

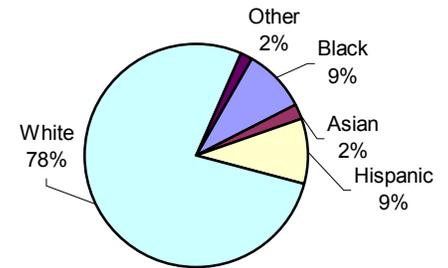


Spotlight on Connecticut

Gender & Race in CT: A Snapshot

- In 2000, CT's population was 9.4% Hispanic, 9.1% Black and 2.4% Asian (see Fig 1a).
- CT's urban areas have growing and substantially larger minority populations than the state as a whole. Both Hartford and New Haven's populations were 38% Black and 40% Hispanic, followed by Bridgeport at 31% Black and 32% Hispanic. New Haven and Bridgeport also have substantially higher Asian populations (3.9% and 3.3% respectively).
- Minority women make up approximately 9% of CT's workforce.

Figure 1a Connecticut Population, by Race/Hispanic Origin, 2000



Source: US Census 2000

Table 1a: Selected Occupations,¹ by Race/Ethnicity for Connecticut & New England, 2000, (number (%))

		Connecticut		New England	
		Female	Male	Female	Male
Physicians/ Surgeons	White	2140 (18.9)	6830 (60.1)	10,990 (23.2)	27,695 (58.5)
	Black	75 (0.7)	195 (1.72)	350 (0.74)	665 (1.4)
	Hispanic	110 (1.0)	245 (2.2)	398 (0.84)	915 (1.93)
	Asian	570 (5.0)	970 (8.6)	2,210 (4.67)	3,520 (7.44)
Dentists	White	190 (8.1)	1890 (80.1)	1,065 (11.9)	7,045 (78.7)
	Black	30 (1.3)	80 (3.39)	65 (0.73)	95 (1.06)
	Hispanic	25 (1.1)	65 (2.8)	65 (0.73)	128 (1.43)
	Asian	45 (1.9)	20 (0.8)	180 (2.01)	214 (2.39)
RNs	White	27,610 (82.8)	1660 (5.0)	126,165 (87.1)	7,545 (6.08)
	Black	1795 (5.4)	135 (0.4)	4504 (3.11)	475 (0.33)
	Hispanic	555 (1.7)	85 (0.25)	1,620 (1.12)	232 (0.16)
	Asian	845 (2.5)	185 (0.55)	2,275 (1.57)	365 (0.25)
Diagnostic & Medical Technologists & Technicians	White	7898 (65.6)	1959 (16.3)	35,275 (69.8)	9,002 (17.8)
	Black	715 (5.9)	210 (1.74)	1,325 (2.62)	544 (1.08)
	Hispanic	439 (3.6)	213 (1.77)	1,003 (1.98)	509 (1.01)
	Asian	274 (2.3)	124 (1.0)	1,258 (2.49)	785 (1.55)

Source: US Census 2001. Employment by Census Occupation Codes: www.census.gov/eeo2000.

Healthcare Workforce Diversity Issues in Connecticut

1. According to a 2003 Connecticut Health Foundation special panel, the "lack of diversity among the health care workforce in Connecticut has a substantial, negative impact on the level of trust and the quality of care for racial and ethnic communities."² Additionally, the lack of bilingual health workers is a significant barrier to quality care.
2. Connecticut, like other states is expected to experience a shortage of health support staff in the future and will need to rely more and more on minority workers.³

In Connecticut, while Blacks and Hispanics make up more than 18 % of the population:

- Less than 5% of doctors and 8% dentists are Black and Hispanic. Statewide there are only 185 Black and Hispanic female doctors and 55 dentists.
- Less than 8% of RNs are Black and Hispanic. With only 2% representation there is a particular shortage of Hispanic RNs.
- Only 28 (2.5%) EMTs are Black or Hispanic—all of whom are men.
- Only 39 pharmacists are Black or Hispanic, 34 of whom are women.
- More than 32% of health aides are minority women.

