

Legislative Fiscal Office

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To: Education Subcommittee

From: Kim To, Legislative Fiscal Office

Date: March 8, 2021

Subject: Diversity and Cultural Competency of Healthcare Licensing Boards

On February 8, 2021, during the public hearing for SB 5521, the appropriation bill for the six Health Related Licensing Boards (HRLB), Representative Alonso Leon requested the following information for the state's healthcare licensing boards whose appropriation bills are scheduled in the Education Subcommittee of the Joint Committee on Ways on Means:

1. Geographic and demographic data on the licensees serving in these professions.
Please see page 2 of this memo and Appendix A for data on each board.
2. Languages other than English spoken by licensees in these professions.
Please see page 2 of this memo and Appendix A for data on each board.
3. Does the board require applicants and licensees to go through cultural competency training? What are the specific requirements? What training courses are available?
Please page 2 of this memo and Appendix B for responses from each board.
4. Geographic and demographic data of board members. Is there intentional work by each board to recruit more BIPOC to their boards?
Please see Appendix C for responses from each board.
5. Is there intentional work by each board to recruit more BIPOC to go into these professions?
Please see Appendix D for responses from each board.

The following is a summary compilation of the materials submitted by healthcare licensing boards, as well as supporting reports from Oregon Health Authority's Office of Health Analytics, in response to the above request for information.

ORS 676.410 requires healthcare workforce regulatory boards to collaborate with the Oregon Health Authority (OHA) to collect information from licensees to inform the state’s workforce planning and investments. The required information to be collected includes demographic data and languages spoken. In Appendix A, you will find data collected by the Oregon Health Authority’s Office of Health Analytics in collaboration with the healthcare licensing boards to answer questions #1 and #2.

House Bill 2011 (2019) / ORS 676.850 mandates cultural competency continuing education for health care professionals starting July 1, 2021. The statutes authorize specified health care licensing boards to require licensees to receive cultural competency continuing education. The following is a table of agencies that are subject to ORS 676.410 and ORS 676.850.

	Licensed Health Care Professional Boards	Subject to ORS 676.410 Health Care Workforce Data Collection	Subject to ORS 676.850 Cultural Competency Continuing Education
1	Board of Licensed Social Workers (BLSW)	Yes	Yes
2	Oregon Board of Chiropractic Examiners (OBCE)	Yes	Yes
3	Oregon Board of Dentistry (OBD)	Yes	Yes
4	Oregon Board of Pharmacy (OBOP)	Yes	Yes
5	Oregon Medical Board (OMB) *	Yes	Yes
6	Oregon State Board of Nursing (OSBN) *	Yes	Yes
	HRLB: Health-Related Licensing Boards		
7	HRLB: Oregon Mortuary and Cemetery Board (OMCB)	No	No
8	HRLB: Oregon Board of Naturopathic Medicine (OBNM)	Yes	Yes
9	HRLB: Occupational Therapy Licensing Board (OTLB)	Yes	Yes
10	HRLB: Oregon Board of Medical Imaging (OBMI)	Yes	Yes
11	HRLB: Board of Examiners for Speech-Language Pathology and Audiology (BSPA)	Yes	Yes
12	HRLB: Oregon Veterinary Medical Examining Board (OVMEB)	No	No
	MHRA: Mental Health Regulatory Agency		
13	MHRA: Board of Licensed Professional Counselors and Therapists (LPCT)	Yes	Yes
14	MHRA: Oregon Board of Psychology (OBP)	Yes	Yes
	(Semi-Independent under ORS 182.454)		
15	Board of Massage Therapists +	Yes	Yes
16	Board of Optometry +	Yes	Yes
17	Oregon Board of Physical Therapy +	Yes	Yes

*The appropriation bills for these boards are scheduled in the Human Services Subcommittee but have been included in this response.

+These boards are semi-independent agencies but have been included in this response.

APPENDIX A

Licensees Geographic and Demographic Data, including Languages Spoken

The following pages are data compiled by the Oregon Health Authority, Office of Health Analytic, Health Care Workforce Reporting to respond to #1 and #2 - Languages spoken by licensees and geographic and demographic data on the licensees.

Note that the Mortuary and Cemetery Board and the Veterinary Medical Examining Board are not subject to ORS 676.410 requiring healthcare workforce regulatory boards to collaborate with the Oregon Health Authority (OHA) to collect information from licensees to inform the state's workforce planning and investments. These two boards have provided their own data.

1. Board of Licensed Social Workers (BLSW)

Occupation: Licensed clinical social workers
Estimated active

providers statewide: 3,900

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	16	0.4%	0.4%
Benton	104	2.6%	2.2%
Clackamas	319	7.9%	10.0%
Clatsop	28	0.7%	0.9%
Columbia	13	0.3%	1.2%
Coos	30	0.7%	1.5%
Crook	2	0.0%	0.6%
Curry	4	0.1%	0.5%
Deschutes	199	4.9%	4.6%
Douglas	67	1.7%	2.6%
Gilliam	0	0.0%	0.0%
Grant	2	0.0%	0.2%
Harney	4	0.1%	0.2%
Hood River	30	0.7%	0.6%
Jackson	172	4.3%	5.2%
Jefferson	7	0.2%	0.6%
Josephine	36	0.9%	2.0%
Klamath	30	0.7%	1.6%
Lake	1	0.0%	0.2%
Lane	357	8.8%	8.9%
Lincoln	43	1.1%	1.1%
Linn	59	1.5%	3.0%
Malheur	14	0.3%	0.8%
Marion	247	6.1%	8.2%
Morrow	8	0.2%	0.3%
Multnomah	1,622	40.2%	19.4%
Polk	27	0.7%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	19	0.5%	0.6%
Umatilla	36	0.9%	1.9%
Union	20	0.5%	0.6%
Wallowa	5	0.1%	0.2%
Wasco	22	0.5%	0.6%
Washington	444	11.0%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	48	1.2%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.0	156	12.8
American Indian/Alaska Native	0.5	19	0.9
Asian	2.0	80	4.2
Black/African American	1.4	55	1.8
Multi-racial	2.4	94	3.7
Native Hawaiian/Pacific Islander	0.1	4	0.4
Other race	0.8	32	0.2
White	88.8	3,464	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	15.7	613	15.4
Top Oregon household languages			
Spanish	10.3	402	9.1
Chinese	0.2	8	0.8
Vietnamese	0.1	3	0.7
Russian	0.2	9	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Clinical social work associates
Estimated active
providers statewide: 981

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	2	0.2%	0.4%
Benton	15	1.5%	2.2%
Clackamas	70	7.0%	10.0%
Clatsop	10	1.0%	0.9%
Columbia	11	1.1%	1.2%
Coos	7	0.7%	1.5%
Crook	5	0.5%	0.6%
Curry	2	0.2%	0.5%
Deschutes	47	4.7%	4.6%
Douglas	18	1.8%	2.6%
Gilliam	0	0.0%	0.0%
Grant	2	0.2%	0.2%
Harney	2	0.2%	0.2%
Hood River	7	0.7%	0.6%
Jackson	51	5.1%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	8	0.8%	2.0%
Klamath	15	1.5%	1.6%
Lake	0	0.0%	0.2%
Lane	90	9.0%	8.9%
Lincoln	2	0.2%	1.1%
Linn	8	0.8%	3.0%
Malheur	10	1.0%	0.8%
Marion	75	7.5%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	405	40.3%	19.4%
Polk	11	1.1%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	5	0.5%	0.6%
Umatilla	7	0.7%	1.9%
Union	7	0.7%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	7	0.7%	0.6%
Washington	75	7.5%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	31	3.1%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	11.8	116	12.8
American Indian/Alaska Native	0.4	4	0.9
Asian	3.2	32	4.2
Black/African American	3.9	39	1.8
Multi-racial	5.3	53	3.7
Native Hawaiian/Pacific Islander	0.4	4	0.4
Other race	0.7	7	0.2
White	74.3	730	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	23.5	231	15.4
Top Oregon household languages			
Spanish	16.6	164	9.1
Chinese	0.7	7	0.8
Vietnamese	1.0	10	0.7
Russian	0.3	4	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Non-clinical social workers
Estimated active
providers statewide: 181

