korean American populations have a Diversity Index above 3.0 for physicians. The Filipino American population is particularly well represented among registered nurses and LPRNs. All Asian/NHPI population groups are well represented in pharmacy.

Comparison of the Diversity of the Pipeline and the Existing Workforce in California

Hispanic people are better represented among the graduates of California health profession education programs than they are in the current health workforce for every health profession with the exception of physician assistants. However, even with the improvement, Hispanic people are generally still very underrepresented in the pipeline. Asian/NHPI individuals are underrepresented in all behavioral health professions in both the pipeline and workforce and the pipeline shows a decrease in Asian/NHPI representation in 4 of the 5 professions.

Institutional Data

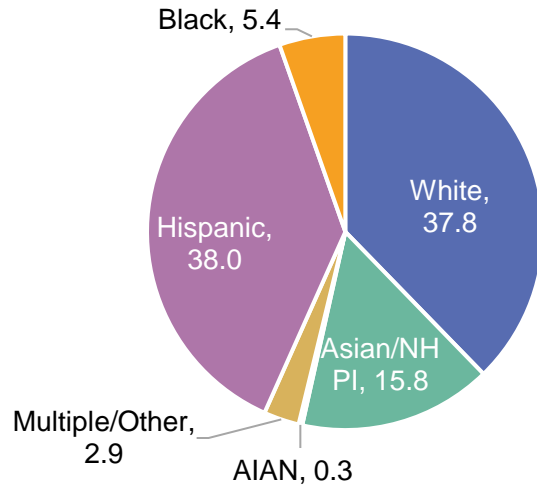
Across all professions and all schools (590 total programs), there are 76 health profession programs that had 0 Black graduates from 2017-2019. This includes 16 LPRN programs, 14 counselor programs, and 12 dental hygiene programs. During the same time period, there were 17 programs with 0 Asian/NHPI graduates, 4 programs with 0 Hispanic graduates, 3 programs with 0 White graduates, and 372 programs with 0 American Indian/Alaska Native graduates. There were two counselor programs that didn't graduate any Black or Hispanic students from 2017-2019.

Limitations

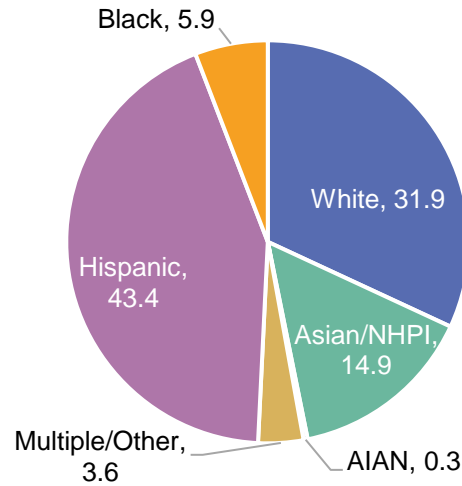
There are several notable limitations of this report. First, American Community Survey data sample sizes were too small to display results for professions with very small proportions of certain races/ethnicities. Second, the institutional data presents all graduates that attended each California institution, and it is possible that some schools teach primarily or solely online, thus serving students based nationally and/or internationally. Ideally, we would exclude such schools from our report, but data was not available to identify them. Third, this report compares the diversity of the health care workforce to the diversity of the labor force of California and does not consider the diversity of the communities served by the health professionals, which some may consider to be a more meaningful benchmark but is beyond the scope of this report. Fourth, with the exception of 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 California health professions education programs, we cannot determine how many remain in California 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 person that selected that they are two different races (e.g., Native American/Alaska Native and Black) 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 California health workforce and pipeline.

Exhibit 1: Diversity of California's Pipeline and Labor Force Populations

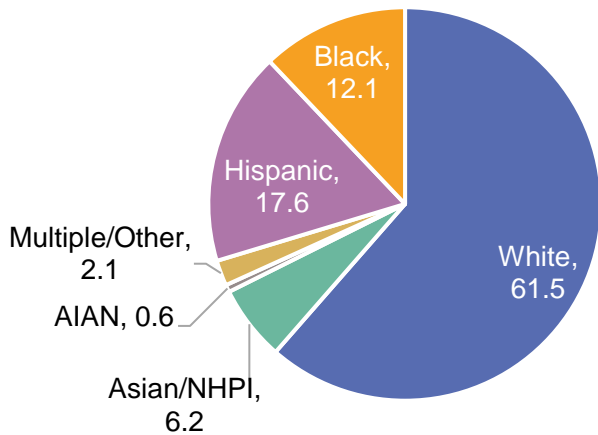
California Labor Force



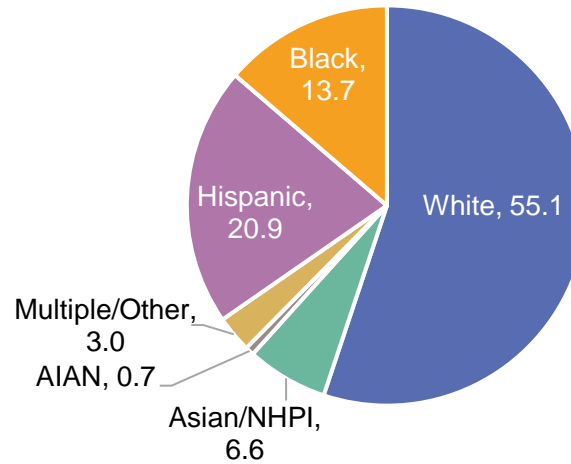
California Pipeline



National Labor Force



National Pipeline

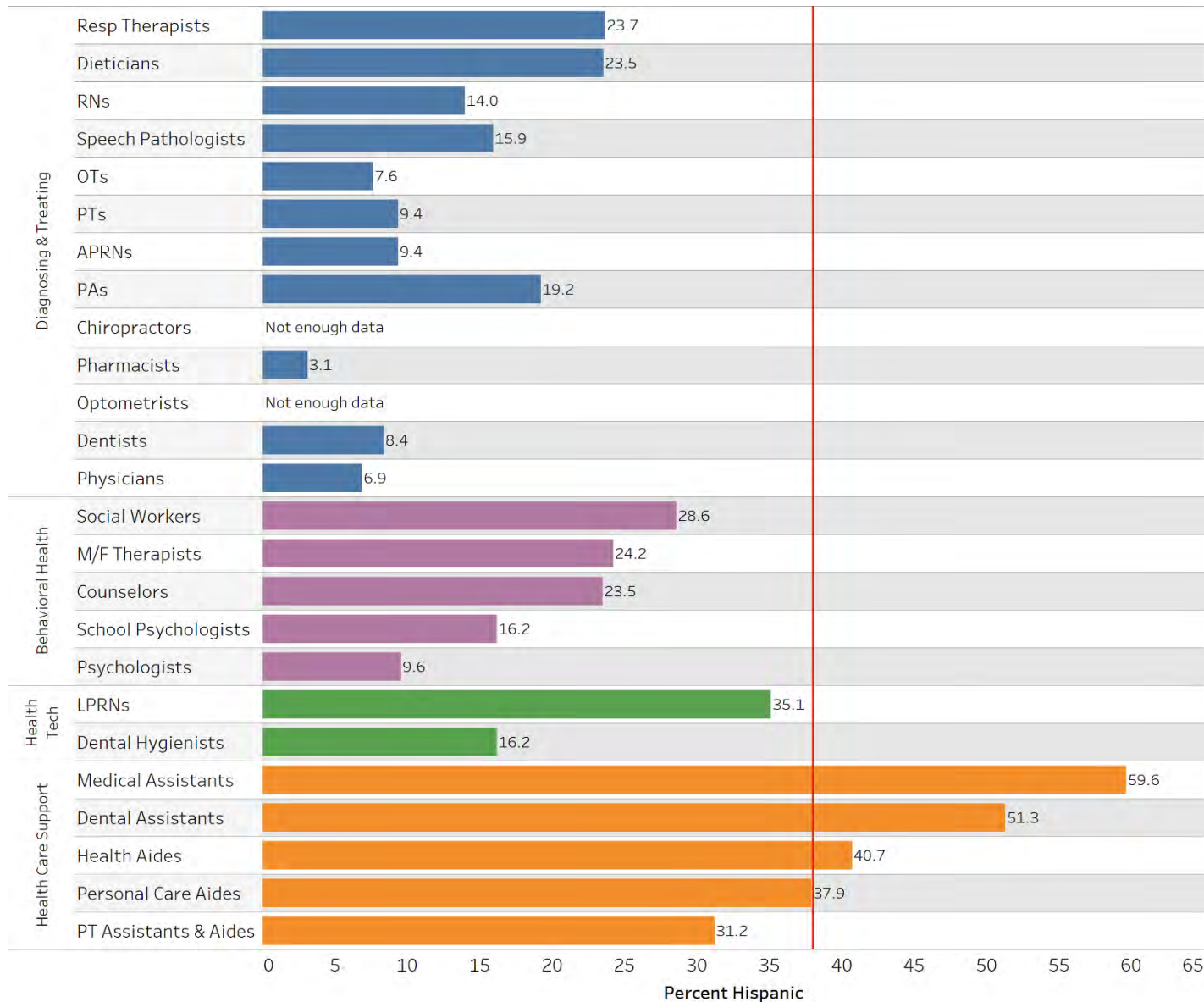


- California's labor force and pipeline have significantly fewer White and Black individuals and significantly more Hispanic and Asian/NHPI individuals than the rest of the nation.
- The Hispanic population is a larger proportion of California's pipeline population than it is in the current labor force.

Notes: CA labor force weighted N=18,455,841; CA pipeline weighted N=9,303,592; national labor force weighted N=150,260,600; national pipeline weighted N=71,446,646
Data: American Community Survey (ACS), 2015-2019

HEALTH WORKFORCE DATA

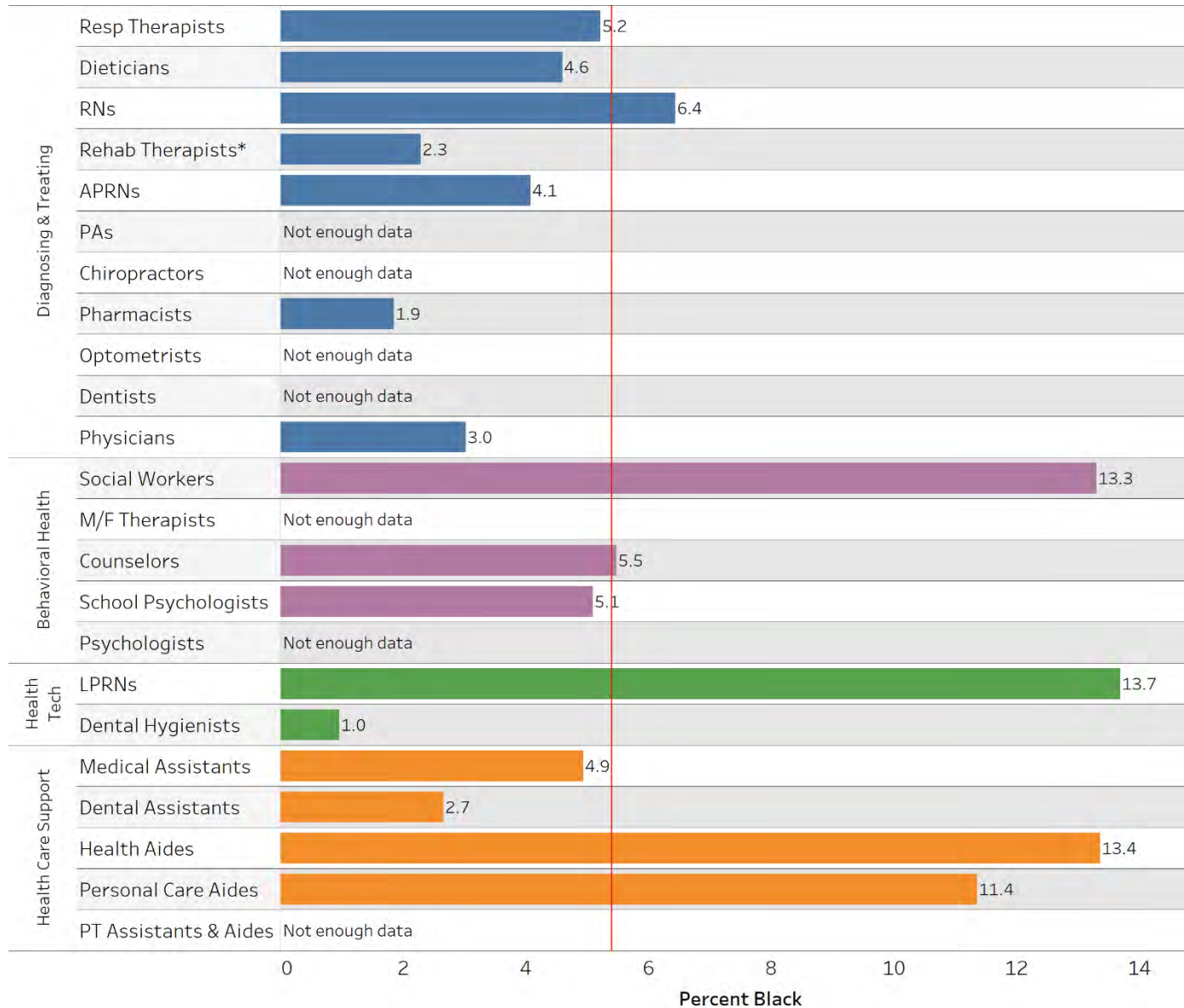
Exhibit 2a: Representation of Hispanic Health Professionals in California



- Hispanic workers are underrepresented in all diagnosing and treating and behavioral health professions.
- Hispanic workers comprise 38% of California's labor force, but only 7% of physicians, 8% of dentists and 3% of pharmacists.
- Hispanic workers are most represented in the health care support positions and as LPRNs.

Notes: Resp Therapist is respiratory therapist. RN is registered nurse. OT is occupational therapist. APRN is advanced practice registered nurse. PA is physician assistant. PT is physical therapist. M/F Therapist is marriage and family therapist, LPRN is licensed practical registered nurse. Health Aides includes psychiatric, nursing, and home health aides. The red line shows percent of the labor force who are Hispanic (38%). Professions are sorted within categories by the most common educational level attained by each profession.
Data: American Community Survey (ACS), 2015-2019

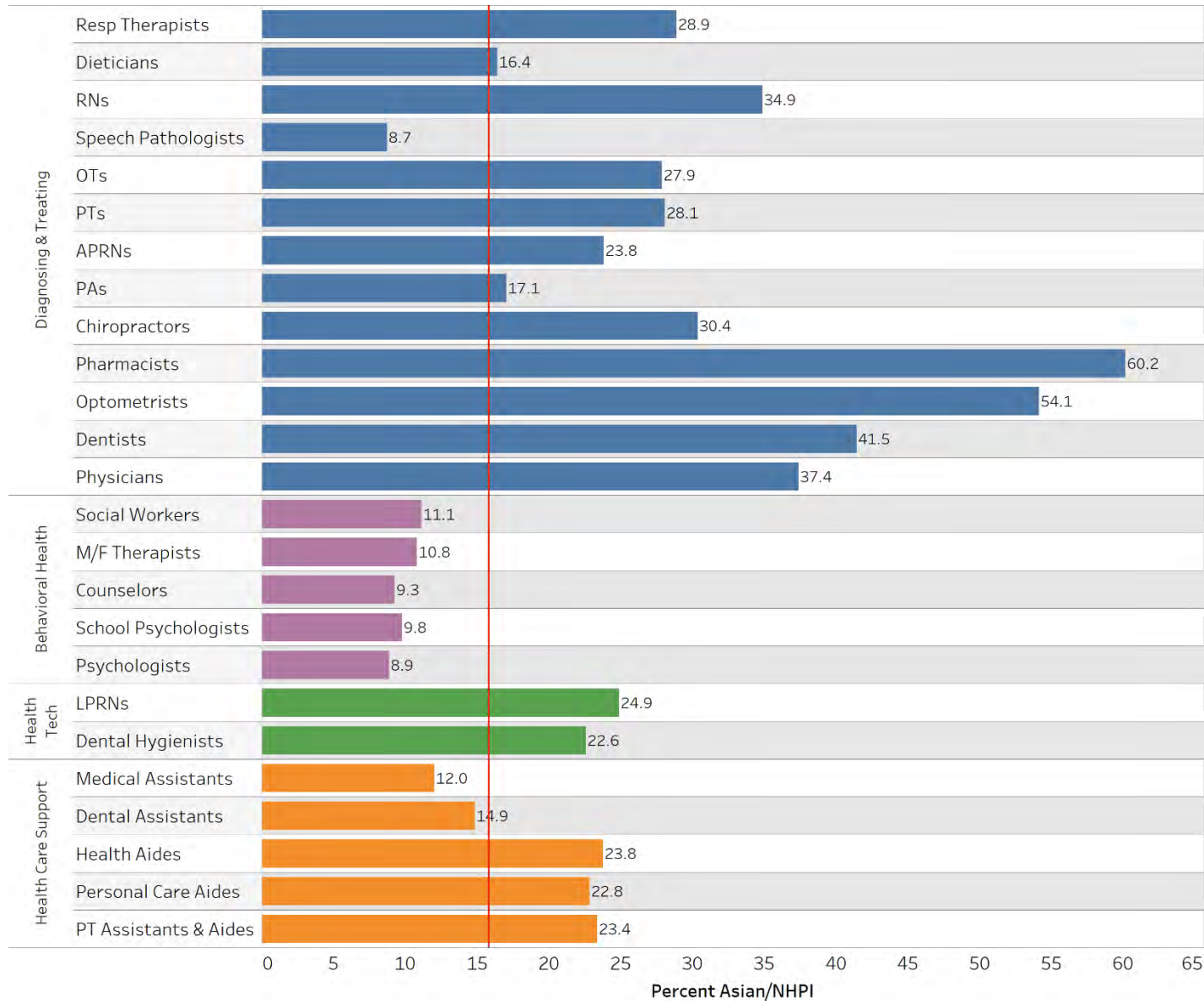
Exhibit 2b: Representation of Black Health Professionals in California



- Black workers represent 5.4% of the labor force and are least represented as dental assistants (2.7%), dental hygienists (1.0%), pharmacists, and rehab therapists (2.3%).
- Black workers are most represented as health and personal care aides, LPRNs, social workers, and RNs.

Notes: * Occupational therapists, physical therapists, and speech pathologists were combined to increase sample size. The red line shows the percent of the labor force who are Black (5.4%) Professions are sorted within categories by the most common educational level attained by each profession. Data: American Community Survey (ACS), 2015-2019

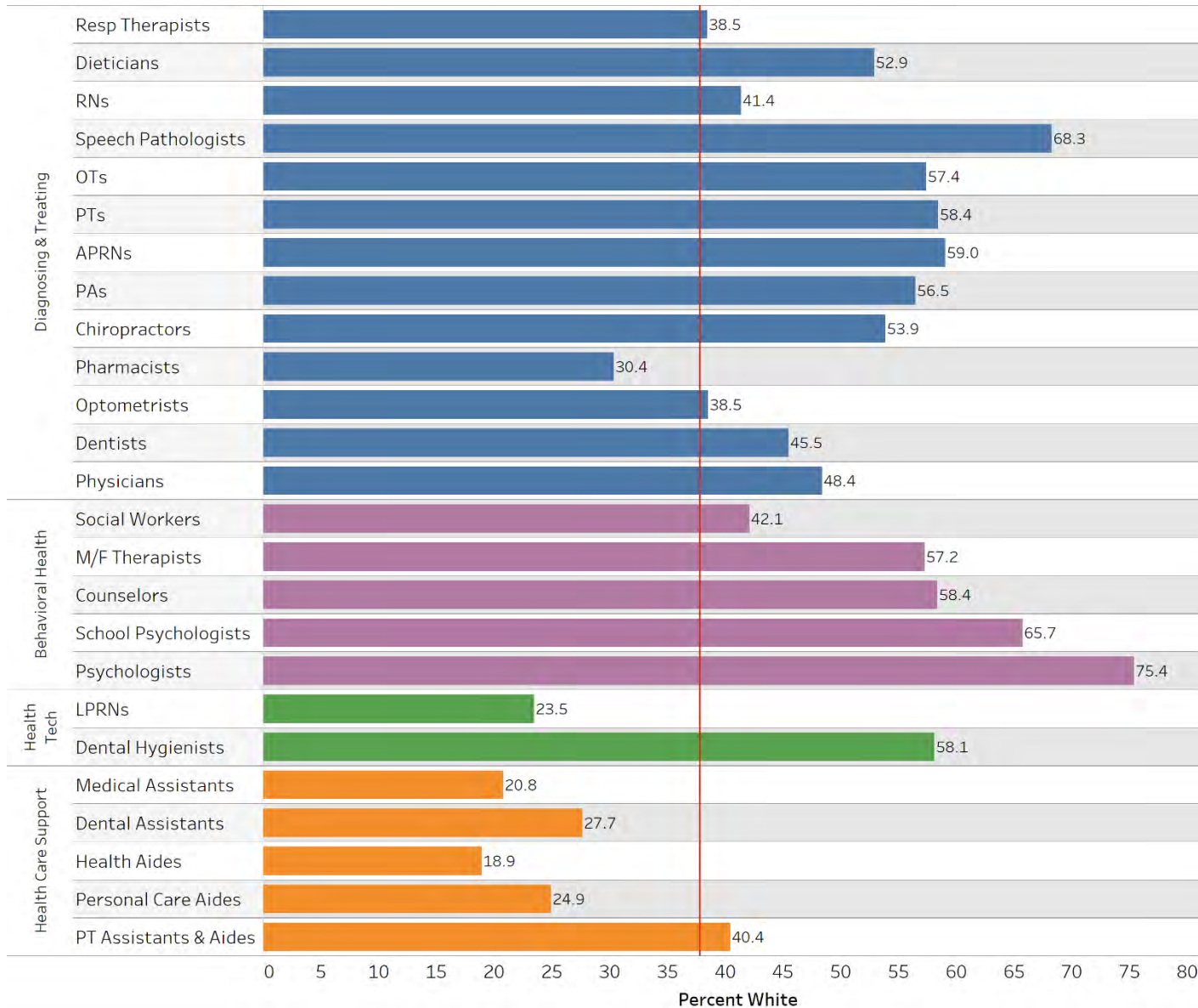
Exhibit 2c: Representation of Asian/NHPI Health Professionals in California



- Asian/NHPI workers make up less than 16% of the California labor force, but over 30% of each of the diagnosing and treating professions that typically require a doctorate degree (chiropractors, pharmacists, optometrists, dentists, physicians, and psychologists).
- Asian/NHPI workers make up 60.2% of pharmacists, almost four times their presence in the workforce.
- Asian/NHPI workers are underrepresented in the behavioral health workforce, comprising only 11% or less of each of the 5 professions we studied.

Notes: The red line shows the percent of the labor force who are Asian/NHPI (15.8%)
 Professions are sorted within categories by the most common educational level attained by each profession.
 Data: American Community Survey (ACS), 2015-2019

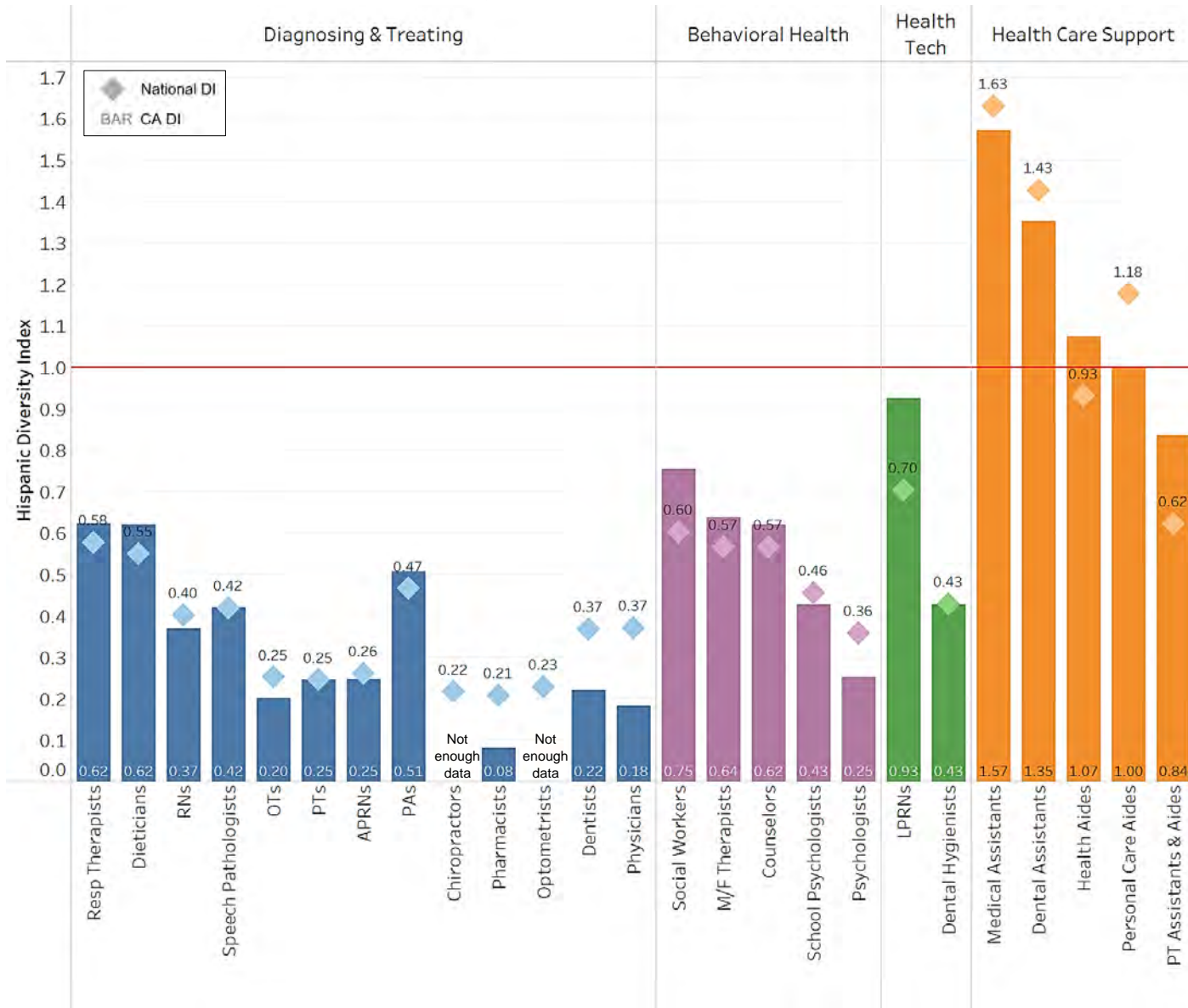
Exhibit 2d: Representation of Non-Hispanic White Health Professionals in California



- Non-Hispanic White people make up 38% of California's labor force, but 42% or more of each of the behavioral health professions.
- White workers are highly represented in every profession requiring a master's or doctoral degree except for pharmacists.
- White workers are least represented in the health care support positions, which typically have lower educational requirements.
- White workers make up 75% of doctoral-level psychologists, twice as much as their presence in the labor force.

Notes: The red line the percent of the labor force who are White (37.8%)
 Professions are sorted within categories by the most common educational level attained by each profession.
 Data: American Community Survey (ACS), 2015-2019

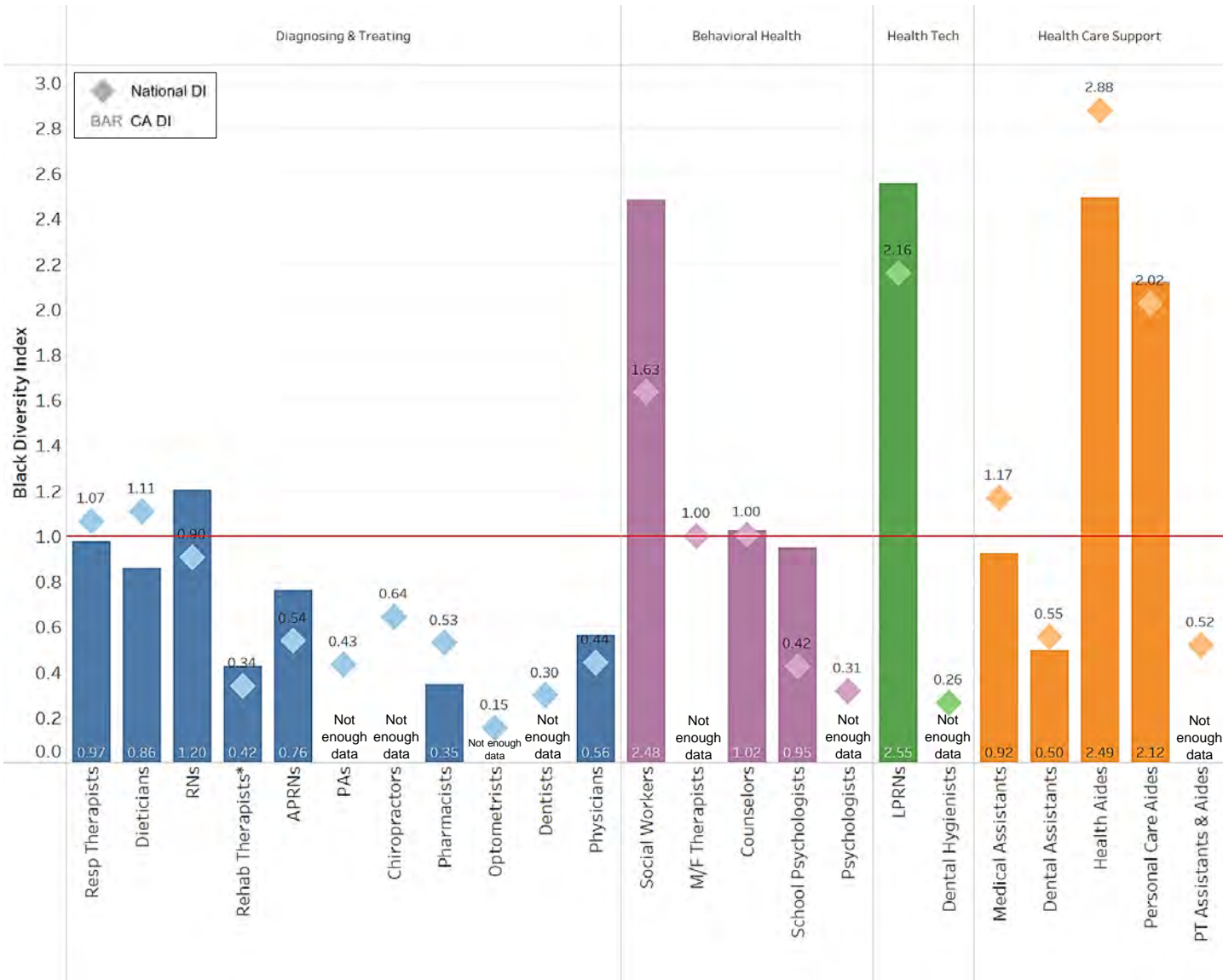
Exhibit 3a: California and National Hispanic Diversity Index



- With the exception of 4 health care support occupations, Hispanic individuals are very underrepresented in the health professions compared to their representation in the population.
- Relative to the population, California has better Hispanic representation than the nation for 9 of the 23 professions with sufficient sample size, including social workers, LPRNs, and PT assistants and aides.
- Relative to the population, California has worse Hispanic representation than the nation for 11 of the 23 professions with sufficient sample size, including pharmacists, dentists, and physicians.