Table 1a (Continued)

		Connecticut		New England	
		Female	Male	Female	Male
LPNs	White	4495 (70.5)	290 (4.5)	20,985 (79.5)	1,460 (5.53)
	Black	1105 (17.3)	35 (0.55)	2,215 (8.39)	145 (0.55)
	Hispanic	200 (3.1)	50 (0.8)	523 (1.98)	104 (0.39)
	Asian	80 (1.3)	4 (0.06)	233 (0.88)	89 (0.13)
Aides/Medical Assistants	White	19,060 (49.8)	2725 (7.1)	91,475 (66.2)	12,320 (8.91)
	Black	8980 (23.5)	1325 (3.5)	19,560 (14.2)	3,809 (2.75)
	Hispanic	3555 (9.3)	450 (1.2)	8,843 (6.40)	1,375 (0.99)
	Asian	425 (1.1)	0225 (0.6)	1,790 (1.29)	570 (0.41)

¹ **SELECTED OCCUPATIONS EXPLAINED:** **Physicians & Surgeons** (306) SOC 29-1060 (does not include Ophthalmologists, Podiatrists, or Chiropractors); **Dentists** (301) SOC 29-1020; **RNs** (313) SOC 29-1111; **LPNs** Licensed Practical and Licensed Vocational Nurses (350) SOC 29-2061; **Pharmacists** (305) SOC 29-1051. **Technologists/Technicians** include: Clinical Laboratory Technologists and Technicians (330) SOC 29-2010; Diagnostic Related Technologists and Technicians (332) SOC 29-2030; Health Diagnosing and Treating Practitioner Support Technicians (341) SOC 29-2050; Health Diagnosing and Treating Practitioners, All Other (326) SOC 29-1199; and Miscellaneous Health Technologists and Technicians (353) SOC 29-2090; **Dental Assistants** (364) SOC 31-9091 and **Dental Hygienists** (331) SOC 29-2021; **Physician Assistants** (311) SOC 29-1071. The category "**Aides/Medical Assistants**" includes: Nursing, Psychiatric, and Home Health Aides (360) SOC 31-1010 and Medical Assistants and Other Healthcare Support Occupations (365) SOC 31-909X; **Dietitians and Nutritionists** (303) SOC 29-1031

² Connecticut Health Foundation, "PATHWAYS TO EQUAL HEALTH: Eliminating Racial and Ethnic Health Disparities in Connecticut." New Britain, CT: Connecticut Health Foundation, March 2005, p. 33. Downloaded on 5/31/06 from <http://www.cthealth.org/matriarch/documents/raciaethnicpanel.pdf>

³ Connecticut Department of Public Health, "Toward Solving Connecticut's Health Care Workforce Shortages," Unpublished report by the Office of Public Health Workforce Development, May 2002.

Notes

¹ Sullivan Commission on Diversity in the Healthcare Workforce. "Missing Persons: Minorities in the Health Professions." (Atlanta, GA: Sullivan Commission, Sept. 2004, 1).

² Aetna, "Broker and Consultant E-Briefing, Special Report." Accessed from www.aetna.com/producer/BeB_SI/2004-06/si_div_extent.html on 4/5/06.

³ Diagnostic Technicians include cardiovascular technologists, and radiologic technicians and technologists (including mammographers), and Support Technicians including dietetic technicians, psychiatric technicians, respiratory therapy technicians and surgical technologists.

⁴ Population figures are from U.S. Census, Annual Estimates of the Population by Sex, Race and Hispanic or Latino Origin for New England States: April 1, 2000 to July 1, 2004 (SC-EST2004-03-25). Release date: August 11, 2005.

⁵ These include home health aides, medical assistants, physician assistants, physical therapy assistants, dental hygienists, dental assistants, and personal and home health aides.

⁶ Rohr, Monica. "Haitian Nursing Assistants Need Workplace Respect." *The Boston Globe*, 11/9/2003. Note: official data on immigrant workers in the health care professions are difficult to obtain.

⁷ Eaton, Susan, Claudia Green, Randall Wilson, and Theresa Osypuk. "Extended Care Career Ladder Initiative (ECCLI): Baseline Evaluation Report of a Massachusetts Nursing Home Initiative." (Cambridge, MA: Kennedy School of Government, 2001, 44).

⁸ Especially for home health aides, medical assistants, physician assistants, physical therapy assistants, dental hygienists, dental assistants, personal and home health aides. US Bureau of Labor. "Employment by occupation, 2004 and projected 2014." (Washington, DC: Bureau of Labor Statistics, 2005). Accessed from <http://www.bls.gov/emp/emptab21.htm> on 4/20/06.