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	4	2.2%	0.4%
Benton	2	1.1%	2.2%
Clackamas	11	6.1%	10.0%
Clatsop	0	0.0%	0.9%
Columbia	1	0.6%	1.2%
Coos	1	0.6%	1.5%
Crook	0	0.0%	0.6%
Curry	0	0.0%	0.5%
Deschutes	6	3.4%	4.6%
Douglas	2	1.1%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	2	1.1%	0.6%
Jackson	10	5.6%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	2	1.1%	2.0%
Klamath	0	0.0%	1.6%
Lake	0	0.0%	0.2%
Lane	32	17.9%	8.9%
Lincoln	0	0.0%	1.1%
Linn	2	1.1%	3.0%
Malheur	2	1.1%	0.8%
Marion	15	8.4%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	63	35.2%	19.4%
Polk	0	0.0%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	0	0.0%	0.6%
Umatilla	2	1.1%	1.9%
Union	1	0.6%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	1	0.6%	0.6%
Washington	19	10.6%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	1	0.6%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	5.2	10	12.8
American Indian/Alaska Native	0.0	0	0.9
Asian	2.2	5	4.2
Black/African American	0.7	2	1.8
Multi-racial	1.5	3	3.7
Native Hawaiian/Pacific Islander	0.7	2	0.4
Other race	0.0	0	0.2
White	89.6	163	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	11.0	20	15.4
Top Oregon household languages			
Spanish	6.9	13	9.1
Chinese	0.7	2	0.8
Vietnamese	0.7	2	0.7
Russian	0.7	2	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Oregon Board of Licensed Social Workers

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

2. Oregon Board of Chiropractic Examiners (OBCE)

Occupation: Chiropractic physicians

Estimated active

providers statewide: 1,586

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	4	0.2%	0.4%
Benton	22	1.3%	2.2%
Clackamas	178	10.7%	10.0%
Clatsop	12	0.7%	0.9%
Columbia	7	0.4%	1.2%
Coos	13	0.8%	1.5%
Crook	7	0.4%	0.6%
Curry	7	0.4%	0.5%
Deschutes	109	6.6%	4.6%
Douglas	25	1.5%	2.6%
Gilliam	1	0.1%	0.0%
Grant	1	0.1%	0.2%
Harney	2	0.1%	0.2%
Hood River	15	0.9%	0.6%
Jackson	86	5.2%	5.2%
Jefferson	2	0.1%	0.6%
Josephine	21	1.3%	2.0%
Klamath	15	0.9%	1.6%
Lake	1	0.1%	0.2%
Lane	94	5.7%	8.9%
Lincoln	10	0.6%	1.1%
Linn	22	1.3%	3.0%
Malheur	5	0.3%	0.8%
Marion	106	6.4%	8.2%
Morrow	1	0.1%	0.3%
Multnomah	526	31.7%	19.4%
Polk	11	0.7%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	7	0.4%	0.6%
Umatilla	21	1.3%	1.9%
Union	10	0.6%	0.6%
Wallowa	3	0.2%	0.2%
Wasco	10	0.6%	0.6%
Washington	272	16.4%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	32	1.9%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	2.5	40	12.8
American Indian/Alaska Native	0.3	6	0.9
Asian	4.9	79	4.2
Black/African American	0.4	7	1.8
Multi-racial	1.9	30	3.7
Native Hawaiian/Pacific Islander	0.2	4	0.4
Other race	0.6	11	0.2
White	89.1	1,414	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	20.0	318	15.4
Top Oregon household languages			
Spanish	11.8	188	9.1
Chinese	0.3	6	0.8
Vietnamese	1.1	17	0.7
Russian	0.6	10	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Chiropractic assistants
Estimated active

providers statewide: 1,280

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	1	0.1%	0.4%
Benton	28	2.2%	2.2%
Clackamas	156	12.0%	10.0%
Clatsop	0	0.0%	0.9%
Columbia	4	0.3%	1.2%
Coos	9	0.7%	1.5%
Crook	6	0.5%	0.6%
Curry	0	0.0%	0.5%
Deschutes	38	2.9%	4.6%
Douglas	54	4.2%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	1	0.1%	0.2%
Hood River	0	0.0%	0.6%
Jackson	54	4.2%	5.2%
Jefferson	1	0.1%	0.6%
Josephine	12	0.9%	2.0%
Klamath	19	1.5%	1.6%
Lake	1	0.1%	0.2%
Lane	104	8.0%	8.9%
Lincoln	7	0.5%	1.1%
Linn	31	2.4%	3.0%
Malheur	0	0.0%	0.8%
Marion	112	8.6%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	397	30.6%	19.4%
Polk	9	0.7%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	0	0.0%	0.6%
Umatilla	10	0.8%	1.9%
Union	10	0.8%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	3	0.2%	0.6%
Washington	196	15.1%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	35	2.7%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	18.1	233	12.8
American Indian/Alaska Native	0.4	6	0.9
Asian	2.8	36	4.2
Black/African American	0.9	12	1.8
Multi-racial	4.0	51	3.7
Native Hawaiian/Pacific Islander	0.1	2	0.4
Other race	0.5	7	0.2
White	73.1	936	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	22.2	284	15.4
Top Oregon household languages			
Spanish	14.6	187	9.1
Chinese	0.2	3	0.8
Vietnamese	0.9	12	0.7
Russian	3.8	49	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Oregon Board of Chiropractic Examiners

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

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Notes

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Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

3. Oregon Board of Dentistry (OBD)

Occupation: Dentists

Estimated active

providers statewide: 3,056

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	11	0.3%	0.4%
Benton	48	1.5%	2.2%
Clackamas	352	10.7%	10.0%
Clatsop	26	0.8%	0.9%
Columbia	27	0.8%	1.2%
Coos	41	1.2%	1.5%
Crook	6	0.2%	0.6%
Curry	15	0.5%	0.5%
Deschutes	164	5.0%	4.6%
Douglas	60	1.8%	2.6%
Gilliam	1	0.0%	0.0%
Grant	5	0.2%	0.2%
Harney	6	0.2%	0.2%
Hood River	29	0.9%	0.6%
Jackson	158	4.8%	5.2%
Jefferson	8	0.2%	0.6%
Josephine	60	1.8%	2.0%
Klamath	42	1.3%	1.6%
Lake	3	0.1%	0.2%
Lane	240	7.3%	8.9%
Lincoln	31	0.9%	1.1%
Linn	69	2.1%	3.0%
Malheur	26	0.8%	0.8%
Marion	284	8.6%	8.2%
Morrow	3	0.1%	0.3%
Multnomah	832	25.2%	19.4%
Polk	29	0.9%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	10	0.3%	0.6%
Umatilla	45	1.4%	1.9%
Union	15	0.5%	0.6%
Wallowa	5	0.2%	0.2%
Wasco	22	0.7%	0.6%
Washington	554	16.8%	14.5%
Wheeler	2	0.1%	0.0%
Yamhill	69	2.1%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	3.7	112	12.8
American Indian/Alaska Native	0.2	6	0.9
Asian	14.4	440	4.2
Black/African American	0.5	15	1.8
Multi-racial	1.9	59	3.7
Native Hawaiian/Pacific Islander	0.3	10	0.4
Other race	1.6	50	0.2
White	77.5	2,368	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	32.4	992	15.4
Top Oregon household languages			
Spanish	14.0	428	9.1
Chinese	1.7	53	0.8
Vietnamese	3.4	103	0.7
Russian	1.0	32	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Dental hygienists
Estimated active providers statewide: 3,294