Notes: CA denominator: 38%; USA denominator: 17.6%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: American Community Survey (ACS), 2015-2019

Exhibit 3b: California and National Black Diversity Index



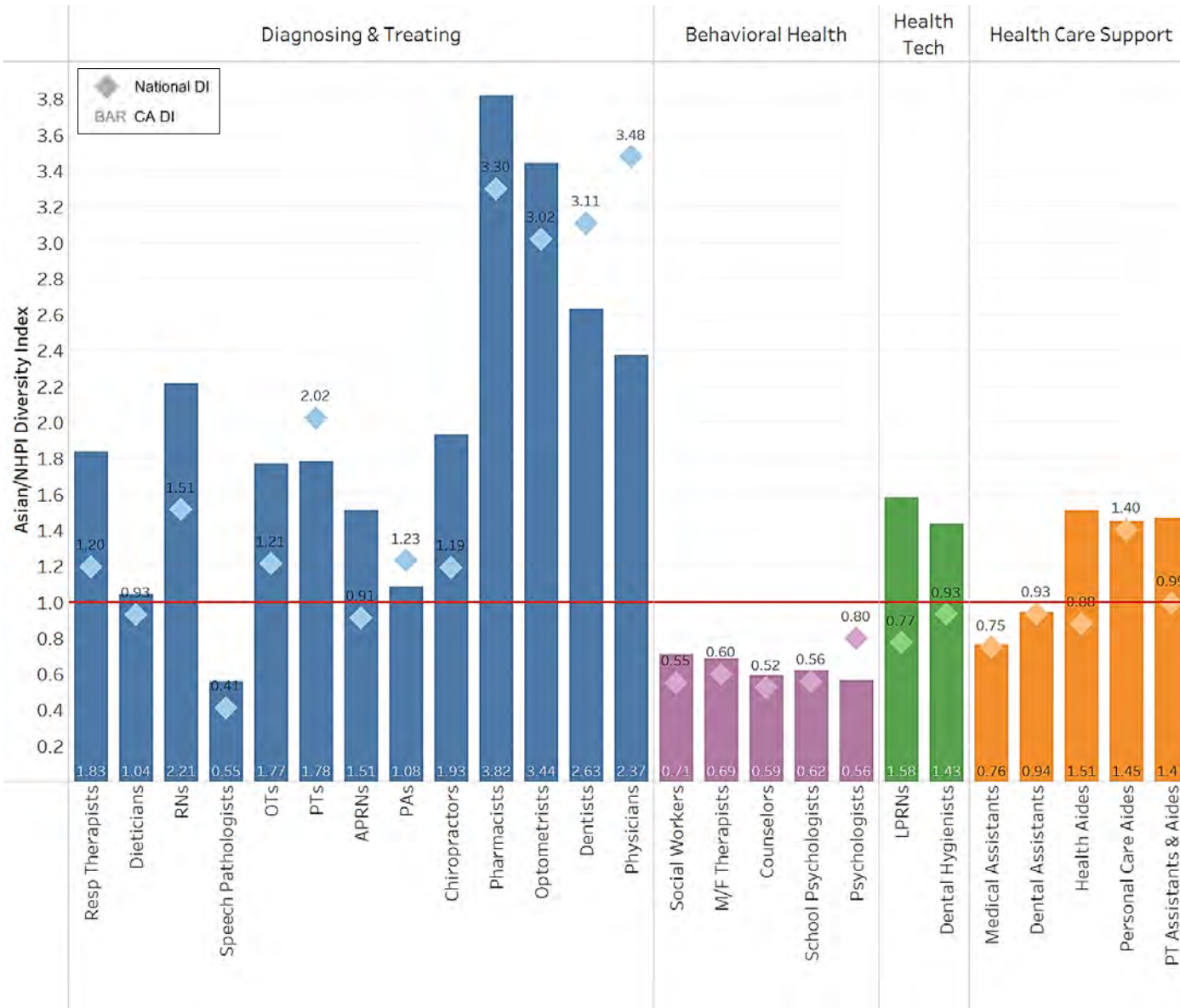
- Black workers comprise a higher percent of social workers, LPRNs, health aides, and personal care aides compared to their representation in the labor force in both California and the nation.
- Relative to the population, California has a smaller proportion of Black respiratory therapists, dietitians, pharmacists, medical assistants, dental assistants, and health aides than the nation.

Notes: CA denominator: 5.4%; USA denominator: 12.1%

* Occupational therapists, physical therapists, and speech pathologists were combined to increase sample size.

The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force. Data: American Community Survey (ACS), 2015-2019

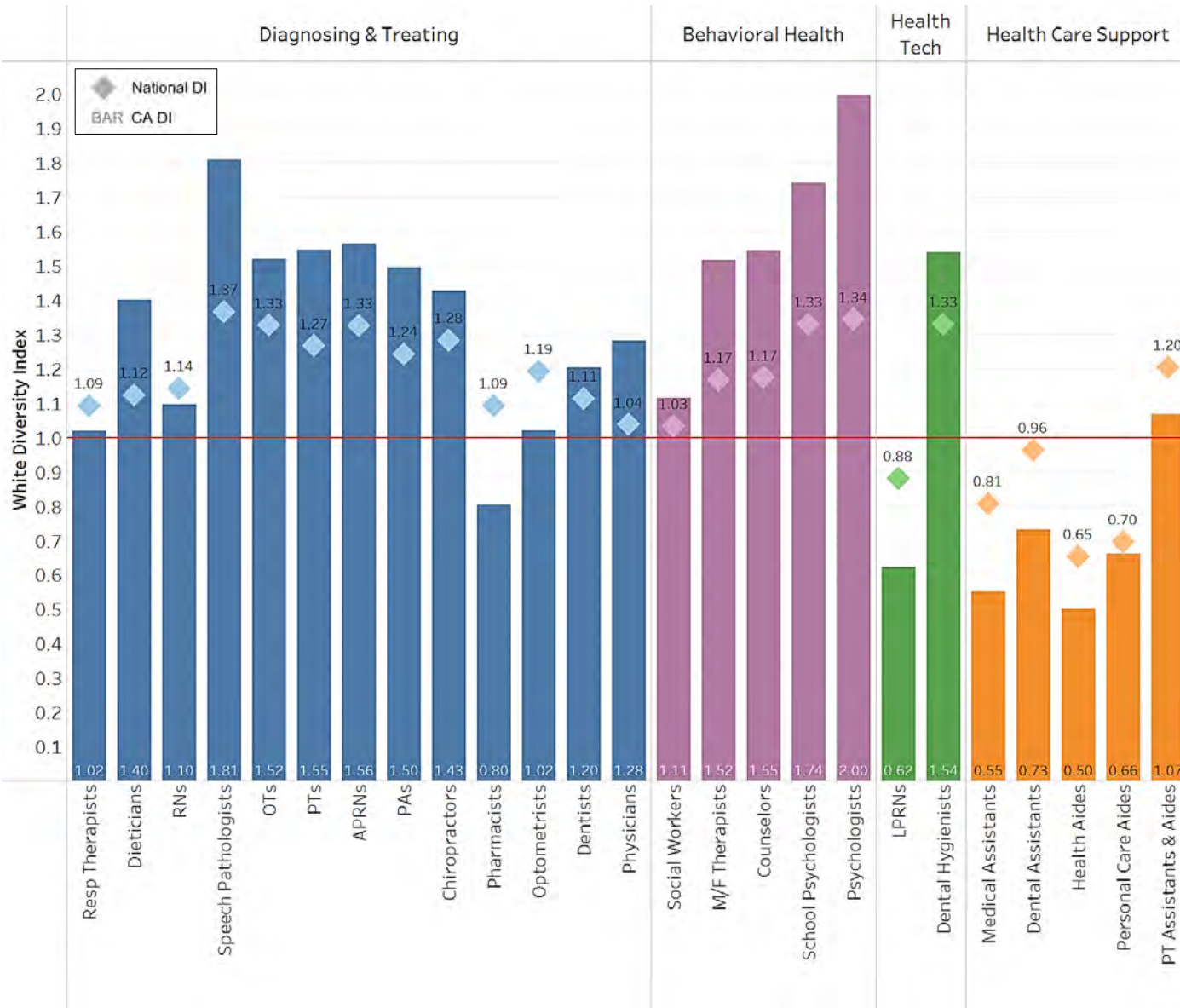
Exhibit 3c: California and National Asian/NHPI Diversity Index



- Asian/NHPI workers are underrepresented in behavioral health professions in both California and the nation.
- Relative to the population, California has higher representation of Asian/NHPI workers than the nation for 20 of the 25 professions.
- Relative to the population, California has lower representation of Asian/NHPI PTs, PAs, dentists, physicians, and psychologists than the nation.

Notes: CA denominator: 15.8%; USA denominator: 6.2%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: American Community Survey (ACS), 2015-2019

Exhibit 3d: California and National Non-Hispanic White Diversity Index



- Relative to the population, California has higher representation of White workers than the nation in most health diagnosing and treating health professions.
- Relative to the population, California has higher representation of White workers than the nation in all behavioral health professions and lower representation of white workers in all of the health care support professions.
- Nationally, White workers are overrepresented in every diagnosing and treating and behavioral health profession.

Notes: CA denominator: 37.8%; USA denominator: 61.5%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force. Combined to increase sample size.
 Data: American Community Survey (ACS), 2015-2019

Exhibit 4: Regions of California with Labor Force Population



Exhibit 5: Diversity of California’s Labor Force by Region

Region	Hispanic	Black	Asian/NHPI	White	Multiple/Other
Northern Counties & Sacramento	20.4%	5.0%	11.4%	58.6%	4.7%
Bay Area	22.9%	5.3%	27.4%	40.5%	4.0%
Central Valley & Central Coast	48.7%	3.4%	7.5%	37.6%	2.8%
Central LA	44.1%	5.9%	16.0%	31.5%	2.6%
Inland Empire	51.4%	6.9%	7.5%	31.6%	2.7%
San Diego	34.6%	4.8%	12.2%	45.0%	3.4%

Notes: Regions are defined by Public Use Microdata Area (PUMA) criteria from the United State Census Bureau. Northern Counties/Sacramento and Central Valley/Central coast are combined to increase sample size.
 Data: American Community Survey (ACS), 2015-2019
 Figure by the Fitzhugh Mullan Institute for Health Workforce Equity

Exhibit 6: Diversity of the Northern Counties and Sacramento Region Health Workforce

	Hispanic	Black	Asian/NHPI	White	Multiple/other
Labor force	20.4	5.0	11.4	58.6	4.7
Physicians	3.4%	-	33.5%	56.7%	-
Dentists	9.5%	0.5%	39.1%	48.3%	-
Pharmacists	-	-	51.4%	41.3%	-
APRNs & PAs	5.9%	-	16.2%	74.0%	-
Rehab Therapists*	7.4%	-	8.7%	80.4%	-
Social workers, counselors, M/F Therapists	16.9%	8.1%	7.2%	64.8%	-
RNs	7.6%	4.9%	19.9%	64.4%	3.3%
LPRNs	15.4%	11.6%	15.5%	53.2%	4.4%
Personal Care Aides & Health Aides**	18.2%	9.7%	15.7%	51.7%	4.8%

Exhibit 7: Diversity of the Bay Area Region Health Workforce

	Hispanic	Black	Asian/NHPI	White	Multiple/other
Labor force	22.9	5.3	27.4	40.5	4.0
Physicians	4.9%	2.5%	40.9%	46.7%	5.1%
Dentists	7.8%	2.2%	44.2%	41.3%	-
Pharmacists	-	-	72.9%	19.9%	3.8%
APRNs & PAs	8.5%	4.2%	22.8%	62.1%	-
Rehab Therapists*	6.8%	-	29.5%	57.8%	4.0%
Social workers, counselors, M/F Therapists	16.1%	9.6%	11.5%	57.9%	4.9%
RNs	8.1%	5.6%	41.2%	41.5%	3.6%
LPRNs	20.6%	13.4%	41.0%	21.1%	4.0%
Personal Care Aides & Health Aides**	22.6%	13.8%	42.9%	17.3%	3.5%

- Of the six regions, the Northern Counties and Sacramento region has the highest proportion of White workers and the lowest proportion of Hispanic workers in the labor force.
- Relative the population, the Northern Counties and Sacramento region has the highest proportion of Hispanic rehab therapists of the six regions.

- Dash indicates small sample size (SE>30% of estimate)
 * Rehab Therapists includes occupational therapists, physical therapists, and speech pathologists
 ** Health Aides includes nursing, psychiatric and home health aides
 Data: American Community Survey (ACS), 2015-2019

Exhibit 8: Diversity of the Central Valley and Central Coast Region Health Workforce

Labor force	Hispanic	Black	Asian/NHPI	White	Multiple/other
	48.7	3.4	7.5	37.6	2.8
Physicians	8.4%	-	32.5%	52.9%	-
Dentists	10.5%	-	30.0%	54.1%	-
Pharmacists	-	-	34.0%	49.4%	-
APRNs & PAs	23.5%	2.8%	11.1%	60.0%	-
Rehab Therapists*	9.3%	-	14.2%	68.8%	-
Social workers, counselors, M/F Therapists	29.9%	9.1%	9.4%	49.5%	-
RNs	17.9%	3.6%	25.9%	49.1%	3.6%
LPRNs	40.1%	5.5%	20.9%	29.0%	4.6%
Personal Care Aides & Health Aides**	46.3%	10.2%	13.4%	26.8%	3.3%

Exhibit 9: Diversity of the Central L.A. Region Health Workforce

Labor force	Hispanic	Black	Asian/NHPI	White	Multiple/other
	44.1	5.9	16	31.5	2.6
Physicians	7.8%	3.2%	39.7%	45.2%	4.1%
Dentists	6.6%	1.0%	44.6%	45.1%	2.7%
Pharmacists	2.4%	-	65.4%	24.5%	4.8%
APRNs & PAs	18.8%	3.7%	24.0%	49.2%	-
Rehab Therapists*	14.4%	-	28.0%	52.3%	3.2%
Social workers, counselors, M/F Therapists	32.9%	8.7%	11.6%	43.2%	3.7%
RNs	16.0%	8.0%	42.2%	30.9%	2.8%
LPRNs	42.0%	15.0%	25.4%	15.9%	1.7%
Personal Care Aides & Health Aides**	46.3%	11.9%	23.6%	16.1%	2.1%

- The Central Valley and Central Coast region have the smallest Black labor force, but the third highest proportion of Black social service workers.
- Of the six regions, Central L.A. has the third highest Hispanic population, but the lowest proportion of Hispanic dentists.
- Relative to the population, Central L.A. has the highest proportion of White physicians.
- Personal care aides in Central L.A. and in San Diego are the only professions in all six regions where the share of Hispanic workers is larger than the share of the Hispanic labor force.

- Dash indicates small sample size (SE>30% of estimate)
 * Rehab Therapists includes occupational therapists, physical therapists, and speech pathologists
 ** Health Aides includes nursing, psychiatric and home health aides
 Data: American Community Survey (ACS), 2015-2019

Exhibit 10: Diversity of the Inland Empire Region Health Workforce

	Hispanic	Black	Asian/NHPI	White	Multiple/other
Labor force	51.4	6.9	7.5	31.6	2.7
Physicians	6.5%	-	41.5%	37.7%	6.4%
Dentists	9.6%	0.9%	39.6%	44.2%	-
Pharmacists	-	-	59.4%	31.7%	-
APRNs & PAs	11.4%	9.3%	21.1%	50.5%	-
Rehab Therapists*	15.4%	-	14.2%	62.8%	-
Social workers, counselors, M/F Therapists	37.7%	18.2%	6.4%	32.2%	-
RNs	21.4%	10.6%	28.8%	36.0%	3.2%
LPRNs	41.5%	19.0%	13.1%	24.4%	-
Personal Care Aides & Health Aides**	47.3%	15.4%	10.6%	23.1%	3.7%

Exhibit 11: Diversity of the San Diego Region Health Workforce

	Hispanic	Black	Asian/NHPI	White	Multiple/other
Labor force	34.6	4.8	12.2	45.0	3.4
Physicians	11.5%	-	23.8%	61.3%	3.2%
Dentists	13.6%	-	34.5%	48.9%	-
Pharmacists	-	-	40.2%	52.4%	-
APRNs & PAs	12.6%	2.1%	17.9%	64.6%	-
Rehab Therapists*	9.8%	-	11.0%	75.2%	-
Social workers, counselors, M/F Therapists	21.9%	5.7%	10.4%	57.0%	-
RNs	14.4%	3.0%	30.0%	48.5%	4.1%
LPRNs	29.0%	11.6%	28.9%	26.9%	-
Personal Care Aides & Health Aides**	44.9%	9.8%	19.1%	23.8%	2.5%

- Inland Empire has the highest proportion of Hispanic and Black workers of the six regions.
- The San Diego Region has the highest proportion of Hispanic physicians relative to the Hispanic population; nonetheless only 11.5% of physicians in the region are Hispanic, compared to 34.6% of the labor force.
- In all six regions, the proportion of Black workers in social services positions is higher than the proportion of Black workers in the labor force.

- Dash indicates small sample size (SE>30% of estimate)
 * Rehab Therapists includes occupational therapists, physical therapists, and speech pathologists
 ** Health Aides includes nursing, psychiatric and home health aides
 Data: American Community Survey (ACS), 2015-2019

Exhibit 12: Diversity of the Health Workforce by Hispanic Subpopulations

	Hispanic Total	DI	Mexican	DI	Central American	DI	South American	DI	Caribbean & Other Hispanic	DI
Labor force	38.0%		30.9%		4.0%		1.3%		1.7%	
Physicians	6.9%	0.18	3.9%	0.13	0.5%	0.12	1.1%	0.88	1.4%	0.80
Dentists	8.4%	0.22	4.2%	0.14	-	-	2.5%	1.91	-	-
Pharmacists	3.1%	0.08	2.2%	0.07	-	-	-	-	-	-
APRNs & PAs	14.4%	0.38	10.0%	0.32	-	-	-	-	-	-
Rehab Therapists*	11.0%	0.29	7.8%	0.25	1.3%	0.32	0.5%	0.38	1.5%	0.85
Social workers, counselors, M/F Therapists	26.2%	0.69	19.5%	0.63	2.6%	0.64	2.2%	1.69	1.9%	1.11
RNs	14.0%	0.37	10.4%	0.34	1.7%	0.41	0.7%	0.55	1.2%	0.71
LPRNs	35.1%	0.93	27.6%	0.89	4.3%	1.07	1.3%	0.98	2.0%	1.13
Personal Care Aides & Health Aides**	38.8%	1.02	30.8%	1.00	4.9%	1.22	1.1%	0.87	2.0%	1.15

Notes: Central American includes: Costa Rican, Salvadoran, Guatemalan, Honduran, Nicaraguan, and Panamanian; South American includes: Argentinian, Bolivian, Chilean, Colombian, Ecuadorian, Paraguayan, Peruvian, Uruguayan, Venezuelan; Caribbean & other includes: Cuban, Dominican, Puerto Rican, Spaniard, Other. Countries not in this list were not represented in the sample.

- Dash indicates small sample size (SE>30% of estimate)

DI is Diversity Index: the percent of a race in each profession divided by the percent of that race in the labor force

* Rehab Therapists include occupational therapists, physical therapists, and speech pathologists

** Health Aides includes nursing, psychiatric and home health aides

Data: American Community Survey (ACS), 2015-2019

Exhibit 13: Diversity of the Health Workforce by Asian Subpopulations

	Asian/PI Total	DI	Chinese	DI	Filipino	DI	Asian Indian	DI	Vietnamese	DI
Labor force	15.8%		4.2%		3.7%		2.2%		1.8%	
Physicians	37.4%	2.37	13.1%	3.11	3.0%	0.81	10.1%	4.61	2.7%	1.48
Dentists	41.5%	2.63	11.7%	2.79	7.1%	1.91	5.5%	2.50	7.3%	4.06
Pharmacists	60.2%	3.81	20.0%	4.77	4.8%	1.29	6.4%	2.89	14.3%	7.94
APRNs & PAs	20.4%	1.29	5.5%	1.30	6.9%	1.85	2.3%	1.06	1.7%	0.92
Rehab Therapists*	22.1%	1.40	4.5%	1.08	8.6%	2.33	2.8%	1.28	0.8%	0.43
Social workers, counselors, M/F Therapists	10.3%	0.65	2.3%	0.55	2.2%	0.60	1.4%	0.64	1.0%	
RNs	34.9%	2.21	3.7%	0.87	22.0%	5.93	2.3%	1.03	1.9%	1.07
LPRNs	24.9%	1.58	1.9%	0.45	16.0%	4.31	1.5%	0.69	1.2%	0.67
Personal Care & Health Aides**	23.1%	1.46	4.0%	0.95	11.2%	3.01	1.0%	0.47	2.3%	1.27

	Korean	DI	Japanese	DI	Native Hawaiian & Pacific Islander	DI	Other Asian	DI
Labor force	1.3%		0.6%		0.4%		1.6%	
Physicians	4.1%	3.16	1.3%	2.18	-	-	3.1%	1.94
Dentists	5.5%	4.23	2.8%	4.70	-	-	1.6%	1
Pharmacists	6.7%	5.12	3.0%	5.02	-	-	4.4%	2.75
APRNs & PAs	-	-	-	-	-	-	1.8%	1.13
Rehab Therapists*	1.5%	1.18	2.1%	3.55	-	-	1.7%	1.06
Social workers, counselors, M/F Therapists	1.2%	0.89	0.6%	1.00	-	-	1.2	0.75
RNs	2.0%	1.56	0.7%	1.22	0.2%	0.5	2.1%	1.31
LPRNs	0.9%	0.72	-	-	0.7%	1.75	2.5%	1.56
Personal Care & Health Aides**	1.0%	0.80	0.3%	0.47	1.2%	3.0	2.2%	1.38

- Dash indicates small sample size (SE>30% of estimate)

DI is Diversity Index: the percent of a race in each profession divided by the percent of that race in the labor force

* Rehab Therapists include occupational therapists, physical therapists, and speech pathologists

** Health Aides includes nursing, psychiatric and home health aides

Chinese includes Chinese and Taiwanese. Native Hawaiian & Pacific Islander includes Hawaiian, Samoan, Guamanian or Chamorro, Tongan, Micronesian, Fijian, and other Pacific Islander. Other Asian includes Nepalese, Bhutanese, Cambodian, Hmong, Laotian, Thai, Bangladeshi, Burmese, Indonesian, Malaysian, Pakistani, Sri Lankan, other Asian, and two or more Asian races. Countries not in this list were not represented in the sample.

Data: American Community Survey (ACS), 2015-2019

Exhibit 14: American Indian and Alaska Native Representation in the Health Workforce

	CA Percent	CA DI	USA Percent	USA DI
Labor Force	0.31		0.57	
Physicians	-	-	0.1	0.25
Dentists	-	-	-	-
Pharmacists	-	-	0.19	0.33
APRNs & PAs	-	-	0.29	0.51
Rehab Therapists*	-	-	0.23	0.4
Social workers, counselors, M/F Therapists	-	-	0.42	0.74
RNs	0.17	0.67	0.37	0.65
LPRNs	-	-	0.64	1.12
Personal Care & Health Aides**	0.38	1.33	0.82	1.44

- Dash indicates small sample size (SE>30% of estimate)

DI is Diversity Index: the percent of a race in each profession divided by the percent of that race in the labor force

* Rehab Therapists include occupational therapists, physical therapists, and speech pathologists

** Health Aides includes nursing, psychiatric and home health aides

Data: American Community Survey (ACS), 2015-2019

- AIAN workers are underrepresented as RNs, but highly represented as personal care and health aides, both in California and the nation.
- Relative to the population, California and the nation have similar representation of AIAN RNs and health aides, with California having slightly higher representation of AIAN RNs and slightly lower representation of AIAN personal care and health aides.

- Dash indicates small sample size (SE>30% of estimate)

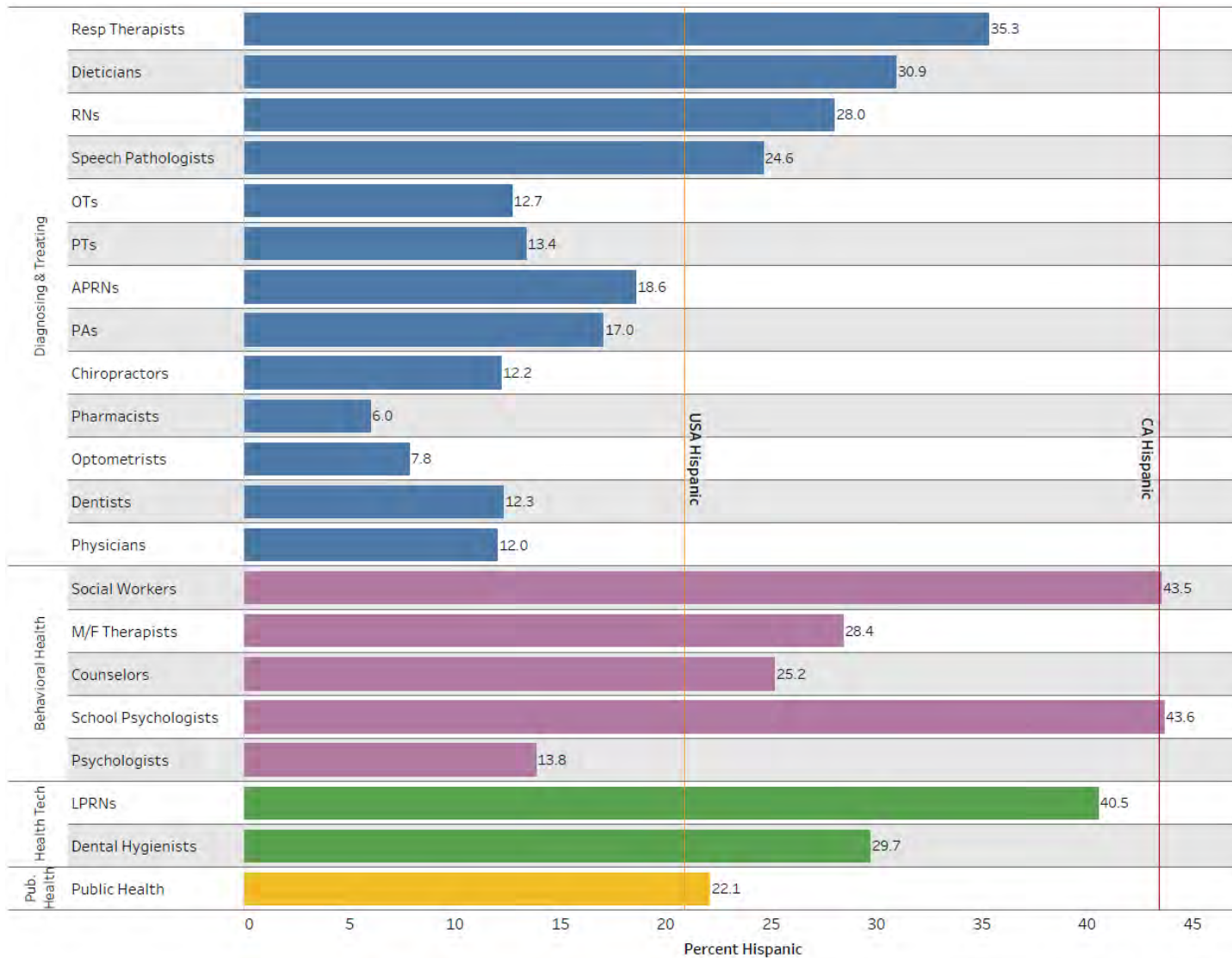
* Rehab Therapists includes occupational therapists, physical therapists, and speech pathologists

** Health Aides includes nursing, psychiatric and home health aides

Data: American Community Survey (ACS), 2015-2019

PIPELINE DATA

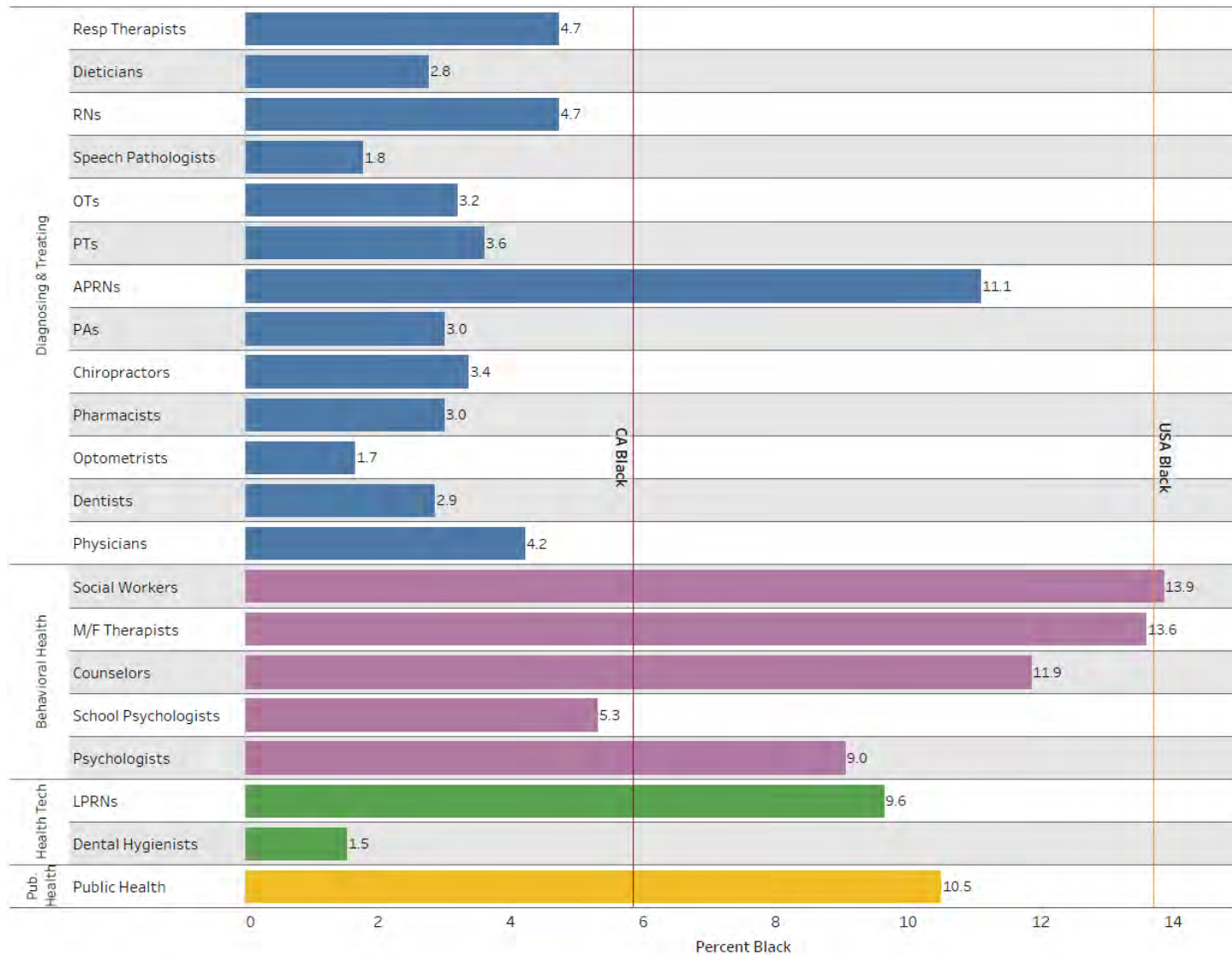
Exhibit 15a: Hispanic Representation Among Health Profession Graduates, 2017-2019



- Hispanic graduates are least represented in the master’s-level and above treating and diagnosing programs (OTs, PTs, APRNs, PAs, chiropractors, pharmacists, optometrists, dentists, and physicians).
- Hispanic graduates are underrepresented in almost every health program when compared to the California pipeline population and underrepresented in most treating and diagnosing professions when compared to the U.S. pipeline population.
- Hispanic students are best represented in social work, school psychology and LPRN programs.

