
Promoting Inclusion in Indiana through Modifications to Health Workforce Data Collection Efforts

Background

Supplemental information has been captured from licensed Indiana health care professionals during the biennial license renewal process for over a decade. The process for collecting this supplemental information was recently codified through enactment of Senate Enrolled Act 223-2018.¹ The Governor's Health Workforce Council serves as the review and approval body for supplemental information fields that are captured.

In compliance with this law, to reduce administrative burden on the Indiana Professional Licensing Agency and support inter-profession comparison, data collection efforts for affected professions have been standardized to the extent possible given variations between health care profession types. In 2019, the Council approved the development of an Indiana Minimum Data Set (MDS) Tool for licensed health professionals.² Many question fields were structured based on a federal MDS survey tool for physicians that was developed by the Federation for State Medical Boards.³ The MDS survey tools support consistency in core data elements across states (federal MDS) and between professions (Indiana MDS).⁴

¹ Information on SEA 223-2018 can be found at:

<https://scholarworks.iupui.edu/bitstream/handle/1805/20352/Information%20on%202018%20Senate%20Enrolled%20Act%20223.pdf?sequence=1&isAllowed=y>

² Minimum Data Set Survey Tool for Indiana Health Professions is available at: https://www.in.gov/dwd/files/Minimum_Data_Set_for_Indiana_Health_Professions.pdf

³ Final Minimum Data Set for physicians is available at: <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/physicians.pdf>

⁴ Minimum Data Sets available on the HRSA website at: <https://bhw.hrsa.gov/data-research/explore-health-workforce-data-policy>

Current State of Health Workforce Demographic Data Collection

To support multi-profession comparison, Indiana reviewed and adopted many of the demographic question styles available on the federal physician MDS or the U.S. Census. Below is a comparison of the federal physician MDS, U.S. 2020 Census, and the Indiana MDS.

Source: Federal Physician Minimum Data Set ⁵		U.S. 2020 Census ⁶		Current Indiana Minimum Data Set ⁷	
Question	Response Options (in order of presentation)	Question	Response Options (in order of presentation)	Question	Response Options (in order of presentation)
Sex:	<input type="radio"/> Male <input type="radio"/> Female	What is Person 1's sex?	<input type="radio"/> Male <input type="radio"/> Female	Sex ⁸	<input type="radio"/> Male <input type="radio"/> Female
Race (1 or more categories may be selected)	<input type="radio"/> White <input type="radio"/> American Indian or Alaska Native <input type="radio"/> Native Hawaiian/Other Pacific Islander <input type="radio"/> Black or African American <input type="radio"/> Asian <input type="radio"/> Other (specify) _____	What is Person 1's race? <i>Mark one or more boxes AND print origins.</i>	<input type="radio"/> White – Print, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc. <input type="radio"/> Black or African Am. – Print, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc. _____ <input type="radio"/> American Indian or Alaska Native – Print name of enrolled or principal tribe(s), for example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc. _____ <input type="radio"/> Chinese <input type="radio"/> Vietnamese <input type="radio"/> Native Hawaiian <input type="radio"/> Filipino <input type="radio"/> Korean <input type="radio"/> Samoan <input type="radio"/> Asian Indian <input type="radio"/> Japanese <input type="radio"/> Chamorro <input type="radio"/> Other Asian – Print, for example, Pakistani, Cambodian, Hmong, etc. _____ <input type="radio"/> Other Pacific Islander – Print, for example, Tongan, Fijian, Marshallese, etc. _____ <input type="radio"/> Some other race – Print race or origin _____	What is your race? Mark one or more boxes.	<input type="radio"/> White <input type="radio"/> American Indian or Alaska Native <input type="radio"/> Native Hawaiian/Pacific Islander <input type="radio"/> Black or African American <input type="radio"/> Asian <input type="radio"/> Some Other Race
Ethnicity Are you Hispanic, Latino/a, or of Spanish origin? (1 or more categories may be selected)	<input type="radio"/> No <input type="radio"/> Yes, Mexican, Mexican American, Chicano/a <input type="radio"/> Yes, Puerto Rican <input type="radio"/> Yes, Cuban <input type="radio"/> Yes, Another Hispanic, Latino/a, or of Spanish origin (specify) _____	Is Person 1 of Hispanic, Latino, or Spanish origin?	<input type="radio"/> No, not of Hispanic, Latino, or Spanish origin <input type="radio"/> Yes, Mexican, Mexican Am., Chicano <input type="radio"/> Yes, Puerto Rican <input type="radio"/> Yes, Cuban <input type="radio"/> Yes, another Hispanic, Latino, or Spanish origin – <i>Print, for example, Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian, etc</i> _____	Are you of Hispanic or Latino origin?	<input type="radio"/> Yes <input type="radio"/> No

⁵ Source: <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/physicians.pdf>

⁶ Source: <https://www2.census.gov/programs-surveys/decennial/2020/technical-documentation/questionnaires-and-instructions/questionnaires/2020-informational-questionnaire.pdf>

⁷ Source: https://www.in.gov/dwd/files/Minimum_Data_Set_for_Indiana_Health_Professions.pdf

⁸ Note: "Sex" is not a field included on the Indiana MDS, but it is captured on many profession-specific licensure surveys. A full list of profession-specific licensure survey tools can be found at: <https://scholarworks.iupui.edu/handle/1805/18431>

Recommendation for Future Health Workforce Demographic Data Collection

In order to promote diversity, equity, and inclusion, the following recommendations have been made to Indiana's Minimum Data Set demographic questions, spearheaded by the Indiana Behavioral Health Workforce Data Advisory Group:

- Sex
 - Female
 - Male

NOTE: Response options for this question have been alphabetized.

- What is your race? Mark one or more boxes.
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaiian/Pacific Islander
 - White
 - Some Other Race

NOTE: Response options for this question have been alphabetized.

- Are you of Hispanic, Latina/o, or Spanish origin?
 - Yes
 - No

NOTE: Language for this question has been modified to include both gender forms of LatinX and revised to include Spanish origin.

Considerations for Implementation

Given that demographic questions have been standardized across Indiana health professions licensure surveys, all affected data fields should be modified concurrently to preserve inter-profession comparability to the extent possible after considering administrative feasibility of this coding change.

Approval by Indiana Governor's Health Workforce Council

In their June 17th, 2021 meeting, the Governor's Health Workforce Council voted to adopt the demographic questions as written above to be included in all health professions license renewal information fields. This change was made to the [Indiana Minimum Data Set](#) and will be included across all health professions that receive supplemental questions during license renewal.