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	9	0.3%	0.4%
Benton	78	2.3%	2.2%
Clackamas	385	11.2%	10.0%
Clatsop	30	0.9%	0.9%
Columbia	30	0.9%	1.2%
Coos	37	1.1%	1.5%
Crook	10	0.3%	0.6%
Curry	10	0.3%	0.5%
Deschutes	208	6.0%	4.6%
Douglas	75	2.2%	2.6%
Gilliam	1	0.0%	0.0%
Grant	4	0.1%	0.2%
Harney	1	0.0%	0.2%
Hood River	29	0.8%	0.6%
Jackson	174	5.0%	5.2%
Jefferson	10	0.3%	0.6%
Josephine	65	1.9%	2.0%
Klamath	55	1.6%	1.6%
Lake	4	0.1%	0.2%
Lane	335	9.7%	8.9%
Lincoln	33	1.0%	1.1%
Linn	79	2.3%	3.0%
Malheur	22	0.6%	0.8%
Marion	272	7.9%	8.2%
Morrow	1	0.0%	0.3%
Multnomah	730	21.2%	19.4%
Polk	29	0.8%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	13	0.4%	0.6%
Umatilla	43	1.2%	1.9%
Union	19	0.6%	0.6%
Wallowa	6	0.2%	0.2%
Wasco	19	0.6%	0.6%
Washington	562	16.3%	14.5%
Wheeler	2	0.1%	0.0%
Yamhill	69	2.0%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.9	161	12.8
American Indian/Alaska Native	0.6	20	0.9
Asian	4.7	156	4.2
Black/African American	0.3	10	1.8
Multi-racial	3.0	100	3.7
Native Hawaiian/Pacific Islander	0.2	6	0.4
Other race	0.9	29	0.2
White	85.4	2,815	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	15.8	520	15.4
Top Oregon household languages			
Spanish	7.6	251	9.1
Chinese	0.3	9	0.8
Vietnamese	2.1	69	0.7
Russian	1.9	62	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Stephen Prisby (Oregon Board of Dentistry)

Prepared by: Vanessa Wilson 2-10-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us, DRTS#: 5557

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

4. Oregon Board of Pharmacy (OBOP)

Occupation: Pharmacists

Estimated active

providers statewide: 4,198

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	13	0.3%	0.4%
Benton	132	3.1%	2.2%
Clackamas	390	9.0%	10.0%
Clatsop	41	0.9%	0.9%
Columbia	17	0.4%	1.2%
Coos	54	1.2%	1.5%
Crook	13	0.3%	0.6%
Curry	17	0.4%	0.5%
Deschutes	172	4.0%	4.6%
Douglas	76	1.8%	2.6%
Gilliam	2	0.0%	0.0%
Grant	4	0.1%	0.2%
Harney	6	0.1%	0.2%
Hood River	30	0.7%	0.6%
Jackson	221	5.1%	5.2%
Jefferson	14	0.3%	0.6%
Josephine	66	1.5%	2.0%
Klamath	53	1.2%	1.6%
Lake	5	0.1%	0.2%
Lane	363	8.4%	8.9%
Lincoln	42	1.0%	1.1%
Linn	95	2.2%	3.0%
Malheur	34	0.8%	0.8%
Marion	280	6.5%	8.2%
Morrow	6	0.1%	0.3%
Multnomah	1,365	31.6%	19.4%
Polk	42	1.0%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	18	0.4%	0.6%
Umatilla	57	1.3%	1.9%
Union	23	0.5%	0.6%
Wallowa	6	0.1%	0.2%
Wasco	23	0.5%	0.6%
Washington	568	13.1%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	73	1.7%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	2.8	117	12.8
American Indian/Alaska Native	0.4	19	0.9
Asian	21.1	888	4.2
Black/African American	1.6	66	1.8
Multi-racial	2.8	116	3.7
Native Hawaiian/Pacific Islander	0.4	19	0.4
Other race	0.8	33	0.2
White	70.1	2,943	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	28.3	1,190	15.4
Top Oregon household languages			
Spanish	6.6	276	9.1
Chinese	2.1	87	0.8
Vietnamese	6.5	272	0.7
Russian	1.0	41	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Certified pharmacy technicians
Estimated active providers statewide: 5,648

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	12	0.2%	0.4%
Benton	129	2.3%	2.2%
Clackamas	575	10.1%	10.0%
Clatsop	59	1.0%	0.9%
Columbia	41	0.7%	1.2%
Coos	85	1.5%	1.5%
Crook	14	0.2%	0.6%
Curry	14	0.2%	0.5%
Deschutes	214	3.8%	4.6%
Douglas	139	2.4%	2.6%
Gilliam	1	0.0%	0.0%
Grant	6	0.1%	0.2%
Harney	6	0.1%	0.2%
Hood River	19	0.3%	0.6%
Jackson	285	5.0%	5.2%
Jefferson	13	0.2%	0.6%
Josephine	99	1.7%	2.0%
Klamath	65	1.1%	1.6%
Lake	4	0.1%	0.2%
Lane	579	10.1%	8.9%
Lincoln	57	1.0%	1.1%
Linn	152	2.7%	3.0%
Malheur	45	0.8%	0.8%
Marion	397	7.0%	8.2%
Morrow	5	0.1%	0.3%
Multnomah	1,579	27.7%	19.4%
Polk	56	1.0%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	24	0.4%	0.6%
Umatilla	74	1.3%	1.9%
Union	32	0.6%	0.6%
Wallowa	7	0.1%	0.2%
Wasco	31	0.5%	0.6%
Washington	801	14.0%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	87	1.5%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	8.6	488	12.8
American Indian/Alaska Native	0.8	47	0.9
Asian	7.9	444	4.2
Black/African American	1.2	68	1.8
Multi-racial	3.0	170	3.7
Native Hawaiian/Pacific Islander	1.0	59	0.4
Other race	0.5	29	0.2
White	76.9	4,346	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	18.4	1,040	15.4
Top Oregon household languages			
Spanish	6.8	382	9.1
Chinese	0.2	13	0.8
Vietnamese	1.9	110	0.7
Russian	2.4	135	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Oregon Board of Pharmacy

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.admin@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

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Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

5. Oregon Medical Board (OMB)

Occupation: Physicians

Estimated active

providers statewide: 14,882

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	85	0.5%	0.4%
Benton	418	2.6%	2.2%
Clackamas	1,380	8.7%	10.0%
Clatsop	129	0.8%	0.9%
Columbia	31	0.2%	1.2%
Coos	174	1.1%	1.5%
Crook	27	0.2%	0.6%
Curry	67	0.4%	0.5%
Deschutes	783	4.9%	4.6%
Douglas	273	1.7%	2.6%
Gilliam	0	0.0%	0.0%
Grant	13	0.1%	0.2%
Harney	19	0.1%	0.2%
Hood River	129	0.8%	0.6%
Jackson	829	5.2%	5.2%
Jefferson	28	0.2%	0.6%
Josephine	191	1.2%	2.0%
Klamath	176	1.1%	1.6%
Lake	14	0.1%	0.2%
Lane	1,160	7.3%	8.9%
Lincoln	107	0.7%	1.1%
Linn	240	1.5%	3.0%
Malheur	152	1.0%	0.8%
Marion	1,035	6.5%	8.2%
Morrow	8	0.1%	0.3%
Multnomah	5,438	34.1%	19.4%
Polk	81	0.5%	2.0%
Sherman	2	0.0%	0.0%
Tillamook	69	0.4%	0.6%
Umatilla	273	1.7%	1.9%
Union	72	0.5%	0.6%
Wallowa	20	0.1%	0.2%
Wasco	110	0.7%	0.6%
Washington	2,176	13.7%	14.5%
Wheeler	2	0.0%	0.0%
Yamhill	227	1.4%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	3.6	537	12.8
American Indian/Alaska Native	0.1	21	0.9
Asian	14.4	2,143	4.2
Black/African American	1.4	211	1.8
Multi-racial	1.6	236	3.7
Native Hawaiian/Pacific Islander	0.2	33	0.4
Other race	1.4	204	0.2
White	77.3	11,500	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	31.6	4,708	15.4
Top Oregon household languages			
Spanish	17.2	2,563	9.1
Chinese	2.0	300	0.8
Vietnamese	0.6	93	0.7
Russian	0.9	130	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Podiatrists
Estimated active
providers statewide: 202