Notes: USA Hispanic pipeline population: 20.9%; CA Hispanic pipeline population: 43.4% Professions are sorted within categories by the most common educational level attained by each profession.
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

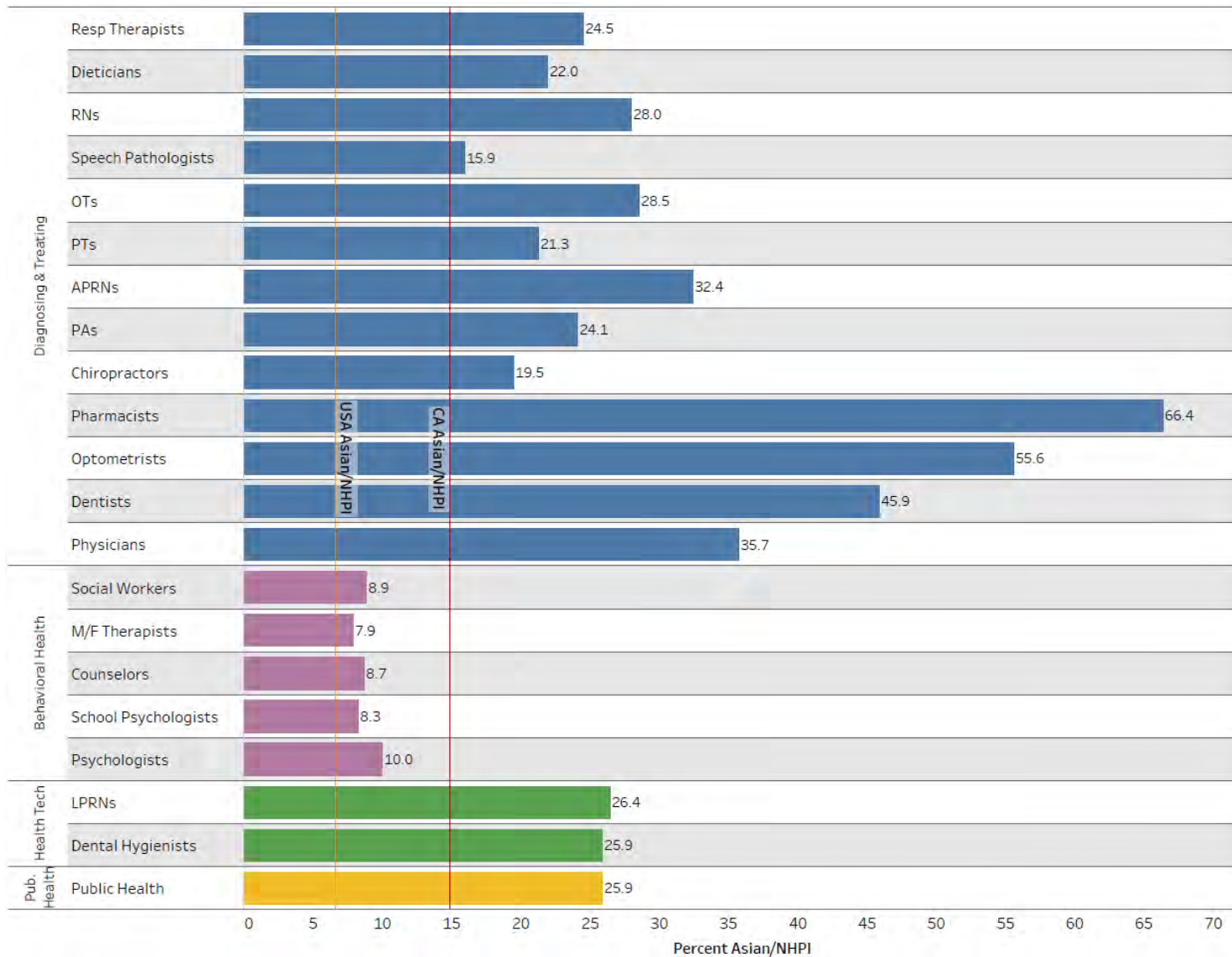
Exhibit 15b: Black Representation Among Health Profession Graduates, 2017-2019



- When compared to the U.S. pipeline population, Black graduates in California are underrepresented in every health profession program except social work.
- When compared to the state pipeline population, Black graduates are underrepresented in all diagnosing and treating programs except APRNs.
- Black graduates are best represented in behavioral health and APRN programs.
- Black graduates are least represented in dental hygiene, optometry, and speech pathology programs.

Notes: USA Black pipeline population: 13.7%; CA Black pipeline population: 5.9%
 Professions are sorted within categories by the most common educational level attained by each profession.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

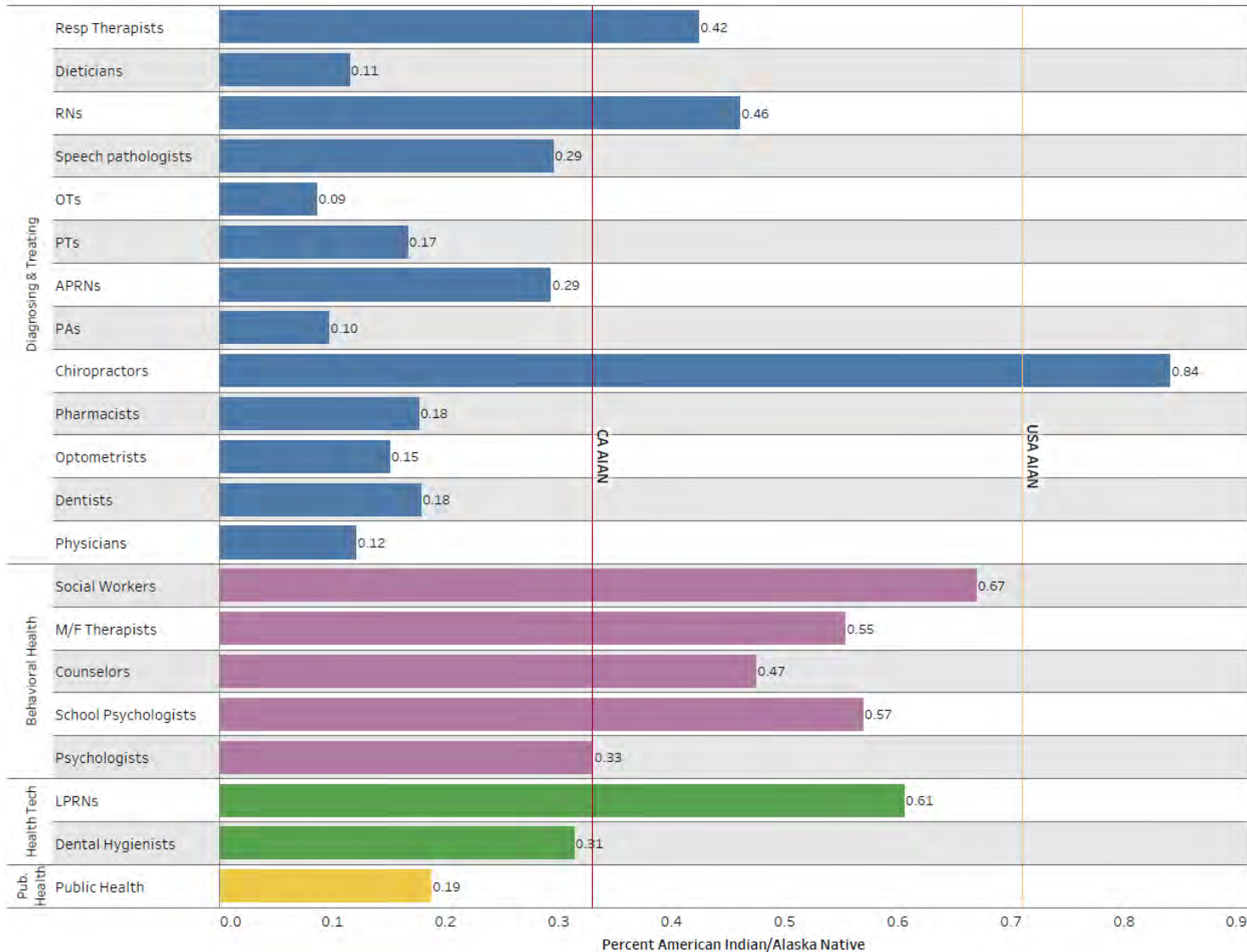
Exhibit 15c: Asian/NHPI Representation Among Health Profession Graduates, 2017-2019*



- Compared to both the California and national pipeline populations, Asian/NHPI graduates are overrepresented in all diagnosing and treating degree programs.
- When compared to the California population, Asian/NHPI graduates are underrepresented in all behavioral health programs.
- Asian/NHPI graduates are most represented in pharmacy, optometry, and dental programs, all of which require a doctorate.

*For Native Hawaiian and Pacific Islanders only, see Exhibit 15f
 Notes: USA Asian/NHPI pipeline population: 6.6%; CA Asian/NHPI pipeline population: 14.9%
 Professions are sorted within categories by the most common educational level attained by each profession.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 15d: American Indian/Alaskan Native Representation Among Health Profession Graduates, 2017-2019



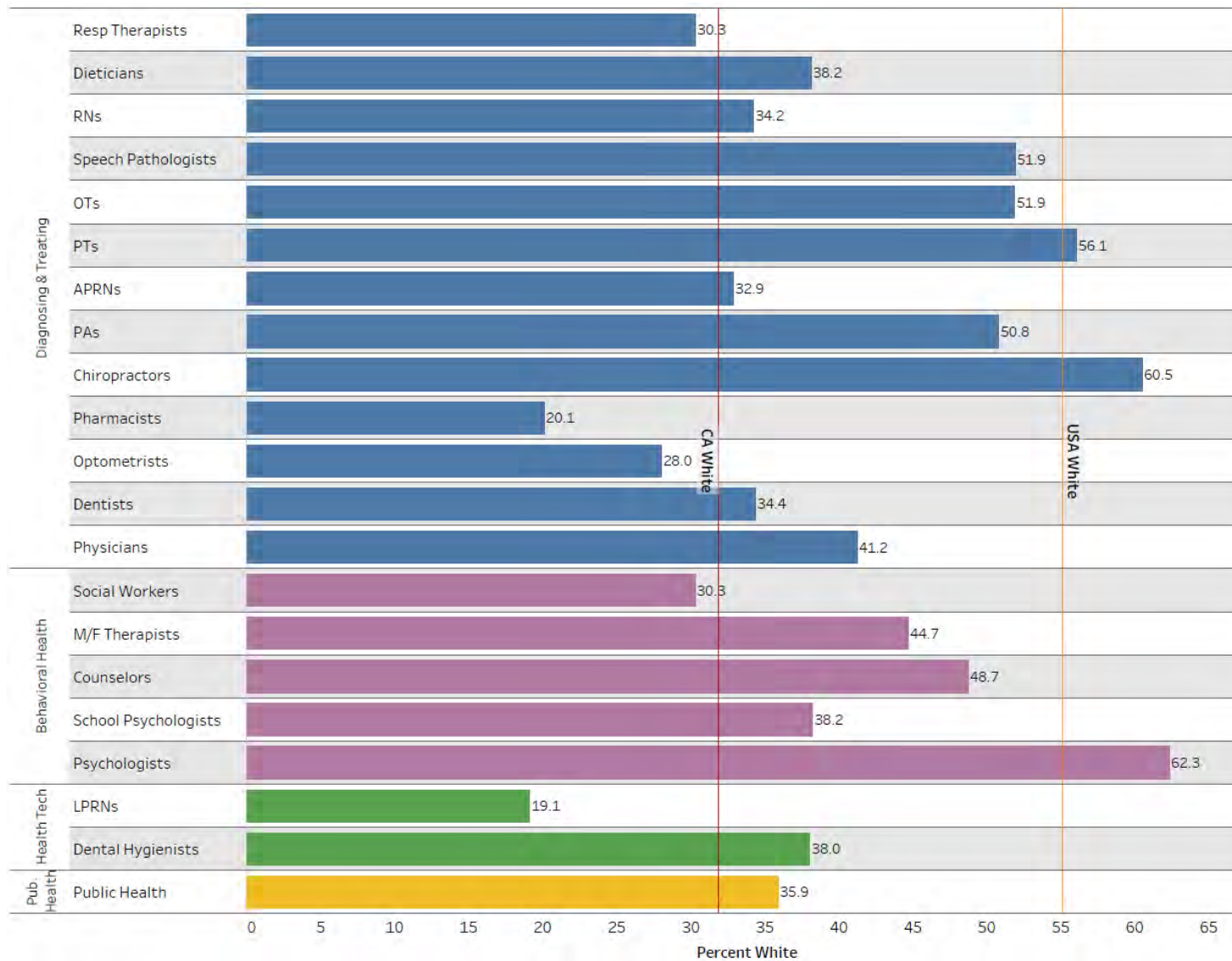
- AIAN students are most represented in Chiropractic, social work, LPRN, and school psychology programs.
- AIAN students are least represented in OT, PA, dietician, and physician programs.
- When compared to the U.S. population, AIAN students are underrepresented in all health training programs except chiropractic programs.
- When compared to the California pipeline population, AIAN students are highly represented in behavioral health programs and underrepresented in most diagnosing and treating programs.

Notes: USA AIAN pipeline population: 0.71%; CA AIAN pipeline population: 0.33%

Professions are sorted within categories by the most common educational level attained by each profession.

Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

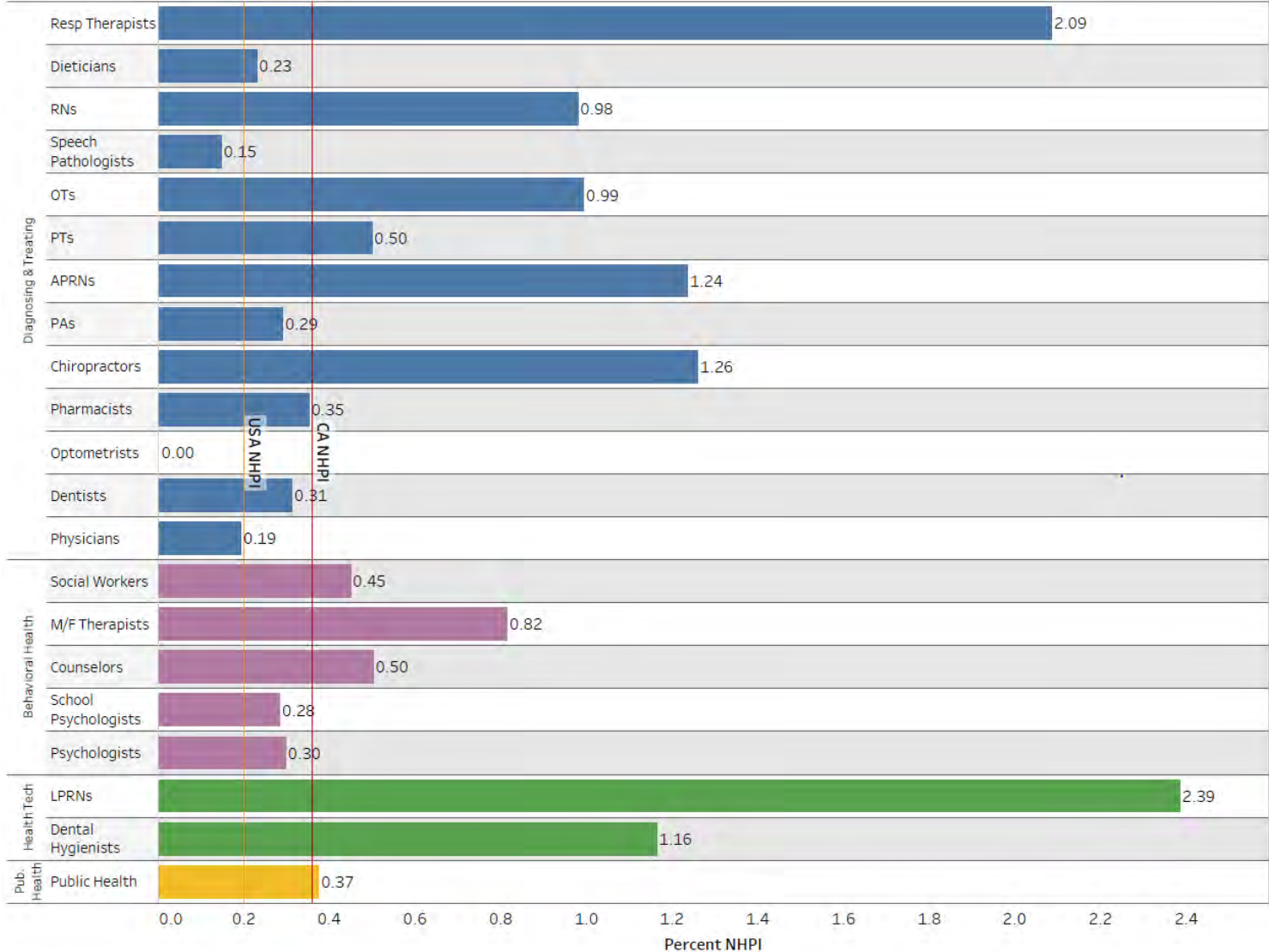
Exhibit 15e: Non-Hispanic White Representation Among Health Profession Graduates, 2017-2019



- When compared to the U.S. pipeline population, White graduates in California are underrepresented in most health profession training programs, but are overrepresented compared to the California population for most professions.
- White graduates are best represented in doctorate psychology, chiropractic, and physical therapy programs.
- White graduates are least represented in pharmacy, and LPRN programs.

Notes: USA White pipeline population: 55.1%; CA White pipeline population: 32%
 Professions are sorted within categories by the most common educational level attained by each profession.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

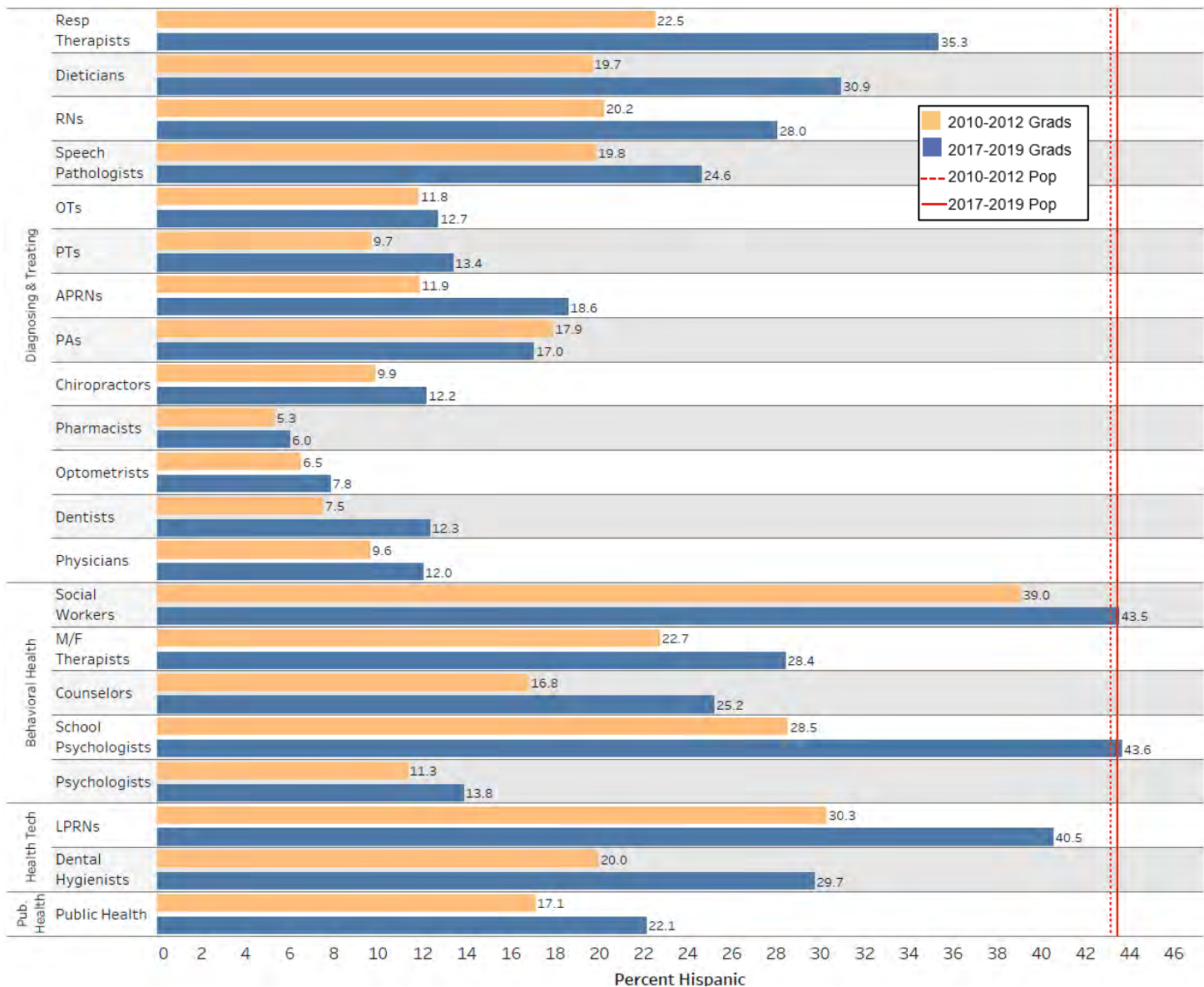
Exhibit 15f: Native Hawaiian/Pacific Islander Representation Among Health Profession Graduates, 2017-2019*



- NHPI graduates are highly represented in respiratory therapy and LPRN programs.
- Compared to the California population, NHPI graduates are underrepresented in dietician, speech pathology, PA, and physician programs.
- Compared to the U.S. population, NHPI students are overrepresented in almost all health profession programs.

* NHPI is a subset of Asian/NHPI in Exhibit 15c
 USA NHPI population: 0.2%; CA NHPI pipeline population: 0.36%
 NHPI includes: Hawaiian, Samoan, Guamanian or Chamorro, Tongan, Micronesian, Fijian, and other Pacific Islander
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

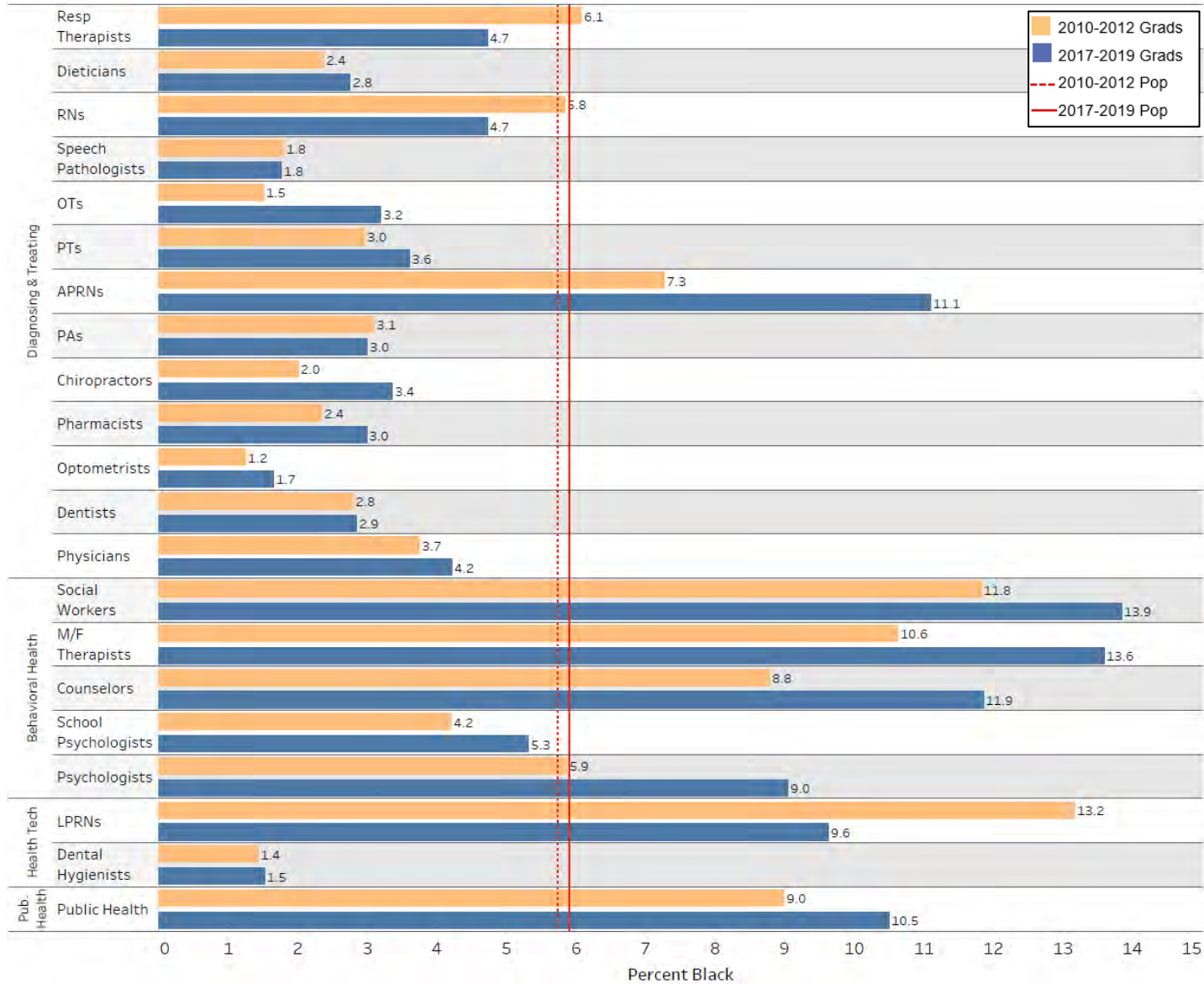
Exhibit 16a: Hispanic Health Profession Graduates in 2010-2012 and 2017-2019



- The college-age Hispanic population in CA stayed almost the same from 2012 to 2019, but the proportion of Hispanic graduates increased for every program except PAs.
- In the ten-year period, there was a 65% increase in Hispanic dentistry graduates, a 57% increase in Hispanic dietician graduates, and a 57% increase in Hispanic respiratory therapist graduates.
- Hispanic students are still underrepresented in almost all of these programs when compared to the state college-age population.