⁹ US Census Bureau. "Projected State Populations, by Sex, Race, and Hispanic Origin: 1995-2025." Accessed from <http://www.census.gov/population/projections/state/stpjrace.txt> on 3/24/06.

¹⁰ Note: even in the states that are less diverse overall, there are cities with substantial and growing minority populations. Nashua, NH, for example, was 11% minority in 2000.

¹¹ Sullivan Commission on Diversity in the Healthcare Workforce. "Missing Persons: Minorities in the Health Professions." (Atlanta, GA: Sullivan Commission, Sept. 2004, 6).

¹² Association of American Medical Colleges (AAMC). *Minorities in Medical Education: Facts and Figures 2005*. (Washington, DC: AAMC, 45).

¹³ Conversation with Peter Torres at UMass Boston, Bringing the Best to Nursing

¹⁴ US Bureau of Labor. "Employment by occupation, 2004 and projected 2014." (Washington, DC: Bureau of Labor Statistics, 2005). Accessed from <http://www.bls.gov/emp/emptab21.htm> on 4/20/06.

¹⁵ Sullivan Commission, p. 63.

¹⁶ US Bureau of Labor. "Employment by occupation, 2004 and projected 2014." (Washington, DC: Bureau of Labor Statistics, 2005). Accessed from <http://www.bls.gov/emp/emptab21.htm> on 4/20/06.

¹⁷ US Department of Health and Human Services, Health Resources and Services Administration. "Projected Supply, Demand, and Shortages for Registered Nurses: 2000-2020." (Washington, DC: HRSA, July 2002). Accessed from <http://bhpr.hrsa.gov/healthworkforce/reports/rnproject/report.htm> on 4/21/06.

¹⁸ Sullivan Commission, p. 50.

¹⁹ Sullivan Commission, p. 47.

²⁰ Sullivan Commission, p. 51.

²¹ US Department of Health and Human Services, Health Resources and Services Administration. HRSA State Health Workforce Profiles: Massachusetts. (Washington, DC: HRSA, 10, 13, 15). Accessed from <ftp://ftp.hrsa.gov/bhpr/workforceprofiles/MA.pdf> on 4/20/06.

²² US Bureau of the Census. "Employment by Census Occupation Codes." Accessed from www.census.gov/eeo2000 on 3/24/06; anecdotally many non-minority immigrant women also fill these roles.

²³ US Bureau of Labor Statistics, "Employment by occupation, 2004 and projected 2014." Accessed from <http://www.bls.gov/emp/emptabapp.htm> on 4/20/06.

²⁴ U.S. Census, "EEO Data Tool: Massachusetts Females by Selected Healthcare Occupations by Race, 2000."

²⁵ HRSA reports on the difficulty of accurately estimating the number of direct care workers because (1) many are thought to work in a "gray market" where there is little formal record keeping about their numbers, training, hours, or wages; and (2) different agencies in the state and federal governments use different classifications for home health aides and nursing aides. They are variously described as direct care paraprofessionals, direct care workers, or members of health support occupations.

²⁶ Bureau of Labor Statistics. "Occupational Outlook Handbook, 2004-05 Edition. Nursing, Psychiatric and Home Health Aides." Accessed from <http://www.bls.gov/oco/ocos165.htm> on 3/4/05.

²⁷ Stacey, Clare. Chapter 6 in *Serving Care: Home Health Aides in the New Economy*. Draft manuscript (forthcoming).

²⁸ Stacey (forthcoming).

²⁹ Bureau of Labor Statistics. "Occupational Outlook Handbook, 2004-05 Edition. Nursing, Psychiatric and Home Health Aides." Accessed from <http://www.bls.gov/oco/ocos165.htm> on 3/4/05; "Occupational Employment and Wages, May 2003," Sept. 2004; Bulletin 2567. Accessed from http://www.bls.gov/oes/oes_pub_2003_m.htm on 4/5/05.

³⁰ US Department of Health and Human Services, Health Resources and Services Administration. HRSA State Health Workforce Profiles: Massachusetts. (Washington, DC: HRSA, 2000). Accessed from <ftp://ftp.hrsa.gov/bhpr/workforceprofiles/MA.pdf> on 4/20/06.



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