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	2	0.9%	0.4%
Benton	3	1.4%	2.2%
Clackamas	27	12.3%	10.0%
Clatsop	3	1.4%	0.9%
Columbia	0	0.0%	1.2%
Coos	3	1.4%	1.5%
Crook	0	0.0%	0.6%
Curry	1	0.5%	0.5%
Deschutes	11	5.0%	4.6%
Douglas	8	3.7%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	2	0.9%	0.6%
Jackson	12	5.5%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	7	3.2%	2.0%
Klamath	2	0.9%	1.6%
Lake	0	0.0%	0.2%
Lane	17	7.8%	8.9%
Lincoln	3	1.4%	1.1%
Linn	4	1.8%	3.0%
Malheur	0	0.0%	0.8%
Marion	14	6.4%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	49	22.4%	19.4%
Polk	1	0.5%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	2	0.9%	0.6%
Umatilla	4	1.8%	1.9%
Union	2	0.9%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	2	0.9%	0.6%
Washington	34	15.5%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	6	2.7%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	1.2	3	12.8
American Indian/Alaska Native	0.0	0	0.9
Asian	11.7	24	4.2
Black/African American	1.2	3	1.8
Multi-racial	1.8	4	3.7
Native Hawaiian/Pacific Islander	0.6	2	0.4
Other race	0.6	2	0.2
White	83.0	168	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	31.9	65	15.4
Top Oregon household languages			
Spanish	17.6	36	9.1
Chinese	3.3	7	0.8
Vietnamese	2.2	5	0.7
Russian	0.0	0	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Physician assistants
Estimated active providers statewide: 2,158

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	13	0.5%	0.4%
Benton	72	3.0%	2.2%
Clackamas	165	6.8%	10.0%
Clatsop	20	0.8%	0.9%
Columbia	14	0.6%	1.2%
Coos	21	0.9%	1.5%
Crook	7	0.3%	0.6%
Curry	8	0.3%	0.5%
Deschutes	192	7.9%	4.6%
Douglas	49	2.0%	2.6%
Gilliam	2	0.1%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	20	0.8%	0.6%
Jackson	135	5.6%	5.2%
Jefferson	11	0.5%	0.6%
Josephine	50	2.1%	2.0%
Klamath	26	1.1%	1.6%
Lake	2	0.1%	0.2%
Lane	213	8.8%	8.9%
Lincoln	29	1.2%	1.1%
Linn	39	1.6%	3.0%
Malheur	40	1.7%	0.8%
Marion	156	6.4%	8.2%
Morrow	5	0.2%	0.3%
Multnomah	652	26.9%	19.4%
Polk	29	1.2%	2.0%
Sherman	1	0.0%	0.0%
Tillamook	11	0.5%	0.6%
Umatilla	29	1.2%	1.9%
Union	4	0.2%	0.6%
Wallowa	2	0.1%	0.2%
Wasco	13	0.5%	0.6%
Washington	358	14.8%	14.5%
Wheeler	1	0.0%	0.0%
Yamhill	32	1.3%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.2	90	12.8
American Indian/Alaska Native	0.3	7	0.9
Asian	4.4	96	4.2
Black/African American	1.0	21	1.8
Multi-racial	2.2	48	3.7
Native Hawaiian/Pacific Islander	0.2	4	0.4
Other race	0.4	10	0.2
White	87.4	1,886	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	21.6	466	15.4
Top Oregon household languages			
Spanish	15.9	344	9.1
Chinese	0.6	14	0.8
Vietnamese	0.7	15	0.7
Russian	0.5	10	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Acupuncturists
Estimated active providers statewide: 1,478

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	2	0.1%	0.4%
Benton	23	1.5%	2.2%
Clackamas	99	6.6%	10.0%
Clatsop	11	0.7%	0.9%
Columbia	8	0.5%	1.2%
Coos	6	0.4%	1.5%
Crook	1	0.1%	0.6%
Curry	3	0.2%	0.5%
Deschutes	79	5.3%	4.6%
Douglas	7	0.5%	2.6%
Gilliam	0	0.0%	0.0%
Grant	2	0.1%	0.2%
Harney	0	0.0%	0.2%
Hood River	18	1.2%	0.6%
Jackson	65	4.3%	5.2%
Jefferson	2	0.1%	0.6%
Josephine	18	1.2%	2.0%
Klamath	3	0.2%	1.6%
Lake	0	0.0%	0.2%
Lane	84	5.6%	8.9%
Lincoln	10	0.7%	1.1%
Linn	8	0.5%	3.0%
Malheur	0	0.0%	0.8%
Marion	51	3.4%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	796	53.0%	19.4%
Polk	3	0.2%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	8	0.5%	0.6%
Umatilla	2	0.1%	1.9%
Union	6	0.4%	0.6%
Wallowa	6	0.4%	0.2%
Wasco	5	0.3%	0.6%
Washington	161	10.7%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	15	1.0%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	3.2	47	12.8
American Indian/Alaska Native	0.0	0	0.9
Asian	10.5	156	4.2
Black/African American	0.3	5	1.8
Multi-racial	3.2	47	3.7
Native Hawaiian/Pacific Islander	0.2	3	0.4
Other race	1.2	19	0.2
White	81.5	1,205	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	26.5	391	15.4
Top Oregon household languages			
Spanish	11.2	166	9.1
Chinese	5.6	84	0.8
Vietnamese	0.6	10	0.7
Russian	0.7	11	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Oregon Medical Board

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.admin@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

6. Oregon State Board of Nursing (OSBN)

Occupation: Nurse practitioners

Estimated active

providers statewide: 3,794

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	10	0.3%	0.4%
Benton	88	2.2%	2.2%
Clackamas	285	7.2%	10.0%
Clatsop	50	1.3%	0.9%
Columbia	14	0.4%	1.2%
Coos	56	1.4%	1.5%
Crook	15	0.4%	0.6%
Curry	25	0.6%	0.5%
Deschutes	177	4.4%	4.6%
Douglas	106	2.7%	2.6%
Gilliam	1	0.0%	0.0%
Grant	11	0.3%	0.2%
Harney	6	0.2%	0.2%
Hood River	18	0.5%	0.6%
Jackson	314	7.9%	5.2%
Jefferson	8	0.2%	0.6%
Josephine	87	2.2%	2.0%
Klamath	54	1.4%	1.6%
Lake	2	0.1%	0.2%
Lane	316	7.9%	8.9%
Lincoln	37	0.9%	1.1%
Linn	35	0.9%	3.0%
Malheur	25	0.6%	0.8%
Marion	285	7.2%	8.2%
Morrow	5	0.1%	0.3%
Multnomah	1,245	31.3%	19.4%
Polk	61	1.5%	2.0%
Sherman	1	0.0%	0.0%
Tillamook	18	0.5%	0.6%
Umatilla	58	1.5%	1.9%
Union	48	1.2%	0.6%
Wallowa	7	0.2%	0.2%
Wasco	29	0.7%	0.6%
Washington	408	10.3%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	74	1.9%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	3.8	145	12.8
American Indian/Alaska Native	0.4	15	0.9
Asian	3.9	150	4.2
Black/African American	1.5	59	1.8
Multi-racial	2.4	91	3.7
Native Hawaiian/Pacific Islander	0.4	17	0.4
Other race	0.6	23	0.2
White	86.9	3,299	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	22.6	859	15.4
Top Oregon household languages			
Spanish	15.4	584	9.1
Chinese	0.6	24	0.8
Vietnamese	0.5	18	0.7
Russian	0.7	26	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Certified registered nurse anesthetists
Estimated active providers statewide: 475