Notes: 2012 Hispanic population: 43.1%; 2019 Hispanic population: 43.4%
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2010-2019; American Community Survey (ACS), 2010-2019

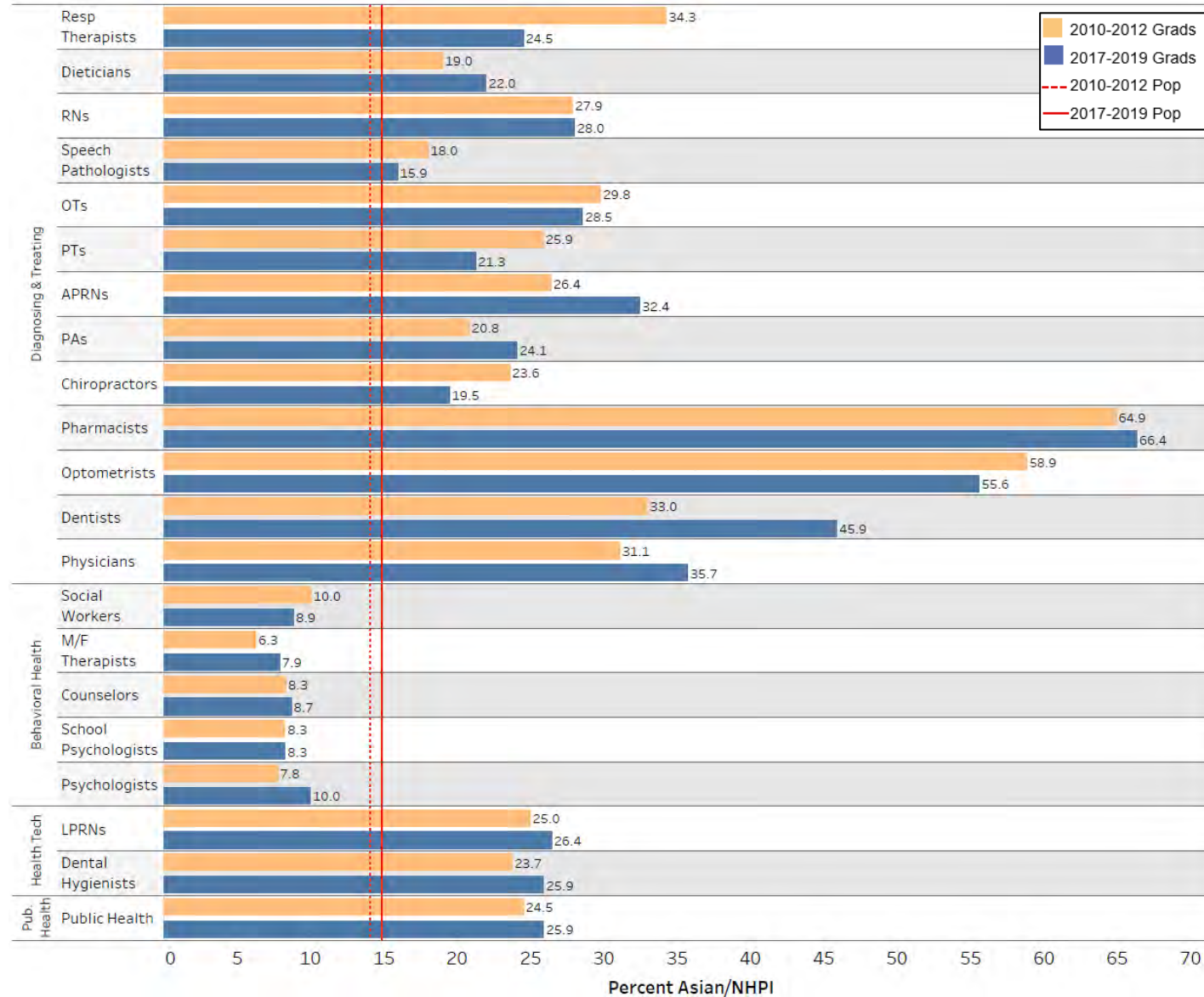
Exhibit 16b: Black Health Profession Graduates in 2010-2012 and 2017-2019



- The Black student population increased slightly from 2012 to 2019 (5.7% to 5.9%) and Black representation in advanced-degree health programs also increased.
- From 2012 to 2019, Black representation increased for every masters-level and above program. The largest increase was in Black APRN graduates (52% increase).
- Four professions had a decrease in Black graduates: RNs, respiratory therapists, speech pathologists, and PAs.
- Black graduates are still underrepresented in most health profession training programs.

Notes: 2012 Black population: 5.7%;
2019 Black population: 5.9%
Data: Integrated Post-Secondary Educational Data System (IPEDS), 2010-2019; American Community Survey (ACS), 2010-2019

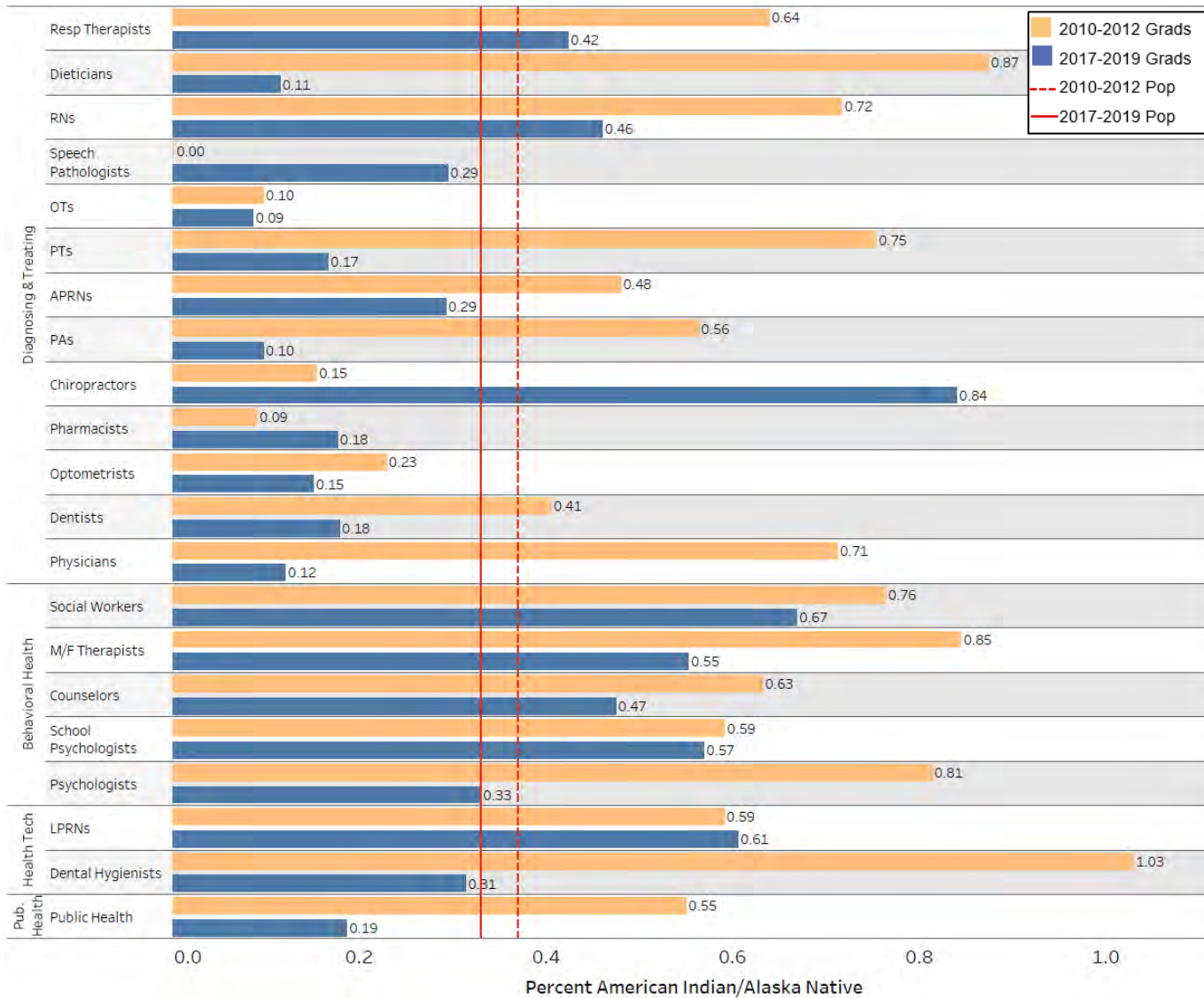
Exhibit 16c: Asian/NHPI Health Profession Graduates in 2010-2012 and 2017-2019



- For both time periods, Asian/NHPI students represented a higher share of health profession graduates than the pipeline population in general.
- The largest decrease in Asian/NHPI graduates was in respiratory therapy (29% decrease) and the largest increase was in dentistry (39% increase).
- Asian/NHPI students were underrepresented in all behavioral health programs for both time periods.

Notes: 2012 Asian/NHPI population: 14.1%; 2019 Asian/NHPI population: 14.9%
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2010-2019; American Community Survey (ACS), 2010-2019

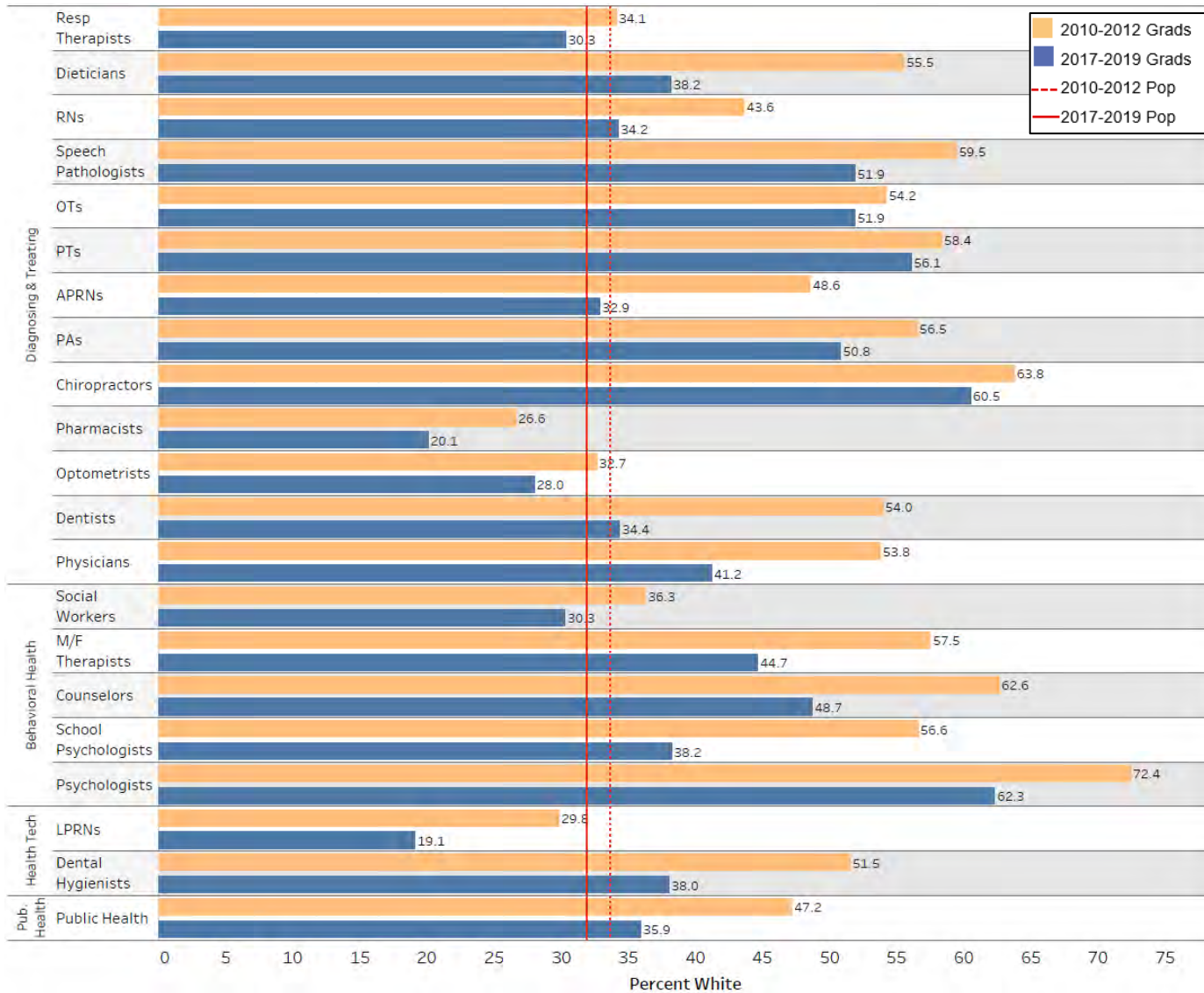
Exhibit 16d: American Indian/Alaska Native Health Professions Graduates in 2010-2012 and 2017-2019



- The AIAN pipeline population decreased from 2012 to 2017, as did the proportion of AIAN graduates in most health profession training programs.
- From 2012 to 2019, there was a 460% increase in AIAN chiropractic graduates (0.15% to 0.84%).
- The largest decreases in AIAN graduates were in dietician programs (87% decrease), physician programs (83% decrease), and PA programs (83% decrease).

Notes: 2012 AIAN population: 0.37%; 2019 AIAN population: 0.33% Professions are sorted within categories by the most common educational level attained by each profession. Data: Integrated Post-Secondary Educational Data System (IPEDS), 2010-2019; American Community Survey (ACS), 2010-2019

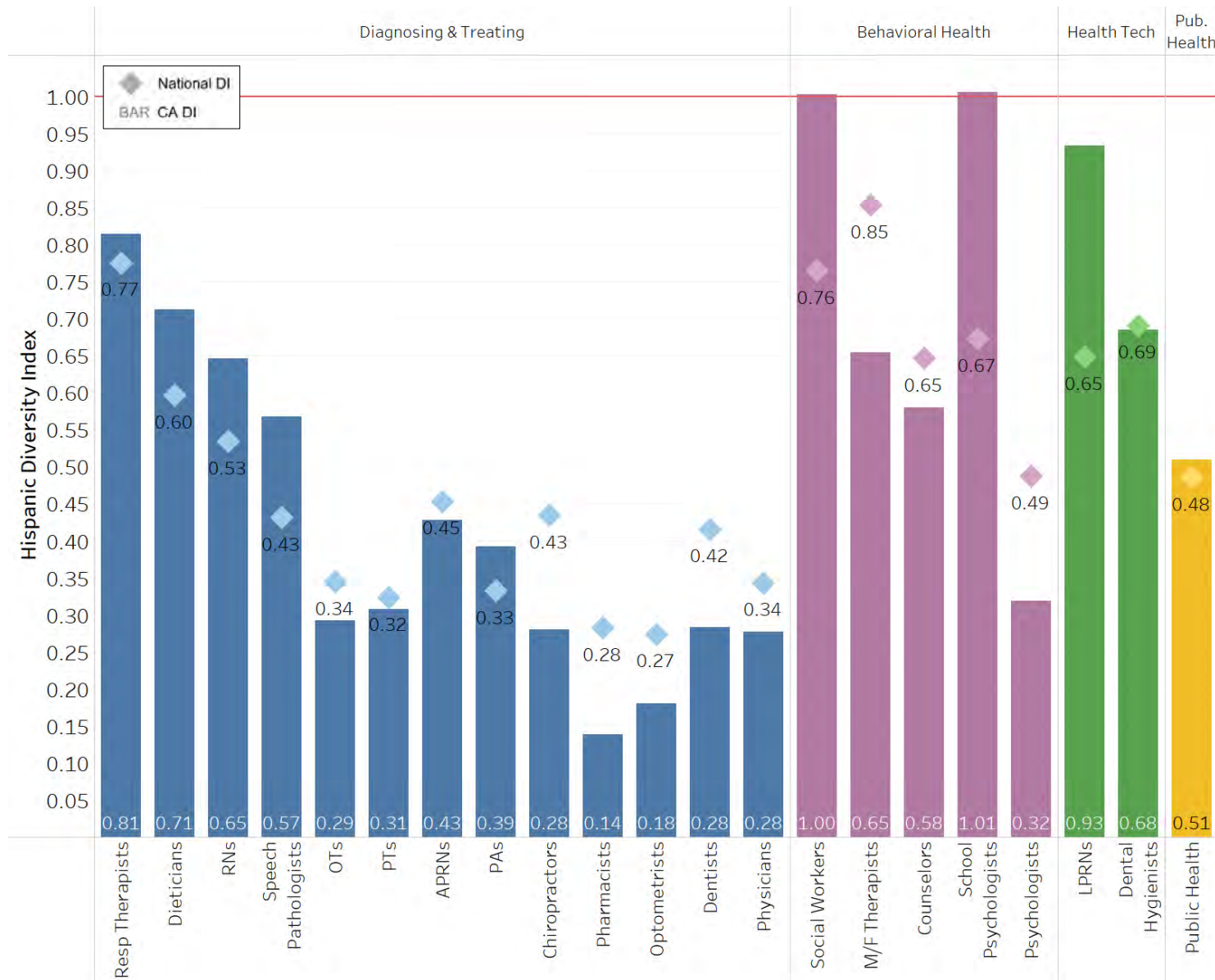
Exhibit 16e: Non-Hispanic White Health Profession Graduates in 2010-2012 and 2017-2019



- From 2012 to 2019, the proportion of White graduates decreased in every health profession training program studied.
- The largest decreases in White graduates were in dentistry programs (36% decrease), LPRN (36% decrease), and APRN programs (32% decrease). Notably, these are the same programs that had some of the most significant increases in Hispanic graduates.
- White students are still overrepresented in most health profession training programs, although their proportions tend to be closer to CA's college-age population now than they were in 2012.

Notes: 2012 White population: 33.6%; 2019 White population: 32%
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2010-2019; American Community Survey (ACS), 2010-2019

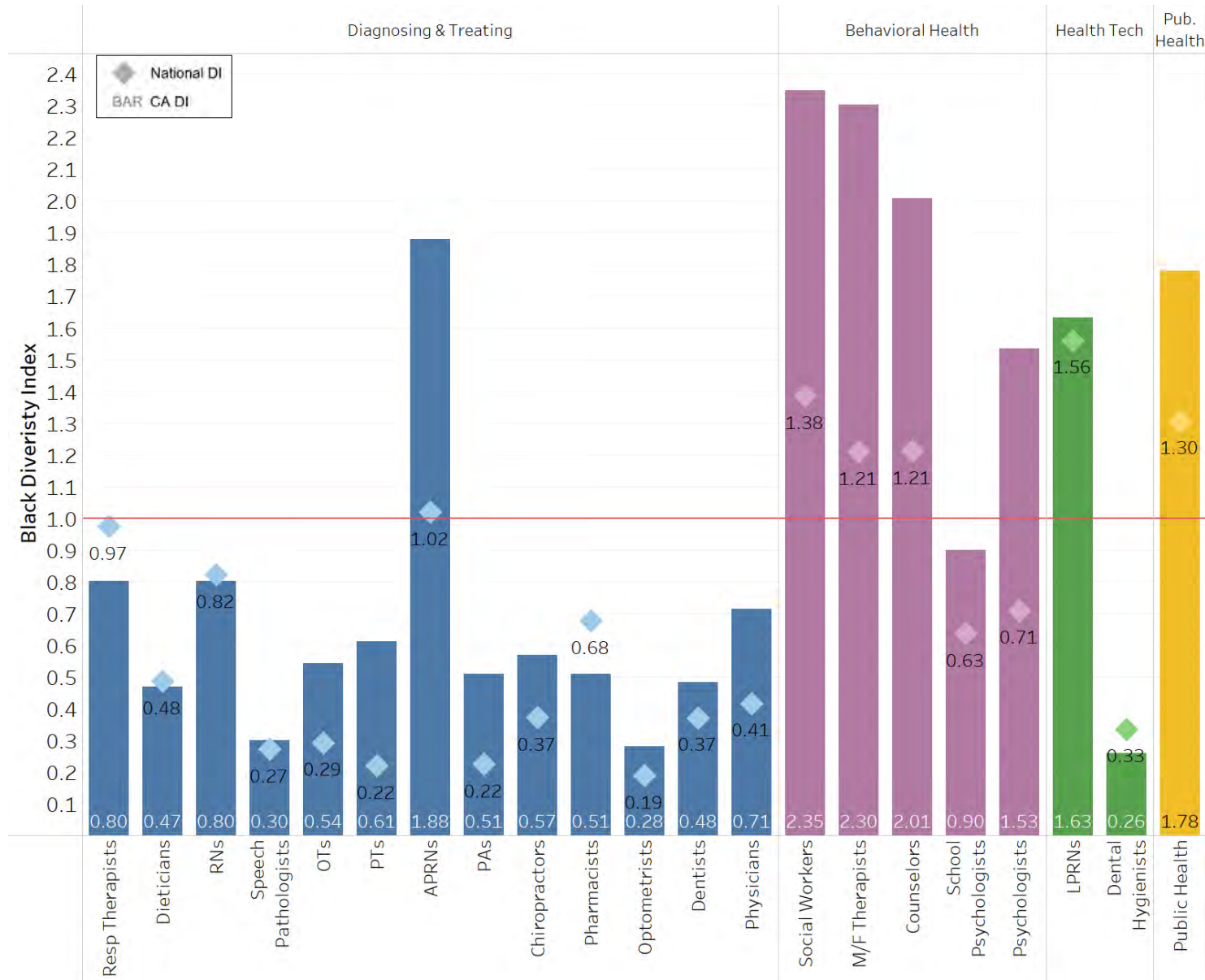
Exhibit 17a: California and National Hispanic Diversity Index



- Hispanic graduates are underrepresented for almost all health profession programs both nationally and in California.
- Relative to the population, California has lower representation of Hispanic graduates in all of the doctorate-level programs (chiropractic, pharmacy, optometry, dentistry, and psychology).

CA denominator: 43.4%; USA denominator: 20.9%.
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

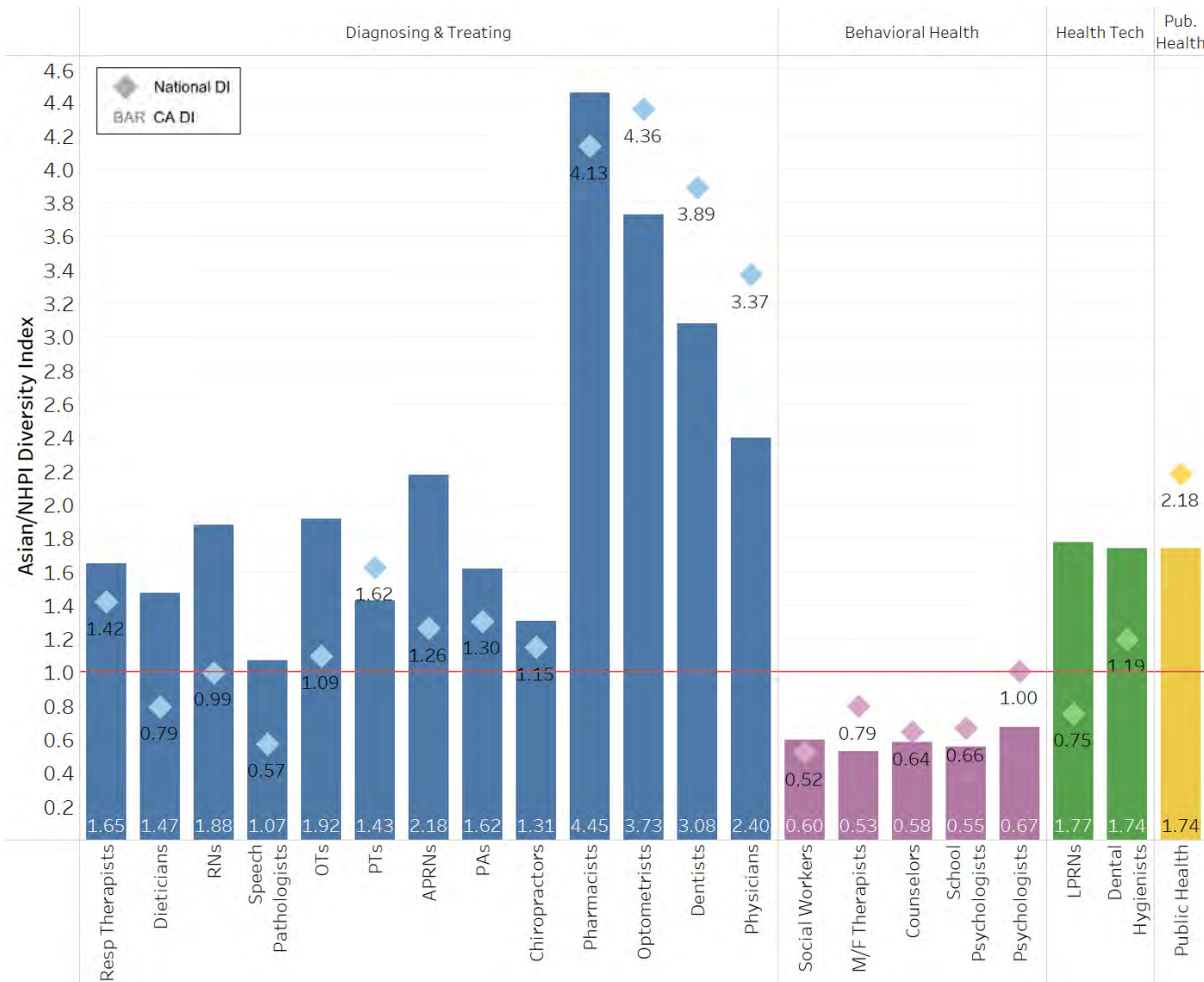
Exhibit 17b: California and National Black Diversity Index



- Overall, Black students are better represented in California health profession programs than they are nationally.
- Relative to the population, California has a higher proportion of Black graduates in all behavioral health training programs than the nation.
- Black graduates are underrepresented in all diagnosing and treating programs except APRNs in both California and the nation.

CA denominator: 5.9%; USA denominator: 13.7%.
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

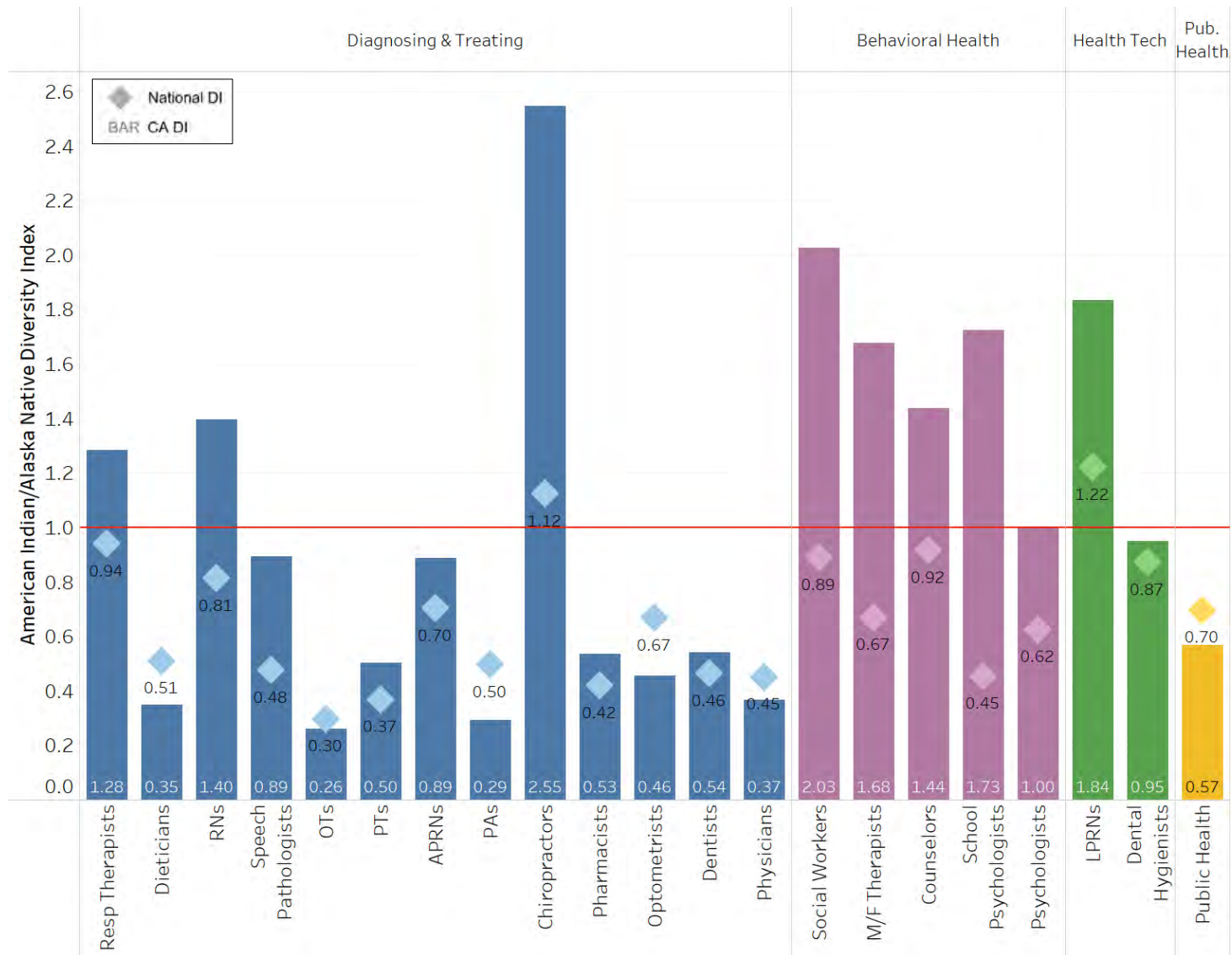
Exhibit 17c: California and National Asian/NHPI Diversity Index



- In both California and the nation, Asian/NHPI students typically make up a larger share of health profession graduates than the pipeline population in general, except for behavioral health degrees.
- Relative to the population, California has lower representation of Asian/NHPI students graduate as PTs, optometrists, pharmacists and physicians than the nation as a whole. Still, Asian/NHPI students are overrepresented in these programs in both California and the nation.
- Relative to the population, California higher representation of Asian/NHPI graduates in both baccalaureate and advanced-degree nursing compared to the nation.

CA denominator: 14.9%; USA denominator: 6.6%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

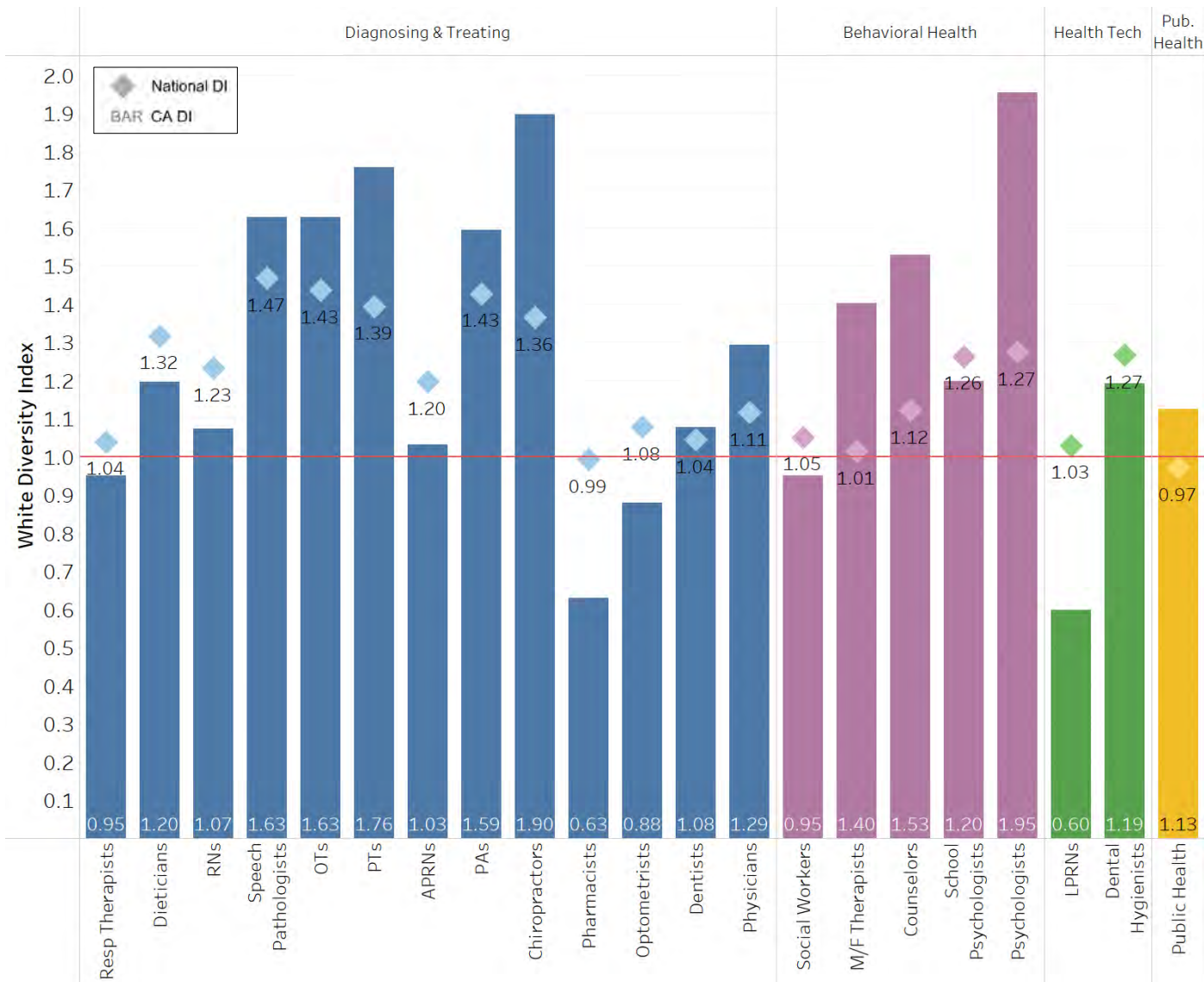
Exhibit 17d: California and National American Indian/Alaska Native Diversity Index



- Relative to the population, California has a higher proportion of AIAN behavioral health graduates than the nation.
- Relative to the population, California has a lower proportion of AIAN dietitian, OT, PA, optometry, physician and public health graduates.
- Nationally, AIAN students are underrepresented in all health profession training programs except chiropractic and LPRN programs.

CA denominator: 0.33%; USA denominator: 0.71%.
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 17e: California and National Non-Hispanic White Diversity Index

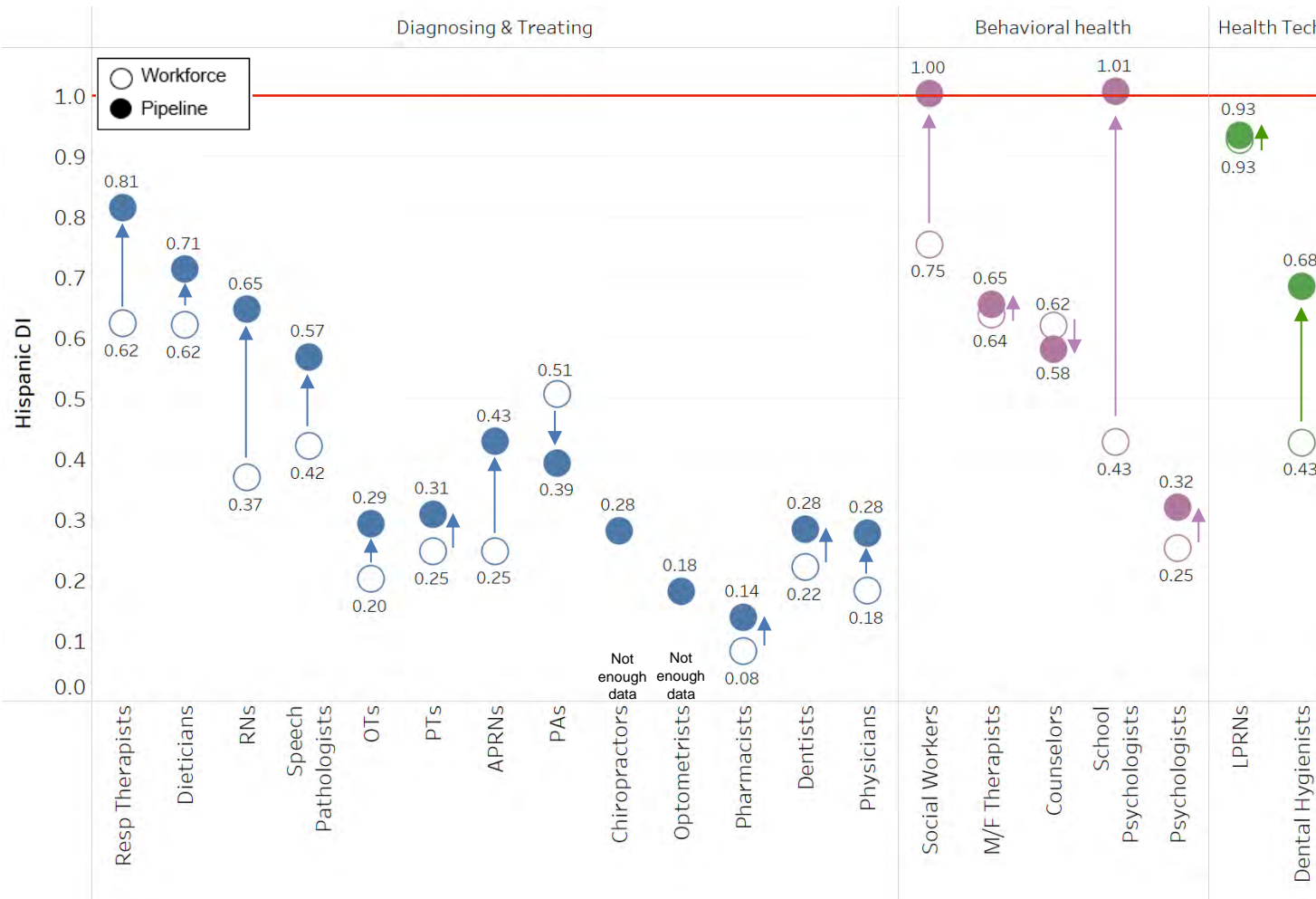


- White graduates are overrepresented in most professions in both California and the nation.
- Relative to the population, California has a higher proportion of White graduates than the nation in 4 of the 6 doctorate-level degrees (chiropractors, dentists, physicians and psychologists).
- Relative to the population, California has a lower proportion of white graduates in both health tech professions (LPRNs and dental hygienists).

CA denominator: 31.9%; USA denominator: 55.1%.
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

WORKFORCE PIPELINE COMPARISON

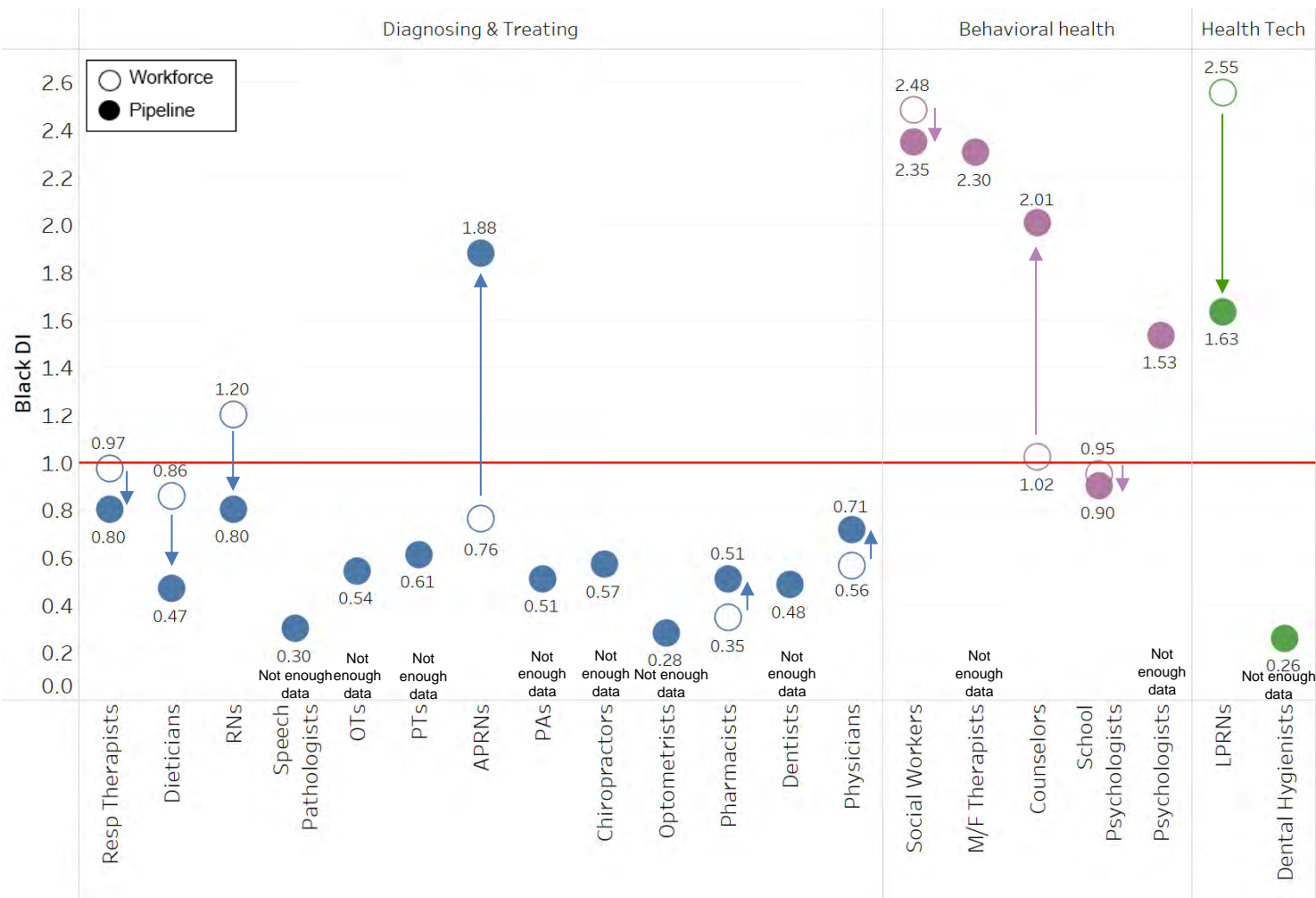
Exhibit 18a: Workforce and Pipeline Hispanic Diversity Index



- Hispanic people are better represented in health profession education programs than they are in the current health workforce for almost every health profession.
- The greatest differences between the pipeline and workforce DIs are in school psychology, dental hygiene, and RNs.
- The only professions that have better Hispanic representation in the workforce than the pipeline are PAs and counselors.
- Hispanic people are underrepresented in both the workforce and the pipeline for all professions except social work and school psychology.

CA pipeline denominator: 43.4%; CA labor force denominator: 38%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in either the pipeline or the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

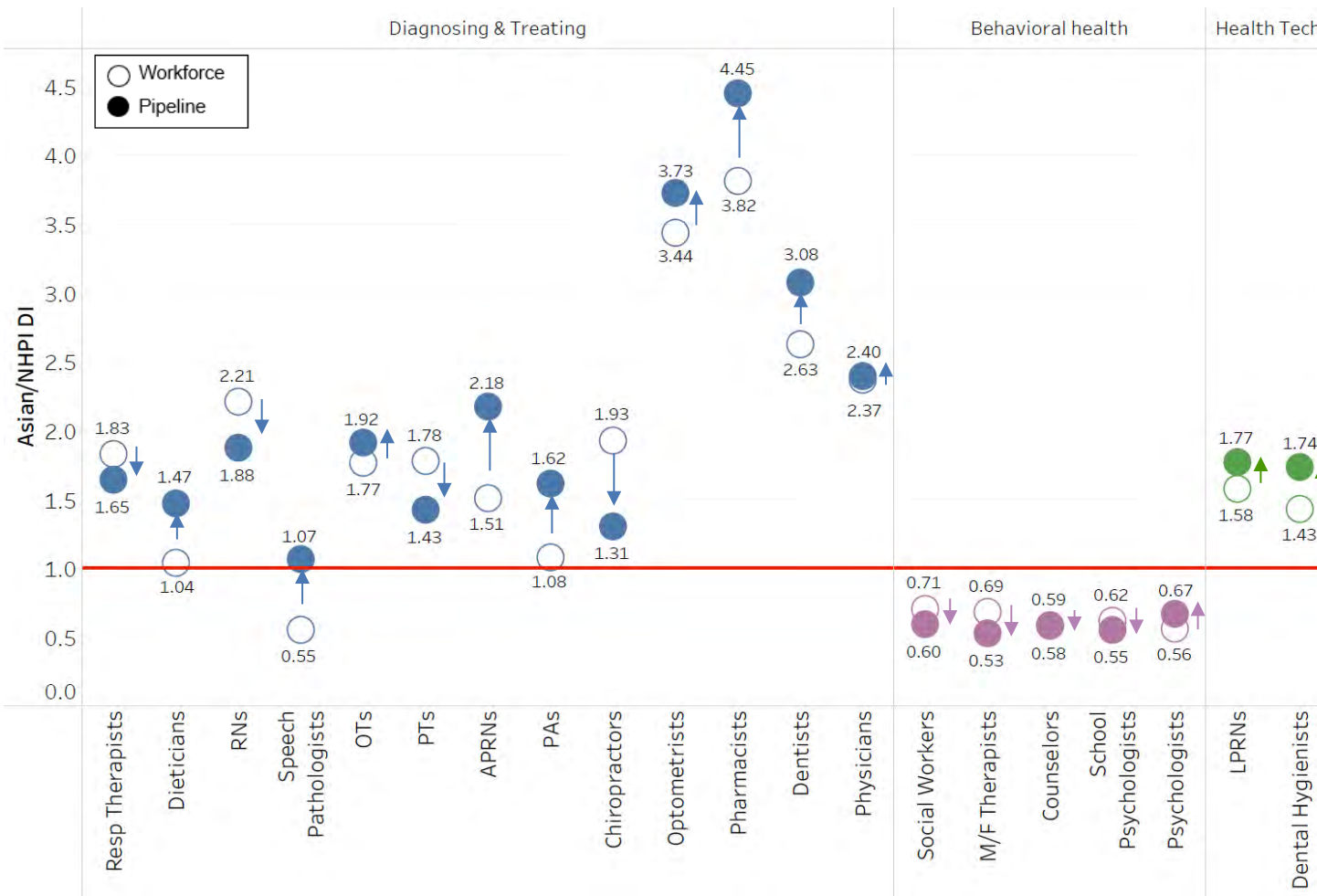
Exhibit 18b: Workforce and Pipeline Black Diversity Index



- Black people are better represented as respiratory therapists, dieticians, RNs, social workers, school psychologists and LPRNs in the workforce than they are as graduates in those programs.
- Black representation is much higher for APRN and counselor graduates than for the current APRN and counselor workforce.
- The greatest differences between the pipeline and workforce DIs are in APRN, counselor, and LPRN professions.

CA pipeline denominator: 5.9%; CA labor force denominator: 5.4%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in either the pipeline or the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

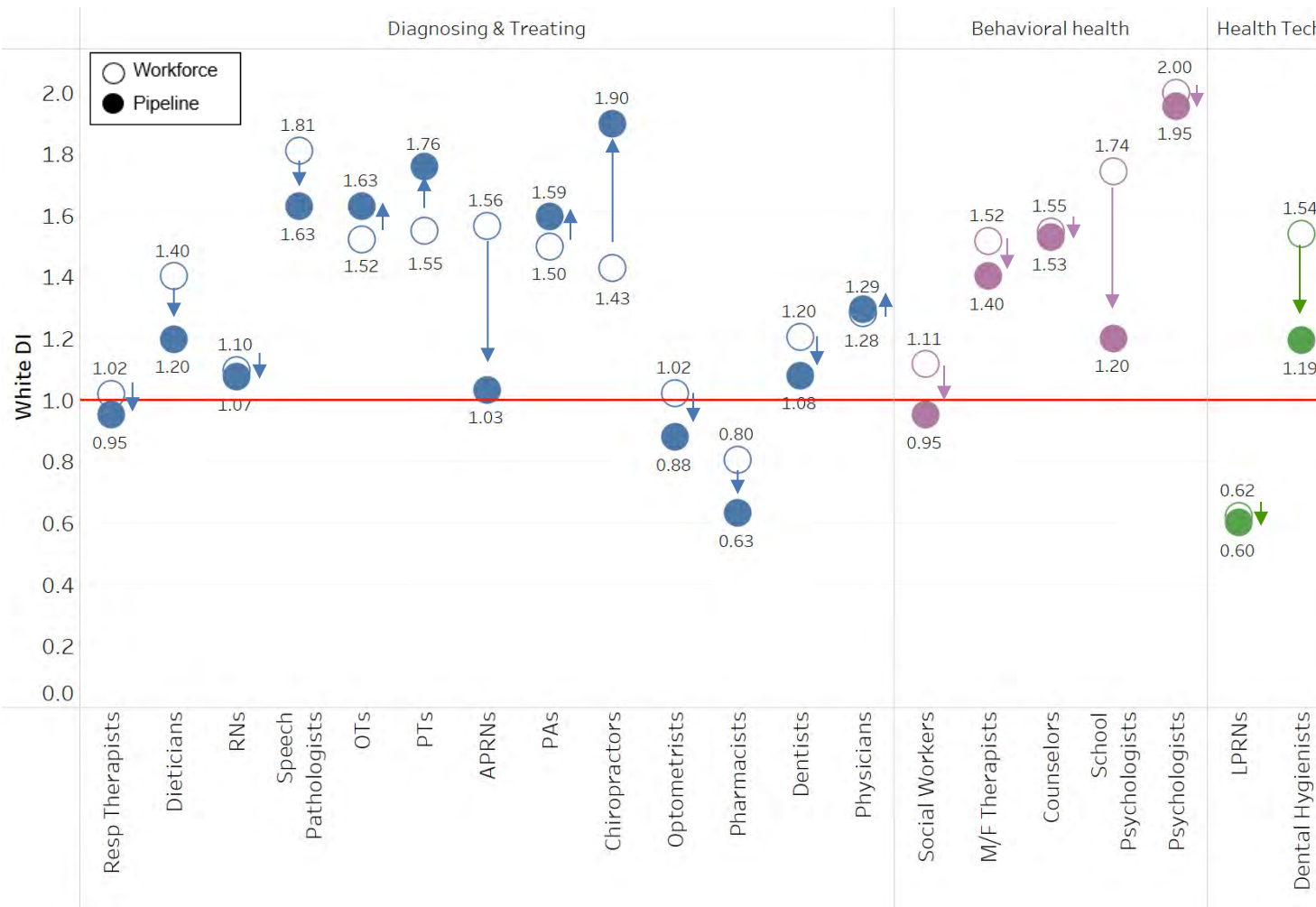
Exhibit 18c: Workforce and Pipeline Asian/NHPI Diversity Index



- Asian/NHPI people are better represented in the behavioral health workforce than they are in behavioral health education programs. Still, they are underrepresented in all behavioral health professions in both the pipeline and workforce.
- Asian/NHPI representation is higher in the pipeline than the current workforce for 9 of the 13 diagnosing and treating professions.
- Asian/NHPI people are overrepresented in both the workforce and pipeline for all diagnosing and treating professions except speech pathology.

CA pipeline denominator: 14.9%; CA labor force denominator: 15.8%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in either the pipeline or the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 18d: Workforce and Pipeline Non-Hispanic White Diversity Index



- White representation is higher in the current workforce than it is in the educational pipeline for all behavioral health professions.
- White representation in the workforce is higher than in the pipeline for almost all health professions (excluding OTs, PTs, PAs, chiropractors, and physicians).
- White people are overrepresented for most professions in both the workforce and pipeline.

CA pipeline denominator: 31.9%; CA labor force denominator: 37.8%
 The Diversity Index is the percent of a race in each profession divided by the percent of that race in either the pipeline or the labor force.
 Data: Integrated Post-Secondary Educational Data System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

INSTITUTION DATA

Exhibit 19: Respiratory Therapy Programs, 2017-2019

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

Respiratory Therapy Programs 2017-2019 (34 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
Santa Monica Coll. (33)		12.1	2.07	East Los Angeles Coll. (91)		68.1	1.57
CA Coll. San Diego (144)	Y	10.4	1.77	Hartnell Coll. (42)		59.5	1.37
Platt Coll.-Ontario (126)	Y	9.5	1.61	El Camino Community Coll. District (46)		56.5	1.30
Antelope Valley Coll. (33)		9.1	1.55	Platt Coll.-Ontario (126)	Y	55.6	1.28
El Camino Community Coll. District (46)		8.7	1.49	Crafton Hills Coll. (78)		52.6	1.21
Napa Valley Coll. (58)		8.6	1.47	Brightwood Coll.-Modesto (44)	Y	52.3	1.20
Concorde Career Coll.-San Diego (36)	Y	8.3	1.41	Platt Coll.-Los Angeles (86)	Y	50.0	1.15
Pima Medical Institute-San Marcos (24)	Y	8.3	1.41	American Career Coll.-Ontario (107)	Y	49.5	1.14
Platt Coll.-Los Angeles (86)	Y	8.1	1.38	Victor Valley Coll. (74)		48.6	1.12
Concorde Career Coll.-Garden Grove (115)	Y	7.8	1.33	Santa Monica Coll. (33)		48.5	1.12
Bottom 10				Bottom 10			
American River Coll. (44)		2.3	0.39	San Joaquin Valley Coll.-Visalia (742)	Y	27.5	0.63
East Los Angeles Coll. (91)		2.2	0.38	Concorde Career Coll.-Garden Grove (115)	Y	26.1	0.60
Ohlone Coll. (55)		1.8	0.31	Skyline Coll. (79)		22.8	0.53
Crafton Hills Coll. (78)		1.3	0.22	Concorde Career Coll.-San Diego (36)	Y	22.2	0.51
Concorde Career Coll.-North Hollywood (115)	Y	0.9	0.15	Butte Coll. (154)		22.1	0.51
Butte Coll. (154)		0.0	0.00	Ohlone Coll. (55)		21.8	0.50
Hartnell Coll. (42)		0.0	0.00	Foothill Coll. (69)		21.7	0.50
Brightwood Coll.-Modesto (44)	Y	0.0	0.00	Napa Valley Coll. (58)		19.0	0.44
Carrington Coll.-Sacramento (16)	Y	0.0	0.00	American River Coll. (44)		18.2	0.42
Pima Medical Institute-Chula Vista (41)	Y	0.0	0.00	Orange Coast Coll. (40)		12.5	0.29

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

**For a full list of Respiratory Therapy programs, see Appendix 2. Schools with fewer than 10 graduates in 2017-2019 are not included. Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 20: Dietician Programs, 2017-2019

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

Dietician Programs 2017-2019 (11 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
CSU-San Bernardino (40)		7.5	1.28	CSU-San Bernardino (40)		65.0	1.50
Loma Linda Univ. (142)	Y	4.9	0.84	CSU-Los Angeles (110)		44.5	1.03
San Jose State Univ. (83)		4.8	0.82	UC-Berkeley (14)		42.9	0.99
CSU-Los Angeles (110)		2.7	0.47	CSU-Long Beach (93)		32.3	0.74
UC-Berkeley (14)		2.6	0.44	CSU-Chico (85)		30.6	0.71
CA Polytechnic State Univ.-San Luis Obispo (81)		2.5	0.42	San Francisco State Univ. (25)		28.0	0.65
CSU-Chico (85)		1.2	0.20	Loma Linda Univ. (142)	Y	23.9	0.55
CSU-Long Beach (93)		1.1	0.18	San Diego State Univ. (115)		22.6	0.52
San Diego State Univ. (115)		0.9	0.15	San Jose State Univ. (83)		21.7	0.50
San Francisco State Univ. (25)		0.0	0.00	CA Polytechnic State Univ.-San Luis Obispo (81)		21.0	0.48
Point Loma Nazarene Univ. (18)	Y	0.0	0.00	Point Loma Nazarene Univ. (18)	Y	16.7	0.38

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
 Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 21: Registered Nursing Programs , 2017-2019

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

Registered Nursing Programs 2017-2019 (140 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
Los Angeles Southwest Coll. (120)		54.2	9.26	Imperial Valley Coll. (128)		89.8	2.07
Charles R Drew Univ. of Medicine and Science (18)	Y	33.3	5.65	Charles R Drew Univ. of Medicine and Science (18)	Y	61.1	1.41
Holy Names Univ. (24)	Y	29.2	4.94	East Los Angeles Coll. (205)		57.1	1.32
El Camino Coll.-Compton Center (153)		28.8	4.92	Rio Hondo Coll. (225)		56.9	1.31
Los Angeles Trade Technical Coll. (166)		27.1	4.63	Porterville Coll. (59)		55.9	1.29
Homestead Schools (33)	Y	21.2	3.60	Gavilan Coll. (63)		54.0	1.24
Merritt Coll. (66)		15.2	2.59	Cerritos Coll. (212)		53.3	1.23
Contra Costa Coll. (120)		13.3	2.28	Hartnell Coll. (119)		52.1	1.20
San Bernardino Valley Coll. (256)		11.3	1.94	Chaffey Coll. (166)		51.8	1.19
El Camino Community Coll. District (222)		11.3	1.93	Coll. of the Desert (144)		50.7	1.17
Bottom 11				Bottom 10			
Coll. of the Redwoods (149)		0.0	0.00	Coll. of the Redwoods (149)		11.4	0.26
Coll. of the Siskiyous (78)		0.0	0.00	Butte Coll. (279)		11.1	0.26
Copper Mountain Community Coll. (72)		0.0	0.00	Coll. of the Siskiyous (78)		10.3	0.24
Gavilan Coll. (63)		0.0	0.00	Shasta Coll. (148)		10.1	0.23
Hartnell Coll. (119)		0.0	0.00	Unitek Coll. Fremont (305)	Y	8.9	0.20
Mendocino Coll. (74)		0.0	0.00	Holy Names Univ. (24)	Y	8.3	0.19
Merced Coll. (170)		0.0	0.00	Shepherd Univ. (27)	Y	7.4	0.17
Biola Univ. (117)	Y	0.0	0.00	Simpson Univ. (77)	Y	6.5	0.15
Shepherd Univ. (27)	Y	0.0	0.00	West Coast Univ. Ontario (885)	Y	4.0	0.09
Simpson Univ. (77)	Y	0.0	0.00	Homestead Schools (33)	Y	3.0	0.07
United States Univ. (16)	Y	0.0	0.00				