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	2	0.4%	0.4%
Benton	0	0.0%	2.2%
Clackamas	95	17.7%	10.0%
Clatsop	12	2.2%	0.9%
Columbia	0	0.0%	1.2%
Coos	18	3.4%	1.5%
Crook	1	0.2%	0.6%
Curry	7	1.3%	0.5%
Deschutes	11	2.1%	4.6%
Douglas	2	0.4%	2.6%
Gilliam	0	0.0%	0.0%
Grant	2	0.4%	0.2%
Harney	2	0.4%	0.2%
Hood River	10	1.9%	0.6%
Jackson	10	1.9%	5.2%
Jefferson	3	0.6%	0.6%
Josephine	11	2.1%	2.0%
Klamath	0	0.0%	1.6%
Lake	2	0.4%	0.2%
Lane	19	3.5%	8.9%
Lincoln	8	1.5%	1.1%
Linn	12	2.2%	3.0%
Malheur	4	0.7%	0.8%
Marion	20	3.7%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	182	34.0%	19.4%
Polk	1	0.2%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	2	0.4%	0.6%
Umatilla	13	2.4%	1.9%
Union	3	0.6%	0.6%
Wallowa	2	0.4%	0.2%
Wasco	2	0.4%	0.6%
Washington	62	11.6%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	18	3.4%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	3.9	19	12.8
American Indian/Alaska Native	0.3	2	0.9
Asian	6.4	31	4.2
Black/African American	0.8	4	1.8
Multi-racial	2.2	11	3.7
Native Hawaiian/Pacific Islander	0.6	3	0.4
Other race	0.3	2	0.2
White	85.6	407	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	19.6	94	15.4
Top Oregon household languages			
Spanish	9.1	44	9.1
Chinese	1.4	7	0.8
Vietnamese	0.5	3	0.7
Russian	0.0	0	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Clinical nurse specialists
Estimated active providers statewide: 139

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	0	0.0%	0.4%
Benton	3	2.1%	2.2%
Clackamas	6	4.3%	10.0%
Clatsop	0	0.0%	0.9%
Columbia	2	1.4%	1.2%
Coos	2	1.4%	1.5%
Crook	0	0.0%	0.6%
Curry	0	0.0%	0.5%
Deschutes	4	2.9%	4.6%
Douglas	0	0.0%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	1	0.7%	0.6%
Jackson	11	7.9%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	0	0.0%	2.0%
Klamath	1	0.7%	1.6%
Lake	0	0.0%	0.2%
Lane	7	5.0%	8.9%
Lincoln	1	0.7%	1.1%
Linn	1	0.7%	3.0%
Malheur	0	0.0%	0.8%
Marion	7	5.0%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	83	59.3%	19.4%
Polk	2	1.4%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	0	0.0%	0.6%
Umatilla	0	0.0%	1.9%
Union	0	0.0%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	1	0.7%	0.6%
Washington	7	5.0%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	1	0.7%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	0.8	2	12.8
American Indian/Alaska Native	0.0	0	0.9
Asian	2.4	4	4.2
Black/African American	0.0	0	1.8
Multi-racial	2.4	4	3.7
Native Hawaiian/Pacific Islander	0.0	0	0.4
Other race	0.0	0	0.2
White	94.3	132	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	6.7	10	15.4
Top Oregon household languages			
Spanish	2.2	4	9.1
Chinese	0.0	0	0.8
Vietnamese	0.0	0	0.7
Russian	0.7	2	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Registered nurses
Estimated active providers statewide: 45,135

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	138	0.3%	0.4%
Benton	1,069	2.3%	2.2%
Clackamas	3,355	7.3%	10.0%
Clatsop	377	0.8%	0.9%
Columbia	74	0.2%	1.2%
Coos	769	1.7%	1.5%
Crook	107	0.2%	0.6%
Curry	125	0.3%	0.5%
Deschutes	2,397	5.2%	4.6%
Douglas	966	2.1%	2.6%
Gilliam	2	0.0%	0.0%
Grant	63	0.1%	0.2%
Harney	56	0.1%	0.2%
Hood River	260	0.6%	0.6%
Jackson	2,645	5.7%	5.2%
Jefferson	152	0.3%	0.6%
Josephine	648	1.4%	2.0%
Klamath	537	1.2%	1.6%
Lake	74	0.2%	0.2%
Lane	3,966	8.6%	8.9%
Lincoln	385	0.8%	1.1%
Linn	855	1.9%	3.0%
Malheur	300	0.7%	0.8%
Marion	3,861	8.4%	8.2%
Morrow	48	0.1%	0.3%
Multnomah	14,506	31.5%	19.4%
Polk	226	0.5%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	181	0.4%	0.6%
Umatilla	579	1.3%	1.9%
Union	257	0.6%	0.6%
Wallowa	64	0.1%	0.2%
Wasco	372	0.8%	0.6%
Washington	5,931	12.9%	14.5%
Wheeler	7	0.0%	0.0%
Yamhill	731	1.6%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.3	1,945	12.8
American Indian/Alaska Native	0.5	239	0.9
Asian	4.7	2,108	4.2
Black/African American	1.0	454	1.8
Multi-racial	2.9	1,291	3.7
Native Hawaiian/Pacific Islander	0.4	197	0.4
Other race	0.4	201	0.2
White	85.8	38,705	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	15.4	6,951	15.4
Top Oregon household languages			
Spanish	7.3	3,313	9.1
Chinese	0.3	154	0.8
Vietnamese	0.7	307	0.7
Russian	0.9	411	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Licensed practical nurses
Estimated active providers statewide: 4,696

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	8	0.2%	0.4%
Benton	73	1.5%	2.2%
Clackamas	403	8.4%	10.0%
Clatsop	26	0.5%	0.9%
Columbia	22	0.5%	1.2%
Coos	63	1.3%	1.5%
Crook	7	0.1%	0.6%
Curry	19	0.4%	0.5%
Deschutes	126	2.6%	4.6%
Douglas	129	2.7%	2.6%
Gilliam	0	0.0%	0.0%
Grant	2	0.0%	0.2%
Harney	5	0.1%	0.2%
Hood River	11	0.2%	0.6%
Jackson	282	5.9%	5.2%
Jefferson	7	0.1%	0.6%
Josephine	128	2.7%	2.0%
Klamath	52	1.1%	1.6%
Lake	6	0.1%	0.2%
Lane	714	14.9%	8.9%
Lincoln	29	0.6%	1.1%
Linn	154	3.2%	3.0%
Malheur	15	0.3%	0.8%
Marion	569	11.8%	8.2%
Morrow	2	0.0%	0.3%
Multnomah	1,068	22.2%	19.4%
Polk	95	2.0%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	6	0.1%	0.6%
Umatilla	38	0.8%	1.9%
Union	25	0.5%	0.6%
Wallowa	1	0.0%	0.2%
Wasco	36	0.7%	0.6%
Washington	583	12.1%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	103	2.1%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	9.0	423	12.8
American Indian/Alaska Native	0.7	35	0.9
Asian	4.6	218	4.2
Black/African American	4.4	205	1.8
Multi-racial	3.8	179	3.7
Native Hawaiian/Pacific Islander	0.6	29	0.4
Other race	0.5	25	0.2
White	76.3	3,584	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	17.4	817	15.4
Top Oregon household languages			
Spanish	7.7	364	9.1
Chinese	0.3	12	0.8
Vietnamese	0.4	18	0.7
Russian	1.2	58	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Certified nursing assistants
Estimated active providers statewide: 16,310