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

**For a full list of Registered Nursing programs, see Appendix 3
Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 22: Speech Pathology Programs, 2017-2019

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

Speech Pathology Programs 2017-2019 (9 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
CA Baptist Univ. (23)	Y	8.7	1.47	CA Baptist Univ. (23)	Y	39.1	0.90
Loma Linda Univ. (99)	Y	3.0	0.51	CSU-Northridge (127)		29.9	0.69
San Diego State Univ. (105)		1.9	0.33	CSU-Chico (65)		26.2	0.60
Univ. of Redlands (58)	Y	1.7	0.29	Univ. of Redlands (58)	Y	25.9	0.60
CSU-Northridge (127)		1.6	0.27	Loma Linda Univ. (99)	Y	25.3	0.58
CSU-Chico (65)		1.5	0.26	CSU-Long Beach (86)		24.4	0.56
CSU-San Marcos (80)		1.3	0.21	Biola Univ. (35)	Y	22.9	0.53
CSU-Long Beach (86)		0.0	0.00	CSU-San Marcos (80)		21.3	0.49
Biola Univ. (35)	Y	0.0	0.00	San Diego State Univ. (105)		16.2	0.37

Exhibit 23: Occupational Therapy Programs, 2017-2019

Occupational Therapy Programs 2017-2019 (9 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Univ. of St. Augustine for Health Sciences (697)	Y	5.5	0.92	Loma Linda Univ. (155)	Y	24.5	0.56
West Coast Univ.-Center for Grad Studies (129)	Y	4.7	0.79	Samuel Merritt Univ. (83)	Y	20.5	0.47
Stanbridge Univ. (154)	Y	4.5	0.77	Stanbridge Univ. (154)	Y	15.6	0.36
Loma Linda Univ. (155)	Y	2.6	0.44	CSU-Dominguez Hills (188)		14.9	0.34
Samuel Merritt Univ. (83)	Y	2.4	0.41	Dominican UC (120)	Y	14.2	0.33
Univ. of Southern CA (594)	Y	2.0	0.34	Univ. of Southern CA (594)	Y	11.3	0.26
Dominican UC (120)	Y	1.7	0.28	West Coast Univ.-Center for Grad Studies (129)	Y	10.9	0.25
San Jose State Univ. (196)		1.0	0.17	Univ. of St. Augustine for Health Sciences (697)	Y	10.0	0.23
CSU-Dominguez Hills (188)		0.5	0.09	San Jose State Univ. (196)		9.7	0.22

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 24: Physical Therapy Programs, 2017-2019

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

Physical Therapy Programs 2017-2019 (17 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
West Coast Univ. Center for Graduate Studies (63)	Y	7.9	1.35	Loma Linda Univ. (237)	Y	25.7	0.59
Ashford Univ. (11)	Y	5.5	0.93	Samuel Merritt Univ. (91)	Y	22.0	0.51
Loma Linda Univ. (237)	Y	5.1	0.86	Azusa Pacific Univ. (108)	Y	15.7	0.36
Univ. of Southern CA (279)	Y	3.6	0.61	CSU-Fresno (85)		15.3	0.35
Mount Saint Mary's Univ. (77)	Y	2.6	0.44	San Diego State Univ. (101)		14.9	0.34
Western Univ. of Health Sciences (195)	Y	2.6	0.43	Western Univ. of Health Sciences (195)	Y	13.8	0.32
San Francisco State Univ. (128)		1.6	0.27	Univ. of Southern CA (279)	Y	12.9	0.30
UC-San Francisco (129)		1.6	0.27	West Coast Univ.-Center for Graduate Studies (63)	Y	12.7	0.29
Chapman Univ. (199)	Y	1.5	0.26	Ashford Univ. (11)	Y	12.5	0.29
CSU-Fresno (85)		1.2	0.20	CSU-Long Beach (89)		12.4	0.28
Samuel Merritt Univ. (91)	Y	1.1	0.19	CSU-Northridge (75)		12.0	0.28
San Diego State Univ. (101)		1.0	0.17	Mount Saint Mary's Univ. (77)	Y	11.7	0.27
CSU-Long Beach (89)		0.0	0.00	Univ. of the Pacific (100)	Y	10.0	0.23
CSU-Northridge (75)		0.0	0.00	Chapman Univ. (199)	Y	9.5	0.22
CSU-Sacramento (76)		0.0	0.00	UC-San Francisco (129)		9.3	0.21
Azusa Pacific Univ. (108)	Y	0.0	0.00	CSU-Sacramento (76)		9.2	0.21
Univ. of the Pacific (100)	Y	0.0	0.00	San Francisco State Univ. (128)		8.6	0.20

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
 Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 25: APRN Programs, 2017-2019

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

APRN Programs 2017-2019 (18 total)								
Black				Hispanic				
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*	
Charles Drew Univ. of Medicine & Science (450)	Y	29.8	5.05	Fresno Pacific Univ. (17)	Y	47.1	1.08	
Brandman Univ. (111)	Y	18.9	3.21	UC-Irvine (50)		30.0	0.69	
Touro Univ. CA (105)	Y	11.4	1.94	United States Univ. (31)	Y	25.8	0.59	
Univ. of St. Augustine for Health Sciences (11)	Y	9.1	1.54	Charles R Drew Univ. of Medicine and Science (450)	Y	23.8	0.55	
Univ. of Phoenix-CA (139)	Y	8.6	1.46	UC-Los Angeles (518)		22.8	0.53	
Samuel Merritt Univ. (401)	Y	8.5	1.44	Univ. of San Francisco (585)	Y	18.3	0.42	
Univ. of San Francisco (585)	Y	7.9	1.33	Univ. of San Diego (302)	Y	18.2	0.42	
UC-Los Angeles (518)		7.5	1.29	Univ. of St. Augustine for Health Sciences (11)	Y	18.2	0.42	
CSU-Fullerton (67)		7.5	1.28	Samuel Merritt Univ. (401)	Y	17.0	0.39	
CSU-Fresno (71)		7.0	1.20	Holy Names Univ. (31)	Y	16.1	0.37	
Univ. of Southern CA (90)	Y	6.7	1.13	Univ. of Phoenix-CA (139)	Y	15.8	0.36	
Holy Names Univ. (31)	Y	6.5	1.09	Loma Linda Univ. (51)	Y	15.7	0.36	
United States Univ. (31)	Y	6.5	1.09	CSU-Fullerton (67)		13.4	0.31	
Fresno Pacific Univ. (17)	Y	5.9	1.00	CSU-Fresno (71)		12.7	0.29	
Univ. of San Diego (302)	Y	5.6	0.95	Brandman Univ. (111)	Y	12.6	0.29	
National Univ. (30)	Y	3.3	0.56	National Univ. (30)	Y	10.0	0.23	
Loma Linda Univ. (51)	Y	2.0	0.33	Touro Univ. CA (105)	Y	7.6	0.18	
UC-Irvine (50)		0.0	0.00	Univ. of Southern CA (90)	Y	4.4	0.10	

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%. Schools with fewer than 10 graduates in 2017-2019 are not included. Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 26: Physician Assistant Programs, 2017-2019

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

Physician Assistant Programs 2017-2019 (11 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Charles R Drew Univ. of Medicine and Science (22)	Y	22.7	3.85	CA Baptist Univ. (29)	Y	27.6	0.64
Loma Linda Univ. (105)	Y	5.7	0.97	Univ. of Southern CA (175)	Y	22.9	0.53
Southern CA Univ. of Health Sciences (26)	Y	3.8	0.65	Samuel Merritt Univ. (122)	Y	21.3	0.49
Touro Univ. CA (130)	Y	3.8	0.65	Chapman Univ. (23)	Y	17.4	0.40
Univ. of Southern CA (175)	Y	2.9	0.48	Western Univ. of Health Sciences (265)	Y	17.4	0.40
Western Univ. of Health Sciences (265)	Y	2.3	0.38	Loma Linda Univ. (105)	Y	16.2	0.37
Samuel Merritt Univ. (122)	Y	1.6	0.28	Marshall B Ketchum Univ. (100)	Y	14.0	0.32
Marshall B Ketchum Univ. (100)	Y	1.0	0.17	Charles R Drew Univ. of Medicine and Science (22)	Y	13.6	0.31
CA Baptist Univ. (29)	Y	0.0	0.00	Univ. of the Pacific (36)	Y	11.1	0.26
Chapman Univ. (23)	Y	0.0	0.00	Touro Univ. CA (130)	Y	10.0	0.23
Univ. of the Pacific (36)	Y	0.0	0.00	Southern CA Univ. of Health Sciences (26)	Y	3.8	0.09

Exhibit 27: Chiropractic Programs, 2017-2019

Chiropractic Programs 2017-2019 (2 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Southern CA Univ. of Health Sciences (320)	Y	4.7	0.79	Southern CA Univ. of Health Sciences (320)	Y	13.4	0.31
Life Chiropractic Coll. West (394)	Y	2.3	0.39	Life Chiropractic Coll. West (394)	Y	11.2	0.26

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%. Schools with fewer than 10 graduates in 2017-2019 are not included. Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 28: Pharmacy Programs, 2017-2019

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

Pharmacy Programs 2017-2019 (11 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
CA Health Sciences Univ. (118)	Y	6.8	1.15	Chapman Univ. (133)	Y	9.8	0.23
Keck Graduate Institute (139)	Y	5.8	0.98	UC-San Francisco (327)		9.2	0.21
UC-San Francisco (327)		4.6	0.78	CA Health Sciences Univ. (118)	Y	7.6	0.18
Chapman Univ. (133)	Y	4.5	0.76	Keck Graduate Institute (139)	Y	7.2	0.17
Western Univ. of Health Sciences (351)	Y	4.3	0.72	Western Univ. of Health Sciences (351)	Y	6.6	0.15
West Coast Univ.-Center for Graduate Studies (73)	Y	4.1	0.70	UC-San Diego (89)		5.6	0.13
Touro Univ. CA (271)	Y	3.3	0.56	Univ. of Southern CA (529)	Y	5.5	0.13
Loma Linda Univ. (222)	Y	2.7	0.46	Loma Linda Univ. (222)	Y	5.4	0.12
Univ. of Southern CA (529)	Y	1.9	0.32	Univ. of the Pacific (584)	Y	4.8	0.11
UC-San Diego (89)		1.1	0.19	West Coast Univ.-Center for Grad Studies (73)	Y	4.1	0.09
Univ. of the Pacific (584)	Y	0.7	0.12	Touro Univ. CA (271)	Y	3.0	0.07

Exhibit 29: Optometry Programs, 2017-2019

Optometry Programs 2017-2019 (3 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Western Univ. of Health Sciences (211)	Y	4.3	0.72	Western Univ. of Health Sciences (211)	Y	13.3	0.31
UC-Berkeley (171)		0.6	0.10	UC-Berkeley (171)		7.6	0.18
Marshall B Ketchum Univ. (282)	Y	0.4	0.06	Marshall B Ketchum Univ. (282)	Y	3.9	0.09

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
Schools with fewer than 10 graduates in 2017-2019 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 30: Dentistry Programs, 2017-2019

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

Dentistry Programs (6 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Loma Linda Univ. (300)	Y	6.7	1.13	Loma Linda Univ. (300)	Y	16.7	0.38
Univ. of Southern CA (743)	Y	3.8	0.64	Univ. of Southern CA (743)	Y	14.9	0.34
UC-San Francisco (290)		3.1	0.53	Western Univ. of Health Sciences (190)	Y	13.7	0.32
UC-Los Angeles (267)		1.1	0.19	UC-San Francisco (290)		11.0	0.25
Western Univ. of Health Sciences (190)	Y	1.1	0.18	UC-Los Angeles (267)		9.4	0.22
Univ. of the Pacific (453)	Y	0.4	0.07	Univ. of the Pacific (453)	Y	7.1	0.16

Exhibit 31: Physician Programs, 2017-2019

Physician Programs 2017-2019 (11 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
UC-Riverside (73)		12.3	2.11	UC-Riverside (73)		21.9	0.51
Loma Linda Univ. (441)	Y	7.5	1.27	UC-Davis (288)		20.5	0.47
Stanford Univ. (235)	Y	6.8	1.15	UC-Los Angeles (457)		19.3	0.44
UC-San Francisco (427)		6.3	1.08	UC-San Francisco (427)		17.6	0.40
UC-Davis (288)		6.3	1.07	UC-Irvine (261)		16.9	0.39
UC-Los Angeles (457)		5.0	0.86	UC-San Diego (336)		14.3	0.33
Univ. of Southern CA (324)	Y	4.0	0.68	Loma Linda Univ. (441)	Y	11.1	0.26
UC-San Diego (336)		3.9	0.66	Univ. of Southern CA (324)	Y	10.8	0.25
UC-Irvine (261)		2.7	0.46	Stanford Univ. (235)	Y	9.4	0.22
Western Univ. of Health Sciences (915)	Y	1.4	0.24	Western Univ. of Health Sciences (915)	Y	5.8	0.13
Touro Univ. CA (373)	Y	0.5	0.09	Touro Univ. CA (373)	Y	1.9	0.04

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 32: Social Work Programs, 2017-2019

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

Social Work Programs 2017-2019 (26 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
Argosy Univ.-Los Angeles (21)	Y	47.6	8.07	CSU-Los Angeles (430)		73.0	1.68
CSU-Dominguez Hills (222)		27.9	4.77	CSU-Fresno (167)		65.9	1.52
CSU-East Bay (288)		26.4	4.51	CSU-Monterey Bay (121)		63.6	1.47
Univ. of Southern CA (4139)	Y	20.2	3.42	CSU-San Bernardino (281)		61.2	1.41
CA Baptist Univ. (70)	Y	18.6	3.15	CSU-Long Beach (683)		60.8	1.40
Loma Linda Univ. (128)	Y	16.4	2.78	CA Baptist Univ. (70)	Y	60.0	1.38
CSU-Bakersfield (205)		12.2	2.08	CSU-Stanislaus (194)		58.8	1.35
CSU-Northridge (448)		10.5	1.79	Azusa Pacific Univ. (203)	Y	58.6	1.35
CSU-Sacramento (307)		10.4	1.78	CSU-Northridge (448)		57.4	1.32
Argosy Univ.-Orange County (10)	Y	10.0	1.69	CSU-Dominguez Hills (222)		56.3	1.30
Bottom 10				Bottom 10			
UC-Berkeley (253)		6.7	1.15	UC-Los Angeles (316)		39.9	0.92
CSU-Monterey Bay (121)		6.6	1.13	CSU-East Bay (288)		37.2	0.86
San Diego State Univ. (300)		5.0	0.85	CSU-Sacramento (307)		34.9	0.80
San Jose State Univ. (384)		4.9	0.85	San Diego State Univ. (300)		34.7	0.80
San Francisco State Univ. (81)		4.9	0.84	Univ. of Southern CA (4139)	Y	33.6	0.77
CSU-Fresno (167)		4.8	0.82	San Francisco State Univ. (81)		33.3	0.77
CSU-Chico (141)		4.3	0.73	UC-Berkeley (253)		28.9	0.67
CSU-Los Angeles (430)		3.5	0.60	CSU-Chico (141)		27.7	0.64
CSU-Fullerton (296)		3.0	0.52	Humboldt State Univ. (146)		21.9	0.51
Humboldt State Univ. (146)		1.4	0.23	Argosy Univ.-Los Angeles (21)	Y	19.0	0.44

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

**For a full list of social work programs, see Appendix 4

Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 33: Marriage and Family Therapy Programs, 2017-2019

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

Marriage and Family Therapy Programs 2017-2019 (25 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 11			
Argosy Univ.-Inland Empire (49)	Y	42.9	7.26	Univ. of La Verne (53)	Y	73.6	1.70
Argosy Univ.-Los Angeles (32)	Y	34.4	5.83	Pacific Oaks Coll. (198)	Y	48.5	1.12
Univ. of Phoenix-CA (452)	Y	23.5	3.97	CA Lutheran Univ. (81)	Y	46.9	1.08
Pacific Oaks Coll. (198)	Y	23.2	3.94	Univ. of Phoenix-CA (452)	Y	44.2	1.02
Touro Univ. Worldwide (166)	Y	22.3	3.78	CSU-Dominguez Hills (67)		41.8	0.96
Argosy Univ.-San Diego (34)	Y	20.6	3.49	Argosy Univ.-Los Angeles (32)	Y	37.5	0.86
Northcentral Univ. (399)	Y	20.6	3.48	The Chicago School of Professional Psychology at Irvine (61)	Y	34.4	0.79
Loma Linda Univ. (77)	Y	18.2	3.08	The Chicago School of Professional Psychology at Los Angeles (96)	Y	33.3	0.77
CSU-Dominguez Hills (67)		16.4	2.81	Notre Dame de Namur Univ. (70)	Y	31.4	0.72
The Chicago School of Professional Psychology at Los Angeles (96)	Y	15.6	2.65	Brandman Univ. (503)	Y	30.6	0.71
				Argosy Univ.-Inland Empire (49)	Y	30.6	0.71
Bottom 10				Bottom 10			
Alliant International Univ.-San Diego (320)	Y	5.6	0.95	Loyola Marymount Univ. (71)	Y	26.8	0.62
Argosy Univ.-Orange County (40)	Y	5.0	0.85	Univ. of the West (15)	Y	26.7	0.61
Fresno Pacific Univ. (26)	Y	3.8	0.65	Alliant International Univ.-San Diego (320)	Y	25.0	0.58
Univ. of La Verne (53)	Y	3.8	0.64	Argosy Univ.-San Diego (34)	Y	23.5	0.54
Chapman Univ. (62)	Y	3.2	0.55	Loma Linda Univ. (77)	Y	23.4	0.54
Fuller Theological Seminary (111)	Y	2.7	0.46	Palo Alto Univ. (247)	Y	21.9	0.50
Univ. of San Diego (79)	Y	2.5	0.43	Univ. of San Diego (79)	Y	15.2	0.35
CA Lutheran Univ. (81)	Y	2.5	0.42	Touro Univ. Worldwide (166)	Y	10.8	0.25
Notre Dame de Namur Univ. (70)	Y	1.4	0.24	Northcentral Univ. (399)	Y	7.8	0.18
Loyola Marymount Univ. (71)	Y	1.4	0.24	Fuller Theological Seminary (111)	Y	4.5	0.10

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
 **For a full list of marriage and family therapy programs, see Appendix 5. Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 34: Counselor Programs, 2017-2019

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

Counselor Programs 2017-2019 (70 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
Holy Names Univ. (69)	Y	49.3	8.35	Mount Saint Mary's Univ. (188)	Y	69.1	1.59
Ashford Univ. (838)	Y	44.2	7.48	CSU-Dominguez Hills (28)		60.7	1.40
Touro Univ. Worldwide (126)	Y	34.1	5.78	Univ. of La Verne (10)	Y	60.0	1.38
Northcentral Univ. (331)	Y	28.1	4.76	Point Loma Nazarene Univ. (18)	Y	55.6	1.28
Golden Gate Univ.-San Francisco (51)	Y	21.6	3.66	CSU-Stanislaus (61)		54.1	1.25
The Chicago School of Professional Psychology at Los Angeles (613)	Y	18.4	3.12	CA State Polytechnic Univ.-Pomona (43)		53.5	1.23
Azusa Pacific Univ. Coll. (120)	Y	18.3	3.11	CSU-San Marcos (28)		50.0	1.15
CA Baptist Univ. (404)	Y	17.1	2.89	CSU-Bakersfield (47)		48.9	1.13
UC-Santa Barbara (18)		16.7	2.85	CA Baptist Univ. (404)	Y	44.1	1.02
Fielding Graduate Univ. (123)	Y	16.3	2.76	CSU-Fresno (46)		43.5	1.00
Bottom 14				Bottom 10			
CA Polytechnic State Univ.-San Luis Obispo (35)		0.0	0.00	Fielding Graduate Univ. (123)	Y	9.8	0.22
CSU-Sacramento (31)		0.0	0.00	Ashford Univ. (838)	Y	9.3	0.21
CSU-San Marcos (28)		0.0	0.00	UC-Davis (36)		8.3	0.19
CSU-Stanislaus (61)		0.0	0.00	Sofia Univ. (24)	Y	8.3	0.19
Sonoma State Univ. (13)		0.0	0.00	Sonoma State Univ. (13)		7.7	0.18
UC-Riverside (14)		0.0	0.00	The Wright Institute (291)	Y	6.9	0.16
UC-Santa Cruz (30)		0.0	0.00	Fuller Theological Seminary (43)	Y	2.3	0.05
Biola Univ. (63)	Y	0.0	0.00	Saybrook Univ. (88)	Y	1.1	0.03
Brandman Univ. (10)	Y	0.0	0.00	UC-Riverside (14)		0.0	0.00
Concordia Univ.-Irvine (20)	Y	0.0	0.00	Concordia Univ.-Irvine (20)	Y	0.0	0.00
Dominican UC (49)	Y	0.0	0.00				
Point Loma Nazarene Univ. (18)	Y	0.0	0.00				
Simpson Univ. (28)	Y	0.0	0.00				
Univ. of Southern CA (35)	Y	0.0	0.00				

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

**For a full list of counselor programs, see Appendix 6

Schools with fewer than 10 graduates in 2017-2019 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 35: School Psychology Programs, 2017-2019

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

School Psychology Programs 2017-2019 (13 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
San Diego State Univ. (35)		14.3	2.44	Univ. of La Verne (43)	Y	74.4	1.71
Alliant International Univ.-San Diego (125)	Y	9.6	1.63	CSU-San Bernardino (40)		65.0	1.50
CSU-San Bernardino (40)		7.5	1.28	CSU-Monterey Bay (11)		63.6	1.47
CA Baptist Univ. (43)	Y	7.0	1.18	Fresno Pacific Univ. (80)	Y	62.5	1.44
Univ. of La Verne (43)	Y	7.0	1.18	CSU-Fresno (28)		57.1	1.32
Brandman Univ. (183)	Y	5.5	0.93	San Diego State Univ. (35)		45.7	1.05
National Univ. (213)	Y	4.7	0.80	Brandman Univ. (183)	Y	44.3	1.02
CSU-Long Beach (57)		3.5	0.60	CSU-Long Beach (57)		40.4	0.93
Loyola Marymount Univ. (60)	Y	3.3	0.56	Alliant International Univ.-San Diego (125)	Y	38.4	0.88
Chapman Univ. (114)	Y	1.8	0.30	Loyola Marymount Univ. (60)	Y	36.7	0.84
Fresno Pacific Univ. (80)	Y	1.3	0.21	National Univ. (213)	Y	35.7	0.82
CSU-Fresno (28)		0.0	0.00	Chapman Univ. (114)	Y	35.1	0.81
CSU-Monterey Bay (11)		0.0	0.00	CA Baptist Univ. (43)	Y	32.6	0.75

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
 Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 36: Doctoral Psychology Programs, 2017-2019

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

Doctoral Psychology Programs 2017-2019 (35 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
Argosy Univ.-San Francisco Bay Area (45)	Y	31.1	5.27	Antioch Univ.-Santa Barbara (35)	Y	28.6	0.66
The Chicago School of Professional Psychology at Los Angeles (239)	Y	23.4	3.97	Univ. of La Verne (35)	Y	28.6	0.66
Southern CA Seminary (13)	Y	23.1	3.91	UC-Santa Barbara (37)		24.3	0.56
The Chicago School of Professional Psychology at Irvine (74)	Y	17.6	2.98	Argosy Univ.-San Francisco Bay Area (45)	Y	22.2	0.51
John F. Kennedy Univ. (51)	Y	15.7	2.66	Alliant International Univ.-San Diego (692)	Y	19.4	0.45
Fielding Graduate Univ. (104)	Y	14.4	2.44	Pepperdine Univ. (66)	Y	18.2	0.42
Antioch Univ.-Santa Barbara (35)	Y	14.3	2.42	Azusa Pacific Univ. (68)	Y	17.6	0.41
Northcentral Univ. (155)	Y	14.2	2.41	Biola Univ. (71)	Y	16.9	0.39
UC-Riverside (16)		12.5	2.12	CA Lutheran Univ. (24)	Y	16.7	0.38
Pepperdine Univ. (66)	Y	10.6	1.80	Sofia Univ. (18)	Y	16.7	0.38
Bottom 10				Bottom 10			
CA Lutheran Univ. (24)	Y	4.2	0.71	The Wright Institute (181)	Y	8.8	0.20
UC-Los Angeles (87)		3.4	0.58	Saybrook Univ. (63)	Y	7.9	0.18
San Diego State Univ. (31)		3.2	0.55	UC-Davis (40)		7.5	0.17
UC-Santa Barbara (37)		2.7	0.46	UC-Santa Cruz (27)		7.4	0.17
UC-San Diego (43)		2.3	0.39	Northcentral Univ. (155)	Y	7.1	0.16
CA Institute of Integral Studies (52)	Y	1.9	0.33	Palo Alto Univ. (254)	Y	7.1	0.16
Loma Linda Univ. (61)	Y	1.6	0.28	Fuller Theological Seminary (88)	Y	6.8	0.16
UC-Davis (40)		0.0	0.00	CA Institute of Integral Studies (52)	Y	3.8	0.09
UC-Merced (17)		0.0	0.00	UC-Berkeley (14)		0.0	0.00
Stanford Univ. (14) *	Y	0.0	0.00	UC-Riverside (16)		0.0	0.00

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

**For a full list of doctoral psychology programs, see Appendix 7. Schools with fewer than 10 graduates in 2017-2019 are not included. Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 37: LPRN Programs, 2017-2019

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

LPRN Programs 2017-2019 (93 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
Career Development Institute Inc (132)	Y	43.9	7.45	Imperial Valley Coll. (23)		95.7	2.21
Angeles Coll. (50)	Y	28.0	4.75	Platt Coll.-Los Angeles (14)	Y	85.7	1.97
CA Career Coll. (18)	Y	27.8	4.71	Medical Allied Career Center (61)	Y	82.0	1.89
Homestead Schools (224)	Y	26.8	4.54	Palo Verde Coll. (16)		81.3	1.87
Advanced Coll. (53)	Y	26.4	4.48	Antelope Valley Coll. (10)		80.0	1.84
Univ. of Antelope Valley (217)	Y	24.9	4.22	Rio Hondo Coll. (69)		79.7	1.84
Charles Jones Career and Educ. Center (97)		24.7	4.23	Career Networks Institute (33)	Y	78.8	1.82
Los Medanos Coll. (53)		24.5	4.19	Coll. of the Desert (99)		75.8	1.75
Angeles Institute (265)	Y	24.2	4.09	Hartnell Coll. (75)		70.7	1.63
American Career Coll. Lynwood (141)	Y	22.7	3.85	Pacific Coll. (272)	Y	70.2	1.62
Bottom 16				Bottom 10			
Saddleback Coll. (84)		0.0	0.00	Unitek Coll. Hayward (141)	Y	18.4	0.42
Coll. of the Siskiyous (86)		0.0	0.00	City Coll. of San Francisco (109)		18.3	0.42
Butte Coll. (89)		0.0	0.00	Charles Jones Career and Educ.Center (97)		17.5	0.40
Lassen Community Coll. (36)		0.0	0.00	Sacramento City Coll. (132)		17.4	0.40
Cerro Coso Community Coll. (91)		0.0	0.00	MiraCosta Coll. (24)		16.7	0.38
Copper Mountain Community Coll. (65)		0.0	0.00	Unitek Coll. South San Fransisco (208)	Y	13.5	0.31
Merced Coll. (119)		0.0	0.00	Carrington Coll.-Pleasant Hill (17)	Y	11.8	0.27
Allan Hancock Coll. (170)		0.0	0.00	Napa Valley Coll. (47)		8.5	0.20
Santa Barbara City Coll. (119)		0.0	0.00	American Medical Sciences Center (38)	Y	5.3	0.12
Coll. of the Desert (99)		0.0	0.00	Saddleback Coll. (84)		4.8	0.11
Antelope Valley Coll. (10)		0.0	0.00				
Imperial Valley Coll. (23)		0.0	0.00				
American Medical Sciences Center (38)		0.0	0.00				
Career Networks Institute (33)		0.0	0.00				
Platt Coll.-Los Angeles (14)		0.0	0.00				
Santa Barbara Business Coll.-Santa Maria (25)		0.0	0.00				

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
 ** For a full list of LPRN programs, see appendix 8
 Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Exhibit 38: Dental Hygienist Programs, 2017-2019

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

Dental Hygienist Programs 2017-2019 (27 total)**							
Black				Hispanic			
Institution (number of grads)	Private	%	DI*	Institution (number of grads)	Private	%	DI*
Top 10				Top 10			
West Los Angeles Coll. (91)		7.7	1.31	Fresno City Coll. (78)		60.3	1.39
Univ. of Southern CA (189)	Y	2.6	0.45	Oxnard Coll. (52)		50.0	1.15
West Coast Univ.-Orange County (197)	Y	2.5	0.43	Moreno Valley Coll. (43)		46.5	1.07
Moreno Valley Coll. (43)		2.3	0.40	Taft Coll. (78)		46.2	1.06
Foothill Coll. (88)		2.3	0.39	West Los Angeles Coll. (91)		42.9	0.99
Concorde Career Coll.-San Bernardino (89)	Y	2.2	0.38	Concorde Career Coll.-San Bernardino (89)	Y	42.7	0.98
Oxnard Coll. (52)		1.9	0.33	Cabrillo Coll. (58)		39.7	0.91
Carrington Coll.-Sacramento (160)	Y	1.9	0.32	Concorde Career Coll.-Garden Grove (89)	Y	31.5	0.72
Santa Rosa Junior Coll. (70)		1.4	0.24	Univ. of Southern CA (189)	Y	31.2	0.72
Carrington Coll.-San Jose (81)	Y	1.2	0.21	Carrington Coll.-Sacramento (160)	Y	30.6	0.71
Bottom 11				Bottom 10			
Cabrillo Coll. (58)		0.0	0.00	San Joaquin Valley Coll.-Visalia (189)	Y	24.3	0.56
Cerritos Coll. (33)		0.0	0.00	Santa Rosa Junior Coll. (70)		24.3	0.56
Chabot Coll. (49)		0.0	0.00	Carrington Coll.-San Jose (81)	Y	23.5	0.54
Cypress Coll. (33)		0.0	0.00	Univ. of the Pacific (45)	Y	22.2	0.51
Diablo Valley Coll. (58)		0.0	0.00	West Coast Univ.-Orange County (197)	Y	20.8	0.48
Fresno City Coll. (78)		0.0	0.00	Chabot Coll. (49)		20.4	0.47
Pasadena City Coll. (61)		0.0	0.00	Cypress Coll. (33)		18.2	0.42
Sacramento City Coll. (66)		0.0	0.00	Diablo Valley Coll. (58)		17.2	0.40
Shasta Coll. (40)		0.0	0.00	Sacramento City Coll. (66)		15.2	0.35
Taft Coll. (78)		0.0	0.00	Foothill Coll. (88)		14.8	0.34
UC-San Francisco (18)		0.0	0.00	Shasta Coll. (40)		12.5	0.29
Univ. of the Pacific (45)	Y	0.0	0.00				