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	33	0.2%	0.4%
Benton	391	2.4%	2.2%
Clackamas	1,241	7.5%	10.0%
Clatsop	106	0.6%	0.9%
Columbia	54	0.3%	1.2%
Coos	320	1.9%	1.5%
Crook	36	0.2%	0.6%
Curry	44	0.3%	0.5%
Deschutes	491	3.0%	4.6%
Douglas	347	2.1%	2.6%
Gilliam	0	0.0%	0.0%
Grant	41	0.2%	0.2%
Harney	33	0.2%	0.2%
Hood River	114	0.7%	0.6%
Jackson	1,124	6.8%	5.2%
Jefferson	46	0.3%	0.6%
Josephine	467	2.8%	2.0%
Klamath	244	1.5%	1.6%
Lake	44	0.3%	0.2%
Lane	1,924	11.6%	8.9%
Lincoln	133	0.8%	1.1%
Linn	662	4.0%	3.0%
Malheur	129	0.8%	0.8%
Marion	1,908	11.5%	8.2%
Morrow	16	0.1%	0.3%
Multnomah	3,876	23.3%	19.4%
Polk	187	1.1%	2.0%
Sherman	1	0.0%	0.0%
Tillamook	38	0.2%	0.6%
Umatilla	229	1.4%	1.9%
Union	82	0.5%	0.6%
Wallowa	15	0.1%	0.2%
Wasco	248	1.5%	0.6%
Washington	1,645	9.9%	14.5%
Wheeler	4	0.0%	0.0%
Yamhill	335	2.0%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	16.6	2,714	12.8
American Indian/Alaska Native	1.1	180	0.9
Asian	6.6	1,081	4.2
Black/African American	6.6	1,071	1.8
Multi-racial	3.7	611	3.7
Native Hawaiian/Pacific Islander	1.2	195	0.4
Other race	0.6	100	0.2
White	63.5	10,362	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	28.5	4,654	15.4
Top Oregon household languages			
Spanish	14.1	2,297	9.1
Chinese	0.3	56	0.8
Vietnamese	0.7	116	0.7
Russian	1.5	247	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Oregon State Board of Nursing

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.admin@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

7. Oregon Mortuary and Cemetery Board (OMCB)



OMCB's Response to the Education Subcommittee of the Joint Committee on Ways and Means

The following data provides a snapshot of geographical/demographic information for OMCB licensees and applicants on a statewide basis. While we have captured categorical data by regions, our new online database is not currently configured to access and compile this data in a user-friendly way. Our agency is currently looking into ways to easily obtain geographical/demographic data that can be customized, based upon the informational need/request.

A noticeable trend is that a majority of licensees and applicants opt not to provide most demographic information, with the exception of the gender category – you will notice that 85% of our licensees/applicants provide this data. This data may be better captured in the way it is presented to licensees at renewal and applicants when they first apply. Our agency is evaluating how we currently gather this type of information to determine how it can be collected and reported more easily.

Language Proficiency Data For All OMCB Licensees/Applicants			
Total Number of Licensees/Applicants		5,745	
Total Number of Responses	175	Percentage of Total Number of Licensees/Applicants	3%
Proficient in Languages other than English	Yes	No	
	(Total/Percentage of Total)	(Total/Percentage of Total)	
	21/12%	154/88%	

Language Proficiency Data For METRO Region 1: Metro Area (Clackamas, Hood River, Multnomah & Washington Counties)			
Total Number of Licensees/Applicants		1,912	
Total Number of Responses	72	Percentage of Total Number of Licensees/Applicants	4%
Proficient in Languages other than English	Yes (Total/Percentage of Total)	No (Total/Percentage of Total)	
	9/12.5%	63/87.5%	

Demographic Data For All OMCB Licensees/Applicants			
Total Number of Licensees/Applicants		5,745	
Total Number of Responses	165	Percentage of Total Number of Licensees/Applicants	3%
Ethnicity			
Hispanic/Latino	19/12%		
Non-Hispanic	134/81%		
Declined to Answer	12/7%		
Total Number of Responses	176	Percentage of Total Number of Licensees/Applicants	3%
Race			
American Indian/Alaska Native	1/<1%		
Asian	4/2%		
Black/African American	1/<1%		
Native Hawaiian/Pacific Islander	1/<1%		
White/Caucasian	155/88%		
Other	7/4%		
Declined to Answer	7/4%		
Gender			
Total Number of Responses	4,898	Percentage of Total Number of Licensees/Applicants	85%
Female	2,046/42%		
Male	2,848/58%		
Non-Binary/Other	3/<1%		
Declined to Answer	1/<1%		

**Demographic Data for METRO Region 1: Metro Area
(Clackamas, Hood River, Multnomah & Washington Counties)**

Total Number of Licensees/Applicants		1,912	
Total Number of Responses	69	Percentage of Total Number of Licensees/Applicants	4%
Ethnicity			
Hispanic/Latino	11/11%		
Non-Hispanic	53/77%		
Declined to Answer	5/7%		
Total Number of Responses	71	Percentage of Total Number of Licensees/Applicants	4%
Race			
American Indian/Alaska Native	0		
Asian	1/2%		
Black/African American	1/<1%		
Native Hawaiian/Pacific Islander	0		
White/Caucasian	59/83%		
Other	6/9%		
Declined to Answer	4/6%		
Gender			
Total Number of Responses	1,756	Percentage of Total Number of Licensees/Applicants	92%
Female	766/44%		
Male	988/56%		
Non-Binary/Other	2/<1%		
Declined to Answer	1/<1%		

8. Oregon Board of Naturopathic Medicine (OBNM)

Occupation: Naturopathic physicians

Estimated active

providers statewide: 910

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	0	0.0%	0.4%
Benton	11	1.1%	2.2%
Clackamas	93	9.6%	10.0%
Clatsop	8	0.8%	0.9%
Columbia	5	0.5%	1.2%
Coos	0	0.0%	1.5%
Crook	1	0.1%	0.6%
Curry	0	0.0%	0.5%
Deschutes	44	4.5%	4.6%
Douglas	5	0.5%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	13	1.3%	0.6%
Jackson	29	3.0%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	4	0.4%	2.0%
Klamath	3	0.3%	1.6%
Lake	0	0.0%	0.2%
Lane	35	3.6%	8.9%
Lincoln	4	0.4%	1.1%
Linn	3	0.3%	3.0%
Malheur	1	0.1%	0.8%
Marion	27	2.8%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	514	53.1%	19.4%
Polk	3	0.3%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	3	0.3%	0.6%
Umatilla	1	0.1%	1.9%
Union	1	0.1%	0.6%
Wallowa	2	0.2%	0.2%
Wasco	3	0.3%	0.6%
Washington	138	14.3%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	17	1.8%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.2	39	12.8
American Indian/Alaska Native	0.1	2	0.9
Asian	3.5	33	4.2
Black/African American	0.3	3	1.8
Multi-racial	3.8	35	3.7
Native Hawaiian/Pacific Islander	0.0	0	0.4
Other race	1.3	12	0.2
White	86.8	791	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	17.7	162	15.4
Top Oregon household languages			
Spanish	9.4	86	9.1
Chinese	0.7	7	0.8
Vietnamese	0.4	5	0.7
Russian	1.2	12	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Oregon Board of Naturopathic Medicine