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

** For a full list of dental hygiene programs, see Appendix 9
 Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019;
 American Community Survey (ACS), 2015-2019

Exhibit 39: Public Health Programs, 2017-2019

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

Public Health Programs (21 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Charles R Drew University of Medicine and Science (41)	Y	46.3	7.85	California State University-San Bernardino (51)		56.9	1.31
National University (387)	Y	29.2	4.95	California Baptist University (52)	Y	50.0	1.15
Loma Linda University (161)	Y	18.6	3.16	California State University-San Marcos (45)		44.4	1.02
California State University-Fresno (11)		18.2	3.08	California State University-Long Beach (53)		39.6	0.91
California Baptist University (52)	Y	15.4	2.61	California State University-Northridge (233)		35.6	0.82
Claremont Graduate University (62)	Y	12.9	2.19	San Francisco State University (52)		32.7	0.75
California State University-Northridge (233)		12.4	2.11	University of San Francisco (226)	Y	31.9	0.73
California State University-San Marcos (45)		11.1	1.88	Charles R Drew University of Medicine and Science (41)	Y	31.7	0.73
University of San Francisco (226)	Y	10.6	1.80	San Jose State University (112)		29.5	0.68
California State University-San Bernardino (51)		9.8	1.66	Loma Linda University (161)	Y	28.0	0.64
San Francisco State University (52)		9.6	1.63	California State University-Fullerton (70)		27.1	0.63
San Jose State University (112)		8.9	1.51	San Diego State University (307)		23.5	0.54
California State University-Fullerton (70)		8.6	1.45	University of California-Los Angeles (581)		22.9	0.53
University of Southern California (730)	Y	8.5	1.44	University of Southern California (730)	Y	19.2	0.44
California State University-Long Beach (53)		7.5	1.28	California State University-Fresno (11)		18.2	0.42
Touro University California (240)	Y	7.5	1.27	Claremont Graduate University (62)	Y	17.7	0.41
San Diego State University (307)		7.5	1.27	University of California-Davis (142)		17.6	0.41
University of California-Berkeley (627)		6.2	1.05	National University (387)	Y	16.3	0.38
University of California-Los Angeles (581)		5.7	0.96	University of California-Berkeley (627)		14.5	0.33
University of California-Irvine (87)		3.4	0.58	University of California-Irvine (87)		11.5	0.26
University of California-Davis (142)		2.1	0.36	Touro University California (240)	Y	7.9	0.18

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%. Schools with fewer than 10 graduates in 2017-2019 are not included. Public Health programs not accredited by the CEPH are not included. Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

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 2019 5-year file, which provides data collected in 2015 through 2019. 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 86% in 2019 (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 California are for respondents who listed California 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 by a dash (-) in tables and "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 2017 through 2019 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 our 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, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/DO10.V11.0>

[2] www.census.gov/acs/www/methodology/sample-size-and-data-quality/response-rates/

[3] www2.census.gov/programs-surveys/acs/tech_docs/accuracy/ACS_Accuracy_of_Data_2019.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: All Respiratory Therapy Programs

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

Respiratory Therapy Programs 2017-2019 (34 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Santa Monica Coll. (33)		12.1	2.07	East Los Angeles Coll. (91)		68.1	1.57
CA Coll. San Diego (144)	Y	10.4	1.78	Hartnell Coll. (42)		59.5	1.37
Platt Coll.-Ontario (126)	Y	9.5	1.63	El Camino Community Coll. District (46)		56.5	1.30
Antelope Valley Coll. (33)		9.1	1.55	Platt Coll.-Ontario (126)	Y	55.6	1.28
El Camino Community Coll. District (46)		8.7	1.49	Crafton Hills Coll. (78)		52.6	1.21
Napa Valley Coll. (58)		8.6	1.47	Brightwood Coll.-Modesto (44)	Y	52.3	1.21
Concorde Career Coll.-San Diego (36)	Y	8.3	1.42	Platt Coll.-Los Angeles (86)	Y	50.0	1.15
Pima Medical Institute-San Marcos (24)	Y	8.3	1.42	American Career Coll.-Ontario (107)	Y	49.5	1.14
Platt Coll.-Los Angeles (86)	Y	8.1	1.39	Victor Valley Coll. (74)		48.6	1.12
Concorde Career Coll.-Garden Grove (115)	Y	7.8	1.34	Santa Monica Coll. (33)		48.5	1.12
Victor Valley Coll. (74)		6.8	1.16	Concorde Career Coll.-North Hollywood (115)	Y	47.0	1.08
American Career Coll.-Anaheim (119)	Y	6.7	1.15	Antelope Valley Coll. (33)		45.5	1.05
Fresno City Coll. (46)		6.5	1.11	Mt San Antonio Coll. (64)		45.3	1.05
Concorde Career Coll.-San Bernardino (64)	Y	6.3	1.07	Concorde Career Coll.-San Bernardino (64)	Y	42.2	0.97
American Career Coll.-Ontario (107)	Y	5.6	0.96	Los Angeles Valley Coll. (107)		42.1	0.97
Loma Linda Univ. (36)	Y	5.6	0.95	Fresno City Coll. (46)		41.3	0.95
Grossmont Coll. (55)		5.5	0.93	Pima Medical Institute-San Marcos (24)	Y	33.3	0.77
Mt San Antonio Coll. (64)		4.7	0.80	Modesto Junior Coll. (83)		32.5	0.75
Los Angeles Valley Coll. (107)		4.7	0.80	Pima Medical Institute-Chula Vista (41)	Y	31.7	0.73
Foothill Coll. (69)		4.3	0.74	Carrington Coll.-Sacramento (16)	Y	31.3	0.72
Skyline Coll. (79)		3.8	0.65	Grossmont Coll. (55)		30.9	0.71
San Joaquin Valley Coll.-Visalia (742)	Y	3.5	0.60	Loma Linda Univ. (36)	Y	30.6	0.71
Orange Coast Coll. (40)		2.5	0.43	CA Coll. San Diego (144)	Y	28.5	0.66
Modesto Junior Coll. (83)		2.4	0.41	American Career Coll.-Anaheim (119)	Y	27.7	0.64
American River Coll. (44)		2.3	0.39	San Joaquin Valley Coll.-Visalia (742)	Y	27.5	0.63
East Los Angeles Coll. (91)		2.2	0.38	Concorde Career Coll.-Garden Grove (115)	Y	26.1	0.60
Ohlone Coll. (55)		1.8	0.31	Skyline Coll. (79)		22.8	0.53
Crafton Hills Coll. (78)		1.3	0.22	Concorde Career Coll.-San Diego (36)	Y	22.2	0.51
Concorde Career Coll.-North Hollywood (115)	Y	0.9	0.15	Butte Coll. (154)		22.1	0.51
Pima Medical Institute-Chula Vista (41)	Y	0.0	0.00	Ohlone Coll. (55)		21.8	0.50
Brightwood Coll.-Modesto (44)	Y	0.0	0.00	Foothill Coll. (69)		21.7	0.50
Carrington Coll.-Sacramento (16)	Y	0.0	0.00	Napa Valley Coll. (58)		19.0	0.44
Hartnell Coll. (42)		0.0	0.00	American River Coll. (44)		18.2	0.42
Butte Coll. (154)		0.0	0.00	Orange Coast Coll. (40)		12.5	0.29

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
 Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019;
 American Community Survey (ACS), 2015-2019

Appendix 3: All Registered Nursing Programs

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

Registered Nursing Programs 2017-2019 (140 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Los Angeles Southwest Coll. (120)		54.2	9.26	Imperial Valley Coll. (128)		89.8	2.07
Charles Drew Univ. of Medicine and Science (18)	Y	33.3	5.70	Charles Drew Univ. of Medicine and Science (18)	Y	61.1	1.41
Holy Names Univ. (24)	Y	29.2	4.99	East Los Angeles Coll. (205)		57.1	1.32
El Camino Coll.-Compton Center (153)		28.8	4.92	Rio Hondo Coll. (225)		56.9	1.31
Los Angeles Trade Technical Coll. (166)		27.1	4.63	Porterville Coll. (59)		55.9	1.29
Homestead Schools (33)	Y	21.2	3.63	Gavilan Coll. (63)		54.0	1.25
Merritt Coll. (66)		15.2	2.59	Cerritos Coll. (212)		53.3	1.23
Contra Costa Coll. (120)		13.3	2.28	Hartnell Coll. (119)		52.1	1.20
El Camino Community Coll. District (222)		11.3	1.93	Coll. of the Desert (144)		50.7	1.17
San Bernardino Valley Coll. (256)		11.3	1.94	Chaffey Coll. (166)		51.8	1.20
CSU-Dominguez Hills (615)		11.2	1.92	Citrus Coll. (86)		50.0	1.15
San Joaquin Valley Coll.-Visalia (309)	Y	10.4	1.77	El Camino Coll.-Compton Center (153)		49.7	1.15
Los Medanos Coll. (116)		10.3	1.77	San Bernardino Valley Coll. (256)		48.4	1.12
Univ. of Phoenix-CA (441)	Y	10.2	1.74	Los Angeles Trade Technical Coll. (166)		47.6	1.10
Los Angeles Harbor Coll. (152)		9.9	1.69	Merced Coll. (170)		46.5	1.07
CA Career Coll. (56)	Y	8.9	1.53	Mt San Antonio Coll. (326)		45.4	1.05
American Univ. of Health Sciences (190)	Y	8.9	1.53	CSU-San Bernardino (346)		45.7	1.05
LA County Coll. of Nursing & Allied Health (285)		8.8	1.50	Antelope Valley Coll. (296)		45.3	1.04
American Career Coll.-Los Angeles (161)	Y	8.7	1.49	CSU-Monterey Bay (80)		45.0	1.04
Coll. of Marin (124)		8.1	1.38	Los Angeles Pierce Coll. (141)		44.7	1.03
Azusa Pacific Univ. (1776)	Y	7.8	1.34	Bakersfield Coll. (356)		44.1	1.02
Chaffey Coll. (166)		7.2	1.24	Riverside City Coll. (524)		43.9	1.01
Napa Valley Coll. (71)		7.0	1.20	Allan Hancock Coll. (103)		43.7	1.01
Brightwood Coll.-San Diego (176)	Y	6.8	1.17	El Camino Community Coll. District (222)		42.8	0.99
Riverside City Coll. (524)		6.7	1.14	Los Angeles Harbor Coll. (152)		42.8	0.99
CA Baptist Univ. (674)	Y	6.4	1.09	Ventura Coll. (258)		41.9	0.97
Gurnick Academy of Medical Arts (47)	Y	6.4	1.09	Coll. of the Sequoias (228)		42.1	0.97
West Coast Univ.-Ontario (885)	Y	6.1	1.04	Long Beach City Coll. (285)		41.4	0.96
CSU-East Bay (491)		6.1	1.04	Mount Saint Mary's Univ. (856)	Y	41.8	0.96
Long Beach City Coll. (285)		6.0	1.02	CA Career Coll. (56)	Y	41.1	0.95
UC-Los Angeles (136)		5.9	1.01	Southwestern Coll. (208)		40.9	0.94
Solano Community Coll. (121)		5.8	0.99	Fresno Pacific Univ. (91)	Y	40.7	0.94
Pasadena City Coll. (283)		5.7	0.97	Los Angeles Valley Coll. (178)		40.4	0.93
City Coll. of San Francisco (228)		5.7	0.97	Fresno City Coll. (599)		40.6	0.94
Brandman Univ. (18)	Y	5.6	0.95	Victor Valley Coll. (262)		37.4	0.86
San Diego City Coll. (162)		5.6	0.95	CSU-Bakersfield (268)		37.7	0.87
Los Angeles Valley Coll. (178)		5.6	0.96	Cypress Coll. (265)		38.5	0.89
CSU-San Bernardino (346)		5.5	0.94	Los Angeles City Coll. (193)		37.3	0.86
Southwestern Coll. (208)		5.3	0.90	LA County Coll. of Nursing & Allied Health (285)		36.8	0.85
Glendale Career Coll.-Brightwood Teachout (151)	Y	5.3	0.91	CSU-Channel Islands (276)		37.0	0.85
Carrington Coll.-Sacramento (169)	Y	5.3	0.91	Santa Barbara City Coll. (197)		37.1	0.86
West Coast Univ.-Orange County (1770)	Y	5.2	0.89	CSU-Stanislaus (272)		36.8	0.85
Antelope Valley Coll. (296)		5.1	0.87	Santa Ana Coll. (274)		35.8	0.83
Sonoma State Univ. (293)		5.1	0.88	Copper Mountain Community Coll. (72)		36.1	0.83

Registered Nursing Programs 2017-2019 (140 total) (cont'd)

Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Pacific Coll. (99)	Y	5.1	0.86	Glendale Career Coll. (100)		35.0	0.81
National Univ. (929)	Y	5.1	0.86	Glendale Community Coll. (223)	Y	35.4	0.82
Santa Rosa Junior Coll. (322)		5.0	0.85	Santa Monica Coll. (150)		34.7	0.80
CSU-Los Angeles (698)		5.0	0.86	Cabrillo Coll. (173)		34.7	0.80
Mount Saint Mary's Univ. (856)	Y	5.0	0.86	San Joaquin Valley Coll.-Visalia (309)	Y	35.0	0.81
Samuel Merritt Univ. (1502)	Y	4.9	0.83	Evergreen Valley Coll. (208)		34.1	0.79
Univ. of San Francisco (684)	Y	4.8	0.82	West Hills Coll.-Lemoore (90)		33.3	0.77
Los Angeles City Coll. (193)		4.7	0.80	Moorpark Coll. (193)		32.6	0.75
Chamberlain Univ.-CA (64)	Y	4.7	0.80	Loma Linda Univ. (600)	Y	32.8	0.76
UC-San Francisco (465)		4.7	0.81	Coll. of the Canyons (301)		32.9	0.76
Coll. of San Mateo (131)		4.6	0.78	CSU-Dominguez Hills (615)		32.5	0.75
Loma Linda Univ. (600)	Y	4.5	0.77	Los Angeles Southwest Coll. (120)		32.5	0.75
Pacific Union Coll. (390)	Y	4.4	0.75	San Joaquin Delta Coll. (302)		30.1	0.70
Fresno Pacific Univ. (91)	Y	4.4	0.75	Mt San Jacinto Community Coll. District (132)		31.1	0.72
CSU-San Marcos (1264)		4.4	0.76	Pasadena City Coll. (283)		31.1	0.72
West Hills Coll.-Lemoore (90)		4.4	0.76	Reedley Coll. (32)		31.3	0.72
Ohlone Coll. (95)		4.2	0.72	Univ. of Phoenix-CA (441)	Y	29.5	0.68
CSU-Fullerton (924)		4.2	0.72	San Diego City Coll. (162)		29.6	0.68
Stanbridge Univ. (123)	Y	4.1	0.69	CA Baptist Univ. (674)	Y	28.9	0.67
American River Coll. (221)		4.1	0.70	CSU-Northridge (241)		29.0	0.67
CSU-Bakersfield (268)		4.1	0.70	Azusa Pacific Univ. (1776)	Y	29.2	0.67
CSU-Northridge (241)		4.1	0.71	CSU-Los Angeles (698)		29.4	0.68
Glendale Career Coll. (100)	Y	4.0	0.68	Career Networks Institute (348)	Y	28.7	0.66
CSU-Long Beach (926)		3.9	0.66	Palomar Coll. (196)		28.6	0.66
Victor Valley Coll. (262)		3.8	0.65	San Diego State Univ. (588)		28.2	0.65
CSU-Sacramento (792)		3.7	0.63	Brandman Univ. (18)	Y	27.8	0.64
Citrus Coll. (86)		3.5	0.60	Contra Costa Coll. (120)		27.5	0.63
San Francisco State Univ. (457)		3.5	0.60	CSU-Fresno (470)		27.7	0.64
Mission Coll. (85)		3.5	0.60	Gurnick Academy of Medical Arts (47)	Y	27.7	0.64
San Jose State Univ. (537)		3.4	0.57	American Career Coll.-Los Angeles (161)	Y	26.7	0.62
East Los Angeles Coll. (205)		3.4	0.58	UC-Los Angeles (136)		27.2	0.63
Chabot Coll. (87)		3.4	0.59	CSU-Fullerton (924)		27.3	0.63
Cuesta Coll. (214)		3.3	0.56	Santa Rosa Junior Coll. (322)		26.1	0.60
Unitek Coll. (305)	Y	3.3	0.56	CSU-San Marcos (1264)		26.3	0.61
Cerritos Coll. (212)		3.3	0.56	Point Loma Nazarene Univ. (544)	Y	26.5	0.61
Career Networks Institute (348)	Y	3.2	0.54	Grossmont Coll. (247)		25.9	0.60
West Coast Univ.-Los Angeles (1528)	Y	3.2	0.55	Modesto Junior Coll. (312)		26.0	0.60
Reedley Coll. (32)		3.1	0.53	Pacific Union Coll. (390)	Y	25.9	0.60
Sacramento City Coll. (168)		3.0	0.51	Los Medanos Coll. (116)		25.0	0.58
San Joaquin Delta Coll. (302)		3.0	0.51	Pacific Coll. (99)	Y	25.3	0.58
Mt San Jacinto Community Coll. District (132)		3.0	0.52	Mendocino Coll. (74)		25.7	0.59
Evergreen Valley Coll. (208)		2.9	0.49	Sierra Coll. (106)		24.5	0.57
Point Loma Nazarene Univ. (544)	Y	2.9	0.50	Golden West Coll. (236)		25.0	0.58
MiraCosta Coll. (144)		2.8	0.47	Solano Community Coll. (121)		24.0	0.55
Sierra Coll. (106)		2.8	0.48	Monterey Peninsula Coll. (91)		24.2	0.56
Los Angeles Pierce Coll. (141)		2.8	0.48	Ohlone Coll. (95)		24.2	0.56
Western Univ. of Health Sciences (258)	Y	2.7	0.46	Brightwood Coll.-San Diego (176)	Y	23.9	0.55
Golden West Coll. (236)		2.5	0.43	Yuba Coll. (165)		23.6	0.55

Registered Nursing Programs 2017-2019 (140 total) (cont'd)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Concordia Univ.-Irvine (286)	Y	2.4	0.42	De Anza Coll. (145)		23.4	0.54
Bakersfield Coll. (356)		2.2	0.38	Coll. of Marin (124)		23.4	0.54
Fresno City Coll. (599)		2.2	0.37	Western Univ. of Health Sciences (258)	Y	23.3	0.54
Palomar Coll. (196)		2.0	0.35	CSU-Long Beach (926)		22.9	0.53
Grossmont Coll. (247)		2.0	0.35	West Coast Univ.-Los Angeles (1528)	Y	22.7	0.52
Santa Monica Coll. (150)		2.0	0.34	Sacramento City Coll. (168)		22.0	0.51
Cypress Coll. (265)		1.9	0.32	Chabot Coll. (87)		21.8	0.50
Mt San Antonio Coll. (326)		1.8	0.31	National Univ. (929)	Y	21.5	0.50
Yuba Coll. (165)		1.8	0.31	Coll. of San Mateo (131)		21.4	0.49
Coll. of the Sequoias (228)		1.8	0.30	Saddleback Coll. (656)		21.2	0.49
Glendale Community Coll. (223)		1.8	0.31	Merritt Coll. (66)		21.2	0.49
San Diego State Univ. (588)		1.7	0.29	Carrington Coll.-Sacramento (169)	Y	20.7	0.48
Porterville Coll. (59)		1.7	0.29	West Coast Univ.-Orange County (1770)	Y	20.6	0.48
CSU-Chico (297)		1.7	0.29	MiraCosta Coll. (144)		20.1	0.46
Moorpark Coll. (193)		1.6	0.27	CSU-East Bay (491)		20.0	0.46
Ventura Coll. (258)		1.6	0.27	City Coll. of San Francisco (228)		19.7	0.46
Saddleback Coll. (656)		1.5	0.26	Napa Valley Coll. (71)		19.7	0.45
Santa Ana Coll. (274)		1.5	0.25	Glendale Career Coll.-Brightwood (151)	Y	19.2	0.44
Dominican UC (278)	Y	1.4	0.25	Samuel Merritt Univ. (1502)	Y	19.2	0.44
Coll. of the Desert (144)		1.4	0.24	Stanbridge Univ. (123)	Y	18.7	0.43
Modesto Junior Coll. (312)		1.3	0.22	Concordia Univ.-Irvine (286)	Y	18.2	0.42
Coll. of the Canyons (301)		1.3	0.23	San Jose State Univ. (537)		18.2	0.42
CSU-Monterey Bay (80)		1.3	0.21	CSU-Chico (297)		17.8	0.41
CSU-Stanislaus (272)		1.1	0.19	Univ. of San Francisco (684)	Y	17.0	0.39
Monterey Peninsula Coll. (91)		1.1	0.19	Cuesta Coll. (214)		16.4	0.38
Butte Coll. (279)		1.1	0.18	San Francisco State Univ. (457)		15.8	0.36
CSU-Channel Islands (276)		1.1	0.19	CSU-Sacramento (792)		15.8	0.36
CSU-Fresno (470)		1.1	0.18	Sonoma State Univ. (293)		15.4	0.35
Allan Hancock Coll. (103)		1.0	0.17	American Univ. of Health Sciences (190)	Y	15.3	0.35
Imperial Valley Coll. (128)		0.8	0.13	Dominican UC (278)	Y	15.1	0.35
De Anza Coll. (145)		0.7	0.12	UC-San Francisco (465)		14.8	0.34
Shasta Coll. (148)		0.7	0.12	Mission Coll. (85)		12.9	0.30
Cabrillo Coll. (173)		0.6	0.10	Chamberlain Univ.-CA (64)	Y	12.5	0.29
Santa Barbara City Coll. (197)		0.5	0.09	United States Univ. (16)	Y	12.5	0.29
Rio Hondo Coll. (225)		0.4	0.08	Biola Univ. (117)	Y	12.0	0.28
Hartnell Coll. (119)		0.0	0.00	American River Coll. (221)		11.8	0.27
Shepherd Univ. (27)	Y	0.0	0.00	Coll. of the Redwoods (149)		11.4	0.26
Merced Coll. (170)		0.0	0.00	Butte Coll. (279)		11.1	0.26
United States Univ. (16)	Y	0.0	0.00	Coll. of the Siskiyou (78)		10.3	0.24
Coll. of the Siskiyou (78)		0.0	0.00	Shasta Coll. (148)		10.1	0.23
Coll. of the Redwoods (149)		0.0	0.00	Unitek Coll. (305)	Y	8.9	0.20
Biola Univ. (117)	Y	0.0	0.00	Holy Names Univ. (24)	Y	8.3	0.19
Mendocino Coll. (74)		0.0	0.00	Shepherd Univ. (27)	Y	7.4	0.17
Simpson Univ. (77)	Y	0.0	0.00	Simpson Univ. (77)	Y	6.5	0.15
Copper Mountain Community Coll. (72)		0.0	0.00	West Coast Univ.-Ontario (885)	Y	4.0	0.09
Gavilan Coll. (63)		0.0	0.00	Homestead Schools (33)	Y	3.0	0.07

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.
Schools with fewer than 10 graduates in 2017-2019 are not included.
Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019;
American Community Survey (ACS), 2015-2019

Appendix 4: All Social Work Programs

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

Social Work Programs 2017-2019 (26 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Argosy Univ.-Los Angeles (21)	Y	47.6	8.14	CSU-Los Angeles (430)		73.0	1.68
CSU-Dominguez Hills (222)		27.9	4.77	CSU-Fresno (167)		65.9	1.52
CSU-East Bay (288)		26.4	4.51	CSU-Monterey Bay (121)		63.6	1.47
Univ. of Southern CA (4139)	Y	20.2	3.45	CSU-San Bernardino (281)		61.2	1.41
CA Baptist Univ. (70)	Y	18.6	3.17	CSU-Long Beach (683)		60.8	1.40
Loma Linda Univ. (128)	Y	16.4	2.80	CA Baptist Univ. (70)	Y	60.0	1.38
CSU-Bakersfield (205)		12.2	2.08	CSU-Stanislaus (194)		58.8	1.36
CSU-Northridge (448)		10.5	1.79	Azusa Pacific Univ. (203)	Y	58.6	1.35
CSU-Sacramento (307)		10.4	1.78	CSU-Northridge (448)		57.4	1.32
Argosy Univ.-Orange County (10)	Y	10.0	1.71	CSU-Dominguez Hills (222)		56.3	1.30
CSU-San Bernardino (281)		9.6	1.64	CSU-Bakersfield (205)		56.1	1.29
UC-Los Angeles (316)		9.2	1.57	Argosy Univ.-Orange County (10)	Y	50.0	1.15
Azusa Pacific Univ. (203)	Y	8.9	1.52	CSU-Fullerton (296)		49.7	1.15
CSU-San Marcos (165)		8.5	1.45	San Jose State Univ. (384)		49.5	1.14
CSU-Long Beach (683)		7.6	1.30	Loma Linda Univ. (128)	Y	48.4	1.12
CSU-Stanislaus (194)		7.2	1.23	CSU-San Marcos (165)		46.7	1.08
UC-Berkeley (253)		6.7	1.15	UC-Los Angeles (316)		39.9	0.92
CSU-Monterey Bay (121)		6.6	1.13	CSU-East Bay (288)		37.2	0.86
San Diego State Univ. (300)		5.0	0.85	CSU-Sacramento (307)		34.9	0.80
San Francisco State Univ. (81)		4.9	0.84	Univ. of Southern CA (4139)	Y	33.6	0.78
San Jose State Univ. (384)		4.9	0.85	San Diego State Univ. (300)		34.7	0.80
CSU-Fresno (167)		4.8	0.82	San Francisco State Univ. (81)		33.3	0.77
CSU-Chico (141)		4.3	0.73	UC-Berkeley (253)		28.9	0.67
CSU-Los Angeles (430)		3.5	0.60	CSU-Chico (141)		27.7	0.64
CSU-Fullerton (296)		3.0	0.52	Humboldt State Univ. (146)		21.9	0.51
Humboldt State Univ. (146)		1.4	0.23	Argosy Univ.-Los Angeles (21)	Y	19.0	0.44

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Appendix 5: All Marriage and Family Therapy Programs

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

Marriage and Family Therapy Programs 2017-2019 (25 total)								
Black				Hispanic				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI	
Argosy Univ.-Inland Empire (49)	Y	42.9	7.33	Univ. of La Verne (53)	Y	73.6	1.70	
Argosy Univ.-Los Angeles (32)	Y	34.4	5.88	Pacific Oaks Coll. (198)	Y	48.5	1.12	
Univ. of Phoenix-CA (452)	Y	23.5	4.01	CA Lutheran Univ. (81)	Y	46.9	1.08	
Pacific Oaks Coll. (198)	Y	23.2	3.97	Univ. of Phoenix-CA (452)	Y	44.2	1.02	
Touro Univ. Worldwide (166)	Y	22.3	3.81	CSU-Dominguez Hills (67)		41.8	0.96	
Argosy Univ.-San Diego (34)	Y	20.6	3.52	Argosy Univ.-Los Angeles (32)	Y	37.5	0.87	
Northcentral Univ. (399)	Y	20.6	3.51	The Chicago School of Professional Psychology at Irvine (61)	Y	34.4	0.79	
Loma Linda Univ. (77)	Y	18.2	3.11	The Chicago School of Professional Psychology at LA (96)	Y	33.3	0.77	
CSU-Dominguez Hills (67)		16.4	2.81	Notre Dame de Namur Univ. (70)	Y	31.4	0.73	
The Chicago School of Professional Psychology at LA (96)	Y	15.6	2.67	Brandman Univ. (503)	Y	30.6	0.71	
Brandman Univ. (503)	Y	10.1	1.73	Argosy Univ.-Inland Empire (49)	Y	30.6	0.71	
The Chicago School of Professional Psychology at Irvine (61)	Y	8.2	1.40	Argosy Univ.-Orange County (40)	Y	30.0	0.69	
Univ. of Southern CA (115)	Y	7.8	1.34	Chapman Univ. (62)	Y	29.0	0.67	
Univ. of the West (15)	Y	6.7	1.14	Univ. of Southern CA (115)	Y	27.0	0.62	
Palo Alto Univ. (247)	Y	6.1	1.04	Fresno Pacific Univ. (26)	Y	26.9	0.62	
Alliant International Univ.-San Diego (320)	Y	5.6	0.96	Loyola Marymount Univ. (71)	Y	26.8	0.62	
Argosy Univ.-Orange County (40)	Y	5.0	0.85	Univ. of the West (15)	Y	26.7	0.62	
Fresno Pacific Univ. (26)	Y	3.8	0.66	Alliant International Univ.-San Diego (320)	Y	25.0	0.58	
Univ. of La Verne (53)	Y	3.8	0.65	Argosy Univ.-San Diego (34)	Y	23.5	0.54	
Chapman Univ. (62)	Y	3.2	0.55	Loma Linda Univ. (77)	Y	23.4	0.54	
Fuller Theological Seminary (111)	Y	2.7	0.46	Palo Alto Univ. (247)	Y	21.9	0.50	
Univ. of San Diego (79)	Y	2.5	0.43	Univ. of San Diego (79)	Y	15.2	0.35	
CA Lutheran Univ. (81)	Y	2.5	0.42	Touro Univ. Worldwide (166)	Y	10.8	0.25	
Notre Dame de Namur Univ. (70)	Y	1.4	0.24	Northcentral Univ. (399)	Y	7.8	0.18	
Loyola Marymount Univ. (71)	Y	1.4	0.24	Fuller Theological Seminary (111)	Y	4.5	0.10	