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

9. Occupational Therapy Licensing Board (OTLB)

Occupation: Occupational therapy assistants

Estimated active

providers statewide: 443

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	0	0.0%	0.4%
Benton	7	1.5%	2.2%
Clackamas	50	10.8%	10.0%
Clatsop	1	0.2%	0.9%
Columbia	0	0.0%	1.2%
Coos	4	0.9%	1.5%
Crook	1	0.2%	0.6%
Curry	4	0.9%	0.5%
Deschutes	11	2.4%	4.6%
Douglas	11	2.4%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	0	0.0%	0.6%
Jackson	26	5.6%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	15	3.2%	2.0%
Klamath	7	1.5%	1.6%
Lake	0	0.0%	0.2%
Lane	49	10.5%	8.9%
Lincoln	0	0.0%	1.1%
Linn	20	4.3%	3.0%
Malheur	4	0.9%	0.8%
Marion	58	12.5%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	111	23.9%	19.4%
Polk	4	0.9%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	4	0.9%	0.6%
Umatilla	7	1.5%	1.9%
Union	3	0.6%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	3	0.6%	0.6%
Washington	56	12.0%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	9	1.9%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.7	21	12.8
American Indian/Alaska Native	0.3	2	0.9
Asian	2.0	9	4.2
Black/African American	0.7	3	1.8
Multi-racial	3.0	14	3.7
Native Hawaiian/Pacific Islander	0.3	2	0.4
Other race	0.3	2	0.2
White	88.7	393	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	5.4	24	15.4
Top Oregon household languages			
Spanish	3.0	14	9.1
Chinese	0.0	0	0.8
Vietnamese	0.3	2	0.7
Russian	0.3	2	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Occupational therapists
Estimated active providers statewide: 1,832

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	7	0.4%	0.4%
Benton	28	1.4%	2.2%
Clackamas	206	10.7%	10.0%
Clatsop	19	1.0%	0.9%
Columbia	5	0.3%	1.2%
Coos	19	1.0%	1.5%
Crook	1	0.1%	0.6%
Curry	3	0.2%	0.5%
Deschutes	115	5.9%	4.6%
Douglas	30	1.6%	2.6%
Gilliam	0	0.0%	0.0%
Grant	3	0.2%	0.2%
Harney	0	0.0%	0.2%
Hood River	17	0.9%	0.6%
Jackson	119	6.2%	5.2%
Jefferson	5	0.3%	0.6%
Josephine	29	1.5%	2.0%
Klamath	15	0.8%	1.6%
Lake	1	0.1%	0.2%
Lane	147	7.6%	8.9%
Lincoln	7	0.4%	1.1%
Linn	33	1.7%	3.0%
Malheur	4	0.2%	0.8%
Marion	165	8.5%	8.2%
Morrow	1	0.1%	0.3%
Multnomah	558	28.9%	19.4%
Polk	11	0.6%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	9	0.5%	0.6%
Umatilla	11	0.6%	1.9%
Union	7	0.4%	0.6%
Wallowa	3	0.2%	0.2%
Wasco	19	1.0%	0.6%
Washington	296	15.3%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	41	2.1%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	2.4	44	12.8
American Indian/Alaska Native	0.2	3	0.9
Asian	4.2	78	4.2
Black/African American	0.6	11	1.8
Multi-racial	3.3	62	3.7
Native Hawaiian/Pacific Islander	0.2	3	0.4
Other race	0.4	8	0.2
White	88.8	1,627	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	15.0	275	15.4
Top Oregon household languages			
Spanish	8.7	160	9.1
Chinese	0.1	2	0.8
Vietnamese	0.4	8	0.7
Russian	0.3	6	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

10. Oregon Board of Medical Imaging (OBMI)

Occupation: Medical imaging technologists

Estimated active

providers statewide: 5,177

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	19	0.4%	0.4%
Benton	133	2.5%	2.2%
Clackamas	413	7.7%	10.0%
Clatsop	60	1.1%	0.9%
Columbia	8	0.1%	1.2%
Coos	98	1.8%	1.5%
Crook	14	0.3%	0.6%
Curry	28	0.5%	0.5%
Deschutes	301	5.6%	4.6%
Douglas	116	2.2%	2.6%
Gilliam	1	0.0%	0.0%
Grant	10	0.2%	0.2%
Harney	8	0.1%	0.2%
Hood River	39	0.7%	0.6%
Jackson	356	6.6%	5.2%
Jefferson	20	0.4%	0.6%
Josephine	116	2.2%	2.0%
Klamath	114	2.1%	1.6%
Lake	10	0.2%	0.2%
Lane	498	9.3%	8.9%
Lincoln	56	1.0%	1.1%
Linn	122	2.3%	3.0%
Malheur	47	0.9%	0.8%
Marion	433	8.1%	8.2%
Morrow	8	0.1%	0.3%
Multnomah	1,297	24.2%	19.4%
Polk	28	0.5%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	30	0.6%	0.6%
Umatilla	70	1.3%	1.9%
Union	23	0.4%	0.6%
Wallowa	13	0.2%	0.2%
Wasco	39	0.7%	0.6%
Washington	714	13.3%	14.5%
Wheeler	3	0.1%	0.0%
Yamhill	116	2.2%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	5.3	277	12.8
American Indian/Alaska Native	0.7	38	0.9
Asian	2.8	148	4.2
Black/African American	0.6	32	1.8
Multi-racial	2.6	137	3.7
Native Hawaiian/Pacific Islander	0.4	22	0.4
Other race	0.5	28	0.2
White	86.9	4,501	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	10.5	546	15.4
Top Oregon household languages			
Spanish	5.6	289	9.1
Chinese	0.1	7	0.8
Vietnamese	0.9	49	0.7
Russian	0.7	35	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Oregon Board of Medical Imaging

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

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Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

11. Board of Examiners for Speech-Language Pathology and Audiology (BSPA)

Occupation: Audiologists

Estimated active

providers statewide: 242

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	0	0.0%	0.4%
Benton	3	1.2%	2.2%
Clackamas	19	7.4%	10.0%
Clatsop	1	0.4%	0.9%
Columbia	0	0.0%	1.2%
Coos	4	1.6%	1.5%
Crook	0	0.0%	0.6%
Curry	0	0.0%	0.5%
Deschutes	11	4.3%	4.6%
Douglas	4	1.6%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	1	0.4%	0.6%
Jackson	9	3.5%	5.2%
Jefferson	0	0.0%	0.6%
Josephine	3	1.2%	2.0%
Klamath	3	1.2%	1.6%
Lake	0	0.0%	0.2%
Lane	15	5.9%	8.9%
Lincoln	0	0.0%	1.1%
Linn	4	1.6%	3.0%
Malheur	2	0.8%	0.8%
Marion	22	8.6%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	104	40.6%	19.4%
Polk	2	0.8%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	1	0.4%	0.6%
Umatilla	3	1.2%	1.9%
Union	1	0.4%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	0	0.0%	0.6%
Washington	40	15.6%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	4	1.6%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	1.6	4	12.8
American Indian/Alaska Native	0.0	0	0.9
Asian	5.2	13	4.2
Black/African American	0.0	0	1.8
Multi-racial	1.6	4	3.7
Native Hawaiian/Pacific Islander	0.0	0	0.4
Other race	0.0	0	0.2
White	91.6	222	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	12.2	30	15.4
Top Oregon household languages			
Spanish	5.2	13	9.1
Chinese	0.0	0	0.8
Vietnamese	0.0	0	0.7
Russian	0.0	0	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Speech-language pathologists