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019;
 American Community Survey (ACS), 2015-2019

Appendix 6: All Counselor Programs

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

Counselor Programs 2017-2019 (70 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Holy Names Univ. (69)	Y	49.3	8.42	Mount Saint Mary's Univ. (188)	Y	69.1	1.60
Ashford Univ. (838)	Y	44.2	7.55	CSU-Dominguez Hills (28)		60.7	1.40
Touro Univ. Worldwide (126)	Y	34.1	5.83	Univ. of La Verne (10)	Y	60.0	1.38
Northcentral Univ. (331)	Y	28.1	4.80	Point Loma Nazarene Univ. (18)	Y	55.6	1.28
Golden Gate Univ.-San Francisco (51)	Y	21.6	3.69	CSU-Stanislaus (61)		54.1	1.25
The Chicago School of Professional Psychology LA (613)	Y	18.4	3.15	CA State Polytechnic Univ.-Pomona (43)		53.5	1.23
Azusa Pacific Univ. Coll. (120)	Y	18.3	3.13	CSU-San Marcos (28)		50.0	1.15
CA Baptist Univ. (404)	Y	17.1	2.92	CSU-Bakersfield (47)		48.9	1.13
UC-Santa Barbara (18)		16.7	2.85	CA Baptist Univ. (404)	Y	44.1	1.02
Fielding Graduate Univ. (123)	Y	16.3	2.78	CSU-Fresno (46)		43.5	1.00
Southern CA Seminary (25)	Y	12.0	2.05	CSU-Fullerton (74)		43.2	1.00
Notre Dame de Namur Univ. (79)	Y	11.4	1.95	CSU-San Bernardino (68)		42.6	0.98
Pepperdine Univ. (664)	Y	11.3	1.93	CSU-Los Angeles (33)		42.4	0.98
Univ. of La Verne (10)	Y	10.0	1.71	Antioch Univ.-Santa Barbara (144)	Y	42.4	0.98
Mount Saint Mary's Univ. (188)	Y	9.6	1.64	Univ. of San Diego (128)	Y	41.4	0.96
Loma Linda Univ. (94)	Y	9.6	1.64	CSU-Northridge (135)		41.5	0.96
National Univ. (1235)	Y	9.1	1.56	National Univ. (1235)	Y	41.4	0.95
CSU-San Bernardino (68)		8.8	1.51	Univ. of Redlands (33)	Y	39.4	0.91
Hope International Univ. (141)	Y	8.5	1.45	UC-Santa Barbara (18)		38.9	0.90
Univ. of the Pacific (12)	Y	8.3	1.42	The Chicago School of Professional Psychology at Irvine (31)	Y	38.7	0.89
John F. Kennedy Univ. (238)	Y	8.0	1.36	Vanguard Univ. of Southern CA (66)	Y	34.8	0.80
Antioch Univ.-Los Angeles (387)	Y	8.0	1.37	Azusa Pacific Univ. Coll. (120)	Y	38.3	0.88
Univ. of San Francisco (364)	Y	7.7	1.31	CSU-Long Beach (72)		33.3	0.77
Azusa Pacific Univ. (350)	Y	7.7	1.32	Azusa Pacific Univ. (350)	Y	33.7	0.78
CSU-Dominguez Hills (28)		7.1	1.22	Notre Dame de Namur Univ. (79)	Y	32.9	0.76
Fuller Theological Seminary (43)	Y	7.0	1.19	Univ. of San Francisco (364)	Y	31.0	0.72
Phillips Graduate Univ. (143)	Y	7.0	1.20	CA Lutheran Univ. (41)	Y	31.7	0.73
The Chicago School of Professional Psychology at Irvine (31)	Y	6.5	1.10	CSU-Sacramento (31)		29.0	0.67
Claremont Graduate Univ. (107)	Y	6.5	1.12	Santa Clara Univ. (248)	Y	29.4	0.68
CSU-Los Angeles (33)		6.1	1.04	Humboldt State Univ. (69)		24.6	0.57
Univ. of Redlands (33)	Y	6.1	1.04	San Jose State Univ. (71)		26.8	0.62
Alliant International Univ.-San Diego (409)	Y	6.1	1.04	Pepperdine Univ. (664)	Y	27.4	0.63

Counselor Programs 2017-2019 (70 total) (cont'd)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Saybrook Univ. (88)	Y	5.7	0.97	Alliant International Univ.-San Diego (409)	Y	23.5	0.54
Santa Clara Univ. (248)	Y	5.6	0.96	Loma Linda Univ. (94)	Y	23.4	0.54
Univ. of San Diego (128)	Y	5.5	0.93	UC-Santa Cruz (30)		23.3	0.54
UC-Los Angeles (83)		4.8	0.82	Phillips Graduate Univ. (143)	Y	23.1	0.53
The Wright Institute (291)	Y	4.5	0.76	San Francisco State Univ. (136)		22.1	0.51
CSU-Northridge (135)		4.4	0.76	Univ. of Southern CA (35)	Y	20.0	0.46
CA Institute of Integral Studies (437)	Y	4.3	0.74	Brandman Univ. (10)	Y	20.0	0.46
Sofia Univ. (24)	Y	4.2	0.71	Golden Gate Univ.-San Francisco (51)	Y	19.6	0.45
CSU-Long Beach (72)		4.2	0.71	Holy Names Univ. (69)	Y	18.8	0.43
Palo Alto Univ. (318)	Y	3.8	0.65	Antioch Univ.-Los Angeles (387)	Y	17.3	0.40
Vanguard Univ. of Southern CA (66)	Y	3.0	0.52	CA Polytechnic State Univ.-San Luis Obispo (35)		17.1	0.40
San Francisco State Univ. (136)		2.9	0.50	Univ. of the Pacific (12)	Y	16.7	0.38
Humboldt State Univ. (69)		2.9	0.50	Palo Alto Univ. (318)	Y	16.4	0.38
San Jose State Univ. (71)		2.8	0.48	CSU-Chico (80)		16.3	0.37
Pacifica Graduate Institute (324)	Y	2.8	0.47	Southern CA Seminary (25)	Y	16.0	0.37
UC-Davis (36)		2.8	0.47	San Diego State Univ. (88)		15.9	0.37
CA Lutheran Univ. (41)	Y	2.4	0.42	Claremont Graduate Univ. (107)	Y	15.9	0.37
CA State Polytechnic Univ.-Pomona (43)		2.3	0.40	Touro Univ. Worldwide (126)	Y	15.9	0.37
CSU-Fresno (46)		2.2	0.37	Biola Univ. (63)	Y	15.9	0.37
CSU-Bakersfield (47)		2.1	0.36	The Chicago School of Professional Psychology at LA (613)	Y	15.0	0.35
Antioch Univ.-Santa Barbara (144)	Y	1.4	0.24	Hope International Univ. (141)	Y	14.9	0.34
CSU-Fullerton (74)		1.4	0.23	Simpson Univ. (28)	Y	14.3	0.33
CSU-Chico (80)		1.3	0.21	Dominican UC (49)	Y	14.3	0.33
San Diego State Univ. (88)		1.1	0.19	CA Institute of Integral Studies (437)	Y	14.0	0.32
CSU-Stanislaus (61)		0.0	0.00	John F. Kennedy Univ. (238)	Y	13.0	0.30
Simpson Univ. (28)	Y	0.0	0.00	UC-Los Angeles (83)		12.0	0.28
Concordia Univ.-Irvine (20)	Y	0.0	0.00	Pacifica Graduate Institute (324)	Y	11.7	0.27
Univ. of Southern CA (35)	Y	0.0	0.00	Northcentral Univ. (331)	Y	10.3	0.24
CSU-Sacramento (31)		0.0	0.00	Fielding Graduate Univ. (123)	Y	9.8	0.23
UC-Santa Cruz (30)		0.0	0.00	Ashford Univ. (838)	Y	9.3	0.21
CSU-San Marcos (28)		0.0	0.00	UC-Davis (36)		8.3	0.19
Point Loma Nazarene Univ. (18)	Y	0.0	0.00	Sofia Univ. (24)	Y	8.3	0.19
Brandman Univ. (10)	Y	0.0	0.00	Sonoma State Univ. (13)		7.7	0.18
Sonoma State Univ. (13)		0.0	0.00	The Wright Institute (291)	Y	6.9	0.16
Dominican UC (49)	Y	0.0	0.00	Fuller Theological Seminary (43)	Y	2.3	0.05
UC-Riverside (14)		0.0	0.00	Saybrook Univ. (88)	Y	1.1	0.03
Biola Univ. (63)	Y	0.0	0.00	UC-Riverside (14)		0.0	0.00
CA Polytechnic State Univ.-San Luis Obispo (35)		0.0	0.00	Concordia Univ.-Irvine (20)	Y	0.0	0.00

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Appendix 7: All Doctoral Psychology Programs

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

Doctoral Psychology Programs 2017-2019 (35 total)								
Black				Hispanic				
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI	
Argosy Univ.-San Francisco Bay Area (45)	Y	31.1	5.32	Antioch Univ.-Santa Barbara (35)	Y	28.6	0.66	
The Chicago School of Professional Psychology at LA (239)	Y	23.4	4.01	Univ. of La Verne (35)	Y	28.6	0.66	
Southern CA Seminary (13)	Y	23.1	3.94	UC-Santa Barbara (37)		24.3	0.56	
The Chicago School of Professional Psychology at Irvine (74)	Y	17.6	3.00	Argosy Univ.-San Francisco Bay Area (45)	Y	22.2	0.51	
John F. Kennedy Univ. (51)	Y	15.7	2.68	Alliant International Univ.-San Diego (692)	Y	19.4	0.45	
Fielding Graduate Univ. (104)	Y	14.4	2.47	Pepperdine Univ. (66)	Y	18.2	0.42	
Antioch Univ.-Santa Barbara (35)	Y	14.3	2.44	Azusa Pacific Univ. (68)	Y	17.6	0.41	
Northcentral Univ. (155)	Y	14.2	2.43	Biola Univ. (71)	Y	16.9	0.39	
UC-Riverside (16)		12.5	2.14	Sofia Univ. (18)	Y	16.7	0.38	
Pepperdine Univ. (66)	Y	10.6	1.81	CA Lutheran Univ. (24)	Y	16.7	0.38	
Ashford Univ. (11)	Y	9.1	1.55	The Chicago School of Professional Psychology at Irvine (74)	Y	16.2	0.37	
Fuller Theological Seminary (88)	Y	9.1	1.55	John F. Kennedy Univ. (51)	Y	15.7	0.36	
Azusa Pacific Univ. (68)	Y	8.8	1.51	Southern CA Seminary (13)	Y	15.4	0.35	
Univ. of La Verne (35)	Y	8.6	1.47	The Chicago School of Professional Psychology at LA (239)	Y	15.1	0.35	
Claremont Graduate Univ. (49)	Y	8.2	1.40	Loma Linda Univ. (61)	Y	14.8	0.34	
Saybrook Univ. (63)	Y	7.9	1.36	Claremont Graduate Univ. (49)	Y	14.3	0.33	
Argosy Univ.-Orange County (40)	Y	7.5	1.28	Stanford Univ. (14)	Y	14.3	0.33	
UC-Santa Cruz (27)		7.4	1.27	San Diego State Univ. (31)		12.9	0.30	
UC-Berkeley (14)		7.1	1.22	Argosy Univ.-Orange County (40)	Y	12.5	0.29	
Biola Univ. (71)	Y	7.0	1.20	UC-Merced (17)		11.8	0.27	
Palo Alto Univ. (254)	Y	5.9	1.01	UC-San Diego (43)		11.6	0.27	
Sofia Univ. (18)	Y	5.6	0.95	Fielding Graduate Univ. (104)	Y	11.5	0.27	
Alliant International Univ.-San Diego (692)	Y	5.5	0.94	UC-Los Angeles (87)		11.5	0.27	
Pacifica Graduate Institute (168)	Y	4.8	0.81	Ashford Univ. (11)	Y	9.1	0.21	
The Wright Institute (181)	Y	4.4	0.76	Pacifica Graduate Institute (168)	Y	8.9	0.21	
CA Lutheran Univ. (24)	Y	4.2	0.71	The Wright Institute (181)	Y	8.8	0.20	
UC-Los Angeles (87)		3.4	0.59	Saybrook Univ. (63)	Y	7.9	0.18	
San Diego State Univ. (31)		3.2	0.55	UC-Davis (40)		7.5	0.17	
UC-Santa Barbara (37)		2.7	0.46	UC-Santa Cruz (27)		7.4	0.17	
UC-San Diego (43)		2.3	0.40	Northcentral Univ. (155)	Y	7.1	0.16	
CA Institute of Integral Studies (52)	Y	1.9	0.33	Palo Alto Univ. (254)	Y	7.1	0.16	
Loma Linda Univ. (61)	Y	1.6	0.28	Fuller Theological Seminary (88)	Y	6.8	0.16	
Stanford Univ. (14)	Y	0.0	0.00	CA Institute of Integral Studies (52)	Y	3.8	0.09	
UC-Davis (40)		0.0	0.00	UC-Berkeley (14)		0.0	0.00	
UC-Merced (17)		0.0	0.00	UC-Riverside (16)		0.0	0.00	

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019

Appendix 8: All LPRN Programs

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

LPRN Programs 2017-2019 (93 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Career Development Institute Inc (132)	Y	43.9	7.51	Imperial Valley Coll. (23)		95.7	2.21
Angeles Coll. (50)	Y	28.0	4.79	Platt Coll.-Los Angeles (14)	Y	85.7	1.98
CA Career Coll. (18)	Y	27.8	4.75	Medical Allied Career Center (61)	Y	82.0	1.89
Homestead Schools (224)	Y	26.8	4.58	Palo Verde Coll. (16)		81.3	1.87
Advanced Coll. (53)	Y	26.4	4.52	Antelope Valley Coll. (10)		80.0	1.85
Univ. of Antelope Valley (217)	Y	24.9	4.25	Rio Hondo Coll. (69)		79.7	1.84
Charles A Jones Career and Education Center (97)		24.7	4.23	Career Networks Institute (33)	Y	78.8	1.82
Los Medanos Coll. (53)		24.5	4.19	Coll. of the Desert (99)		75.8	1.75
Angeles Institute (265)	Y	24.2	4.13	Hartnell Coll. (75)		70.7	1.63
American Career Coll.-Lynwood (141)	Y	22.7	3.88	Pacific Coll. (272)	Y	70.2	1.62
Concorde Career Coll.-San Diego (64)	Y	20.3	3.47	Bakersfield Coll. (65)		69.2	1.60
Blake Austin Coll. (206)	Y	19.9	3.40	Santa Barbara City Coll. (119)		68.1	1.57
Healthcare Career Coll. (31)	Y	19.4	3.31	Reedley Coll. (74)		67.6	1.56
Career Care Institute (425)	Y	17.9	3.06	Riverside City Coll. (180)		66.1	1.53
CA Career Institute (269)	Y	17.5	2.99	CA Nurses Educational Institute (204)	Y	65.7	1.52
North-West Coll.-Riverside (368)	Y	16.8	2.88	Advanced Coll. (53)	Y	64.2	1.48
Napa Valley Coll. (47)		14.9	2.55	North-West Coll.-West Covina (74)	Y	63.5	1.47
American Career Coll.-Los Angeles (363)	Y	14.6	2.50	Hacienda La Puente Adult Education (81)		63.0	1.45
Sacramento City Coll. (132)		14.4	2.46	Healthcare Career Coll. (31)	Y	61.3	1.41
City Coll. of San Francisco (109)		13.8	2.35	Chaffey Coll. (139)		59.7	1.38
North-West Coll.-Long Beach (59)	Y	13.6	2.32	Citrus Coll. (287)		59.6	1.37
Santa Barbara Business Coll.-Bakersfield (122)	Y	13.1	2.24	Downey Adult School (162)		59.3	1.37
Baldy View Regional Occupational Program (39)		12.8	2.19	Gavilan Coll. (98)		58.2	1.34
MiraCosta Coll. (24)		12.5	2.14	Southwestern Coll. (61)		55.7	1.29
Beaumont Adult School (97)		12.4	2.11	Allan Hancock Coll. (170)		54.7	1.26
Brightwood Coll.-San Diego (130)	Y	12.3	2.10	Merced Coll. (119)		54.6	1.26
Chaffey Coll. (139)		12.2	2.09	North-West Coll.-Riverside (368)	Y	54.6	1.26
Long Beach City Coll. (158)		12.0	2.06	American Career Coll.-Lynwood (141)	Y	54.6	1.26
Carrington Coll.-Pleasant Hill (17)	Y	11.8	2.01	Casa Loma Coll.-Van Nuys (60)	Y	53.3	1.23
Unitek Coll. (141)	Y	11.3	1.94	Santa Barbara Business Coll.-Bakersfield (122)	Y	53.3	1.23
Brightwood Coll.-Los Angeles-Van Nuys (96)	Y	10.4	1.78	San Joaquin Valley Coll.-Visalia (109)	Y	53.2	1.23
American Career Coll.-Ontario (530)	Y	10.2	1.74	Brightwood Coll.-Los Angeles-Van Nuys (96)	Y	53.1	1.23
Brightwood Coll.-Sacramento (99)	Y	10.1	1.73	North-West Coll.-Pomona (46)	Y	52.2	1.20
Casa Loma Coll.-Van Nuys (60)	Y	10.0	1.71	CA Career Institute (269)	Y	51.7	1.19
Pacific Coll. (272)	Y	9.9	1.70	National Career Coll. (39)	Y	51.3	1.18
Feather River Community Coll. District (21)		9.5	1.63	Long Beach City Coll. (158)		50.6	1.17

LPRN Programs 2017-2019 (93 total) (cont'd)

Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Santa Rosa Junior Coll. (66)		9.1	1.55	Career Care Institute (425)	Y	50.1	1.16
Carrington Coll.-Sacramento (467)	Y	9.0	1.54	North-West Coll.-Van Nuys (38)	Y	50.0	1.15
Glendale Career Coll.-Brightwood Teachout (94)	Y	8.5	1.45	Santa Rosa Junior Coll. (66)		50.0	1.15
Gurnick Academy of Medical Arts (1458)	Y	8.4	1.43	Copper Mountain Community Coll. (65)		49.2	1.14
National Career Coll. (39)	Y	7.7	1.31	Pasadena City Coll. (51)		49.0	1.13
Mission Coll. (105)		7.6	1.30	North-West Coll.-Long Beach (59)	Y	47.5	1.10
Marian Health Careers Center-Van Nuys Campus (98)	Y	7.1	1.22	American Career Coll.-Ontario (530)	Y	46.8	1.08
Marian Health Careers Center-Los Angeles Campus (135)	Y	6.7	1.14	Univ. of Antelope Valley (217)	Y	46.5	1.07
Palo Verde Coll. (16)		6.3	1.07	Beaumont Adult School (97)		46.4	1.07
CES Coll. (80)	Y	6.3	1.07	American Career Coll.-Los Angeles (363)	Y	45.7	1.06
Pasadena City Coll. (51)		5.9	1.01	Stanbridge Univ. (332)	Y	44.9	1.04
Brightwood Coll.-Vista (85)	Y	5.9	1.01	Santa Barbara Business Coll.-Santa Maria (25)	Y	44.0	1.02
Unitek Coll. (1128)	Y	5.9	1.00	Clovis Adult Education (159)		42.1	0.97
Carrington Coll.-San Jose (52)	Y	5.8	0.99	Cerro Coso Community Coll. (91)		41.8	0.96
American Career Coll.-Anaheim (353)	Y	5.7	0.97	Carrington Coll.-San Jose (52)	Y	40.4	0.93
Clovis Adult Education (159)		5.7	0.97	CES Coll. (80)	Y	38.8	0.89
Xavier Coll. School of Nursing (186)	Y	5.4	0.92	High Desert Medical Coll. (60)	Y	38.3	0.88
North-West Coll.-Van Nuys (38)	Y	5.3	0.90	American Career Coll.-Anaheim (353)	Y	38.2	0.88
High Desert Medical Coll. (60)	Y	5.0	0.85	Career Development Institute Inc (132)	Y	36.4	0.84
San Joaquin Valley Coll.-Visalia (109)	Y	4.6	0.78	Baldy View Regional Occupational Program (39)		35.9	0.83
Rio Hondo Coll. (69)		4.3	0.74	Brightwood Coll.-San Diego (130)	Y	35.4	0.82
Downey Adult School (162)		4.3	0.74	Concorde Career Coll.-San Diego (64)	Y	34.4	0.79
North-West Coll.-West Covina (74)	Y	4.1	0.69	Brightwood Coll.-Vista (85)	Y	34.1	0.79
Brightwood Coll.-Modesto (28)	Y	3.6	0.61	Lassen Community Coll. (36)		33.3	0.77
WestMed Coll. (28)	Y	3.6	0.61	Cuesta Coll. (103)		33.0	0.76
Citrus Coll. (287)		3.5	0.60	Brightwood Coll.-Modesto (28)	Y	32.1	0.74
CA Nurses Educational Institute (204)	Y	3.4	0.59	Angeles Institute (265)	Y	31.7	0.73
Riverside City Coll. (180)		3.3	0.57	Marian Health Careers Center-Van Nuys Campus (98)	Y	30.6	0.71
Bakersfield Coll. (65)		3.1	0.53	WestMed Coll. (28)	Y	28.6	0.66
Unitek Coll. (208)	Y	2.9	0.49	Gurnick Academy of Medical Arts (1458)	Y	28.2	0.65
Reedley Coll. (74)		2.7	0.46	Carrington Coll.-Sacramento (467)	Y	27.8	0.64
Hacienda La Puente Adult Education (81)		2.5	0.42	Homestead Schools (224)	Y	27.7	0.64
Shasta Coll. (43)		2.3	0.40	Mission Coll. (105)		27.6	0.64
North-West Coll.-Pomona (46)	Y	2.2	0.37	Xavier Coll. School of Nursing (186)	Y	26.9	0.62
Stanbridge Univ. (332)	Y	2.1	0.36	Blake Austin Coll. (206)	Y	26.7	0.62
Gavilan Coll. (98)		2.0	0.35	Marian Health Careers Center-Los Angeles Campus (135)	Y	26.7	0.62
Coll. of the Redwoods (111)		1.8	0.31	Unitek Coll. (1128)	Y	25.4	0.59
Medical Allied Career Center (61)	Y	1.6	0.28	Coll. of the Redwoods (111)		23.4	0.54

LPRN Programs 2017-2019 (93 total) (cont'd)

Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
Southwestern Coll. (61)		1.6	0.28	Shasta Coll. (43)		23.3	0.54
Hartnell Coll. (75)		1.3	0.23	Brightwood Coll.-Sacramento (99)	Y	23.2	0.54
Cuesta Coll. (103)		1.0	0.17	Los Medanos Coll. (53)		22.6	0.52
Butte Coll. (89)		0.0	0.00	CA Career Coll. (18)	Y	22.2	0.51
Imperial Valley Coll. (23)		0.0	0.00	Angeles Coll. (50)	Y	22.0	0.51
Cerro Coso Community Coll. (91)		0.0	0.00	Butte Coll. (89)		21.3	0.49
Santa Barbara Business Coll.-Santa Maria (25)	Y	0.0	0.00	Glendale Career Coll.-Brightwood Teachout (94)	Y	20.2	0.47
Copper Mountain Community Coll. (65)		0.0	0.00	Coll. of the Siskiyous (86)		19.8	0.46
Saddleback Coll. (84)		0.0	0.00	Feather River Community Coll. District (21)		19.0	0.44
Allan Hancock Coll. (170)		0.0	0.00	Unitek Coll. (141)	Y	18.4	0.43
Santa Barbara City Coll. (119)		0.0	0.00	City Coll. of San Francisco (109)		18.3	0.42
Lassen Community Coll. (36)		0.0	0.00	Charles A Jones Career and Education Center (97)		17.5	0.40
Coll. of the Siskiyous (86)		0.0	0.00	Sacramento City Coll. (132)		17.4	0.40
Merced Coll. (119)		0.0	0.00	MiraCosta Coll. (24)		16.7	0.38
American Medical Sciences Center (38)	Y	0.0	0.00	Unitek Coll. (208)	Y	13.5	0.31
Career Networks Institute (33)	Y	0.0	0.00	Carrington Coll.-Pleasant Hill (17)	Y	11.8	0.27
Platt Coll.-Los Angeles (14)	Y	0.0	0.00	Napa Valley Coll. (47)		8.5	0.20
Coll. of the Desert (99)		0.0	0.00	American Medical Sciences Center (38)	Y	5.3	0.12
Antelope Valley Coll. (10)		0.0	0.00	Saddleback Coll. (84)		4.8	0.11

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.
 Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019;
 American Community Survey (ACS), 2015-2019

Appendix 9: All Dental Hygienist Programs

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

Dental Hygienist Programs 2017-2019 (27 total)							
Black				Hispanic			
Institution (number of grads)	Private	%	DI	Institution (number of grads)	Private	%	DI
West Los Angeles Coll. (91)		7.7	1.31	Fresno City Coll. (78)		60.3	1.39
Univ. of Southern CA (189)	Y	2.6	0.45	Oxnard Coll. (52)		50.0	1.15
West Coast Univ.-Orange County (197)	Y	2.5	0.43	Moreno Valley Coll. (43)		46.5	1.07
Moreno Valley Coll. (43)		2.3	0.40	Taft Coll. (78)		46.2	1.06
Foothill Coll. (88)		2.3	0.39	West Los Angeles Coll. (91)		42.9	0.99
Concorde Career Coll.-San Bernardino (89)	Y	2.2	0.38	Concorde Career Coll.-San Bernardino (89)	Y	42.7	0.99
Oxnard Coll. (52)		1.9	0.33	Cabrillo Coll. (58)		39.7	0.91
Carrington Coll.-Sacramento (160)	Y	1.9	0.32	Concorde Career Coll.-Garden Grove (89)	Y	31.5	0.73
Santa Rosa Junior Coll. (70)		1.4	0.24	Univ. of Southern CA (189)	Y	31.2	0.72
Carrington Coll.-San Jose (81)	Y	1.2	0.21	Carrington Coll.-Sacramento (160)	Y	30.6	0.71
Concorde Career Coll.-Garden Grove (89)	Y	1.1	0.19	Loma Linda Univ. (95)	Y	30.5	0.70
Concorde Career Coll.-San Diego (89)	Y	1.1	0.19	Cerritos Coll. (33)		30.3	0.70
Southwestern Coll. (92)		1.1	0.19	Pasadena City Coll. (61)		29.5	0.68
San Joaquin Valley Coll.-Visalia (189)	Y	1.1	0.18	UC-San Francisco (18)		27.8	0.64
Loma Linda Univ. (95)	Y	1.1	0.18	Southwestern Coll. (92)		27.2	0.63
Fresno City Coll. (78)		0.0	0.00	Concorde Career Coll.-San Diego (89)	Y	25.8	0.60
Cabrillo Coll. (58)		0.0	0.00	Santa Rosa Junior Coll. (70)		24.3	0.56
Taft Coll. (78)		0.0	0.00	San Joaquin Valley Coll.-Visalia (189)	Y	24.3	0.56
Cerritos Coll. (33)		0.0	0.00	Carrington Coll.-San Jose (81)	Y	23.5	0.54
Pasadena City Coll. (61)		0.0	0.00	Univ. of the Pacific (45)	Y	22.2	0.51
UC-San Francisco (18)		0.0	0.00	West Coast Univ.-Orange County (197)	Y	20.8	0.48
Univ. of the Pacific (45)	Y	0.0	0.00	Chabot Coll. (49)		20.4	0.47
Chabot Coll. (49)		0.0	0.00	Cypress Coll. (33)		18.2	0.42
Cypress Coll. (33)		0.0	0.00	Diablo Valley Coll. (58)		17.2	0.40
Diablo Valley Coll. (58)		0.0	0.00	Sacramento City Coll. (66)		15.2	0.35
Sacramento City Coll. (66)		0.0	0.00	Foothill Coll. (88)		14.8	0.34
Shasta Coll. (40)		0.0	0.00	Shasta Coll. (40)		12.5	0.29

*DI is diversity index: the percent of a race in each profession divided by the percent of that race in the workforce. Black denominator: 5.9%; Hispanic denominator: 43.4%.

Schools with fewer than 10 graduates in 2017-2019 are not included.

Data: Integrated Post-Secondary Education System (IPEDS), 2017-2019; American Community Survey (ACS), 2015-2019



Fitzhugh Mullan
Institute for Health
Workforce Equity

THE GEORGE WASHINGTON UNIVERSITY

202-994-3423
gwmi@gwu.edu
www.gwhwi.org

2175 K Street NW
Suite 250
Washington, DC 20037