Estimated active

providers statewide: 1,771

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	7	0.4%	0.4%
Benton	24	1.3%	2.2%
Clackamas	183	9.9%	10.0%
Clatsop	20	1.1%	0.9%
Columbia	11	0.6%	1.2%
Coos	24	1.3%	1.5%
Crook	7	0.4%	0.6%
Curry	9	0.5%	0.5%
Deschutes	94	5.1%	4.6%
Douglas	33	1.8%	2.6%
Gilliam	1	0.1%	0.0%
Grant	2	0.1%	0.2%
Harney	3	0.2%	0.2%
Hood River	16	0.9%	0.6%
Jackson	75	4.1%	5.2%
Jefferson	8	0.4%	0.6%
Josephine	19	1.0%	2.0%
Klamath	21	1.1%	1.6%
Lake	4	0.2%	0.2%
Lane	150	8.1%	8.9%
Lincoln	15	0.8%	1.1%
Linn	47	2.5%	3.0%
Malheur	15	0.8%	0.8%
Marion	138	7.5%	8.2%
Morrow	2	0.1%	0.3%
Multnomah	530	28.6%	19.4%
Polk	14	0.8%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	7	0.4%	0.6%
Umatilla	20	1.1%	1.9%
Union	8	0.4%	0.6%
Wallowa	1	0.1%	0.2%
Wasco	16	0.9%	0.6%
Washington	286	15.5%	14.5%
Wheeler	1	0.1%	0.0%
Yamhill	40	2.2%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	3.7	67	12.8
American Indian/Alaska Native	0.3	5	0.9
Asian	1.7	31	4.2
Black/African American	0.3	6	1.8
Multi-racial	2.4	43	3.7
Native Hawaiian/Pacific Islander	0.1	3	0.4
Other race	0.4	8	0.2
White	91.0	1,612	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	20.5	363	15.4
Top Oregon household languages			
Spanish	14.3	254	9.1
Chinese	0.3	6	0.8
Vietnamese	0.0	0	0.7
Russian	0.6	11	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Speech-language pathology assistants
Estimated active providers statewide: 191

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	1	0.5%	0.4%
Benton	1	0.5%	2.2%
Clackamas	14	7.4%	10.0%
Clatsop	4	2.1%	0.9%
Columbia	5	2.6%	1.2%
Coos	7	3.7%	1.5%
Crook	3	1.6%	0.6%
Curry	0	0.0%	0.5%
Deschutes	13	6.8%	4.6%
Douglas	11	5.8%	2.6%
Gilliam	1	0.5%	0.0%
Grant	2	1.1%	0.2%
Harney	2	1.1%	0.2%
Hood River	1	0.5%	0.6%
Jackson	22	11.6%	5.2%
Jefferson	3	1.6%	0.6%
Josephine	7	3.7%	2.0%
Klamath	4	2.1%	1.6%
Lake	1	0.5%	0.2%
Lane	2	1.1%	8.9%
Lincoln	2	1.1%	1.1%
Linn	10	5.3%	3.0%
Malheur	2	1.1%	0.8%
Marion	24	12.6%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	21	11.1%	19.4%
Polk	2	1.1%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	1	0.5%	0.6%
Umatilla	7	3.7%	1.9%
Union	0	0.0%	0.6%
Wallowa	2	1.1%	0.2%
Wasco	5	2.6%	0.6%
Washington	5	2.6%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	5	2.6%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	11.6	23	12.8
American Indian/Alaska Native	0.6	2	0.9
Asian	1.8	4	4.2
Black/African American	0.0	0	1.8
Multi-racial	1.8	4	3.7
Native Hawaiian/Pacific Islander	0.0	0	0.4
Other race	0.0	0	0.2
White	84.1	161	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	19.1	37	15.4
Top Oregon household languages			
Spanish	13.7	27	9.1
Chinese	0.6	2	0.8
Vietnamese	1.1	3	0.7
Russian	0.0	0	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Board of Examiners for Speech-Language Pathology and Audiology
Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

12. Oregon Veterinary Medical Examining Board (OVMEB)

2,085 Veterinarians:

917 44% practice within tri-counties (Clackamas, Multnomah, Washington Counties);
646 31% practice in secondary urban counties (Benton, Deschutes, Jackson, Lane, Marion);
522 25% practice in remaining outlying, rural, counties.

72 Vet Interns:

41 56.6% practice within tri-county area;
14 20% practice within secondary urban counties;
17 23.4% practice within rural counties.

1,298 Certified Vet Techs:

680 52.4% practice within tri-county area;
325 25% practice within secondary urban counties;
293 22.6% practice within rural counties.

531 Out of State:

531 13.32% practice out of state

3986 Total Licensees

Out of 3986 active licensee records:

3,613 do not speak another language 90.64%
69 do speak another language 1.73%
304 did not respond 7.63%

13 Board of Licensed Professional Counselors and Therapists (LPCT)

Occupation: Counselors & therapists

Estimated active

providers statewide: 3,931

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	6	0.1%	0.4%
Benton	100	2.4%	2.2%
Clackamas	370	9.0%	10.0%
Clatsop	31	0.8%	0.9%
Columbia	11	0.3%	1.2%
Coos	45	1.1%	1.5%
Crook	10	0.2%	0.6%
Curry	6	0.1%	0.5%
Deschutes	263	6.4%	4.6%
Douglas	35	0.9%	2.6%
Gilliam	0	0.0%	0.0%
Grant	2	0.0%	0.2%
Harney	4	0.1%	0.2%
Hood River	15	0.4%	0.6%
Jackson	237	5.8%	5.2%
Jefferson	11	0.3%	0.6%
Josephine	66	1.6%	2.0%
Klamath	34	0.8%	1.6%
Lake	2	0.0%	0.2%
Lane	398	9.7%	8.9%
Lincoln	45	1.1%	1.1%
Linn	56	1.4%	3.0%
Malheur	11	0.3%	0.8%
Marion	312	7.6%	8.2%
Morrow	3	0.1%	0.3%
Multnomah	1,347	32.8%	19.4%
Polk	47	1.1%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	12	0.3%	0.6%
Umatilla	15	0.4%	1.9%
Union	10	0.2%	0.6%
Wallowa	6	0.1%	0.2%
Wasco	24	0.6%	0.6%
Washington	510	12.4%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	68	1.7%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.4	173	12.8
American Indian/Alaska Native	0.5	18	0.9
Asian	2.0	78	4.2
Black/African American	1.0	41	1.8
Multi-racial	2.4	95	3.7
Native Hawaiian/Pacific Islander	0.2	8	0.4
Other race	0.8	34	0.2
White	88.7	3,489	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	13.7	537	15.4
Top Oregon household languages			
Spanish	7.3	287	9.1
Chinese	0.5	19	0.8
Vietnamese	0.1	4	0.7
Russian	0.3	12	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Oregon Board of Licensed Professional Counselors & Therapists

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

14 Oregon Board of Psychology (OBP)

Occupation: Psychologists

Estimated active

providers statewide: 1,703

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	1	0.1%	0.4%
Benton	58	3.2%	2.2%
Clackamas	166	9.2%	10.0%
Clatsop	6	0.3%	0.9%
Columbia	2	0.1%	1.2%
Coos	2	0.1%	1.5%
Crook	2	0.1%	0.6%
Curry	4	0.2%	0.5%
Deschutes	67	3.7%	4.6%
Douglas	9	0.5%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	0	0.0%	0.2%
Hood River	8	0.4%	0.6%
Jackson	61	3.4%	5.2%
Jefferson	1	0.1%	0.6%
Josephine	8	0.4%	2.0%
Klamath	3	0.2%	1.6%
Lake	1	0.1%	0.2%
Lane	204	11.4%	8.9%
Lincoln	4	0.2%	1.1%
Linn	19	1.1%	3.0%
Malheur	1	0.1%	0.8%
Marion	148	8.2%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	673	37.5%	19.4%
Polk	9	0.5%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	1	0.1%	0.6%
Umatilla	8	0.4%	1.9%
Union	4	0.2%	0.6%
Wallowa	0	0.0%	0.2%
Wasco	2	0.1%	0.6%
Washington	275	15.3%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	50	2.8%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.1	71	12.8
American Indian/Alaska Native	0.1	2	0.9
Asian	4.2	73	4.2
Black/African American	0.6	11	1.8
Multi-racial	2.5	43	3.7
Native Hawaiian/Pacific Islander	0.3	5	0.4
Other race	0.9	15	0.2
White	87.3	1,488	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	15.1	258	15.4
Top Oregon household languages			
Spanish	7.2	123	9.1
Chinese	0.7	12	0.8
Vietnamese	0.2	4	0.7
Russian	0.3	6	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Data requester: Oregon Board of Psychology

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

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Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

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15. Board of Massage Therapists

Occupation: Licensed massage therapists

Estimated active

providers statewide: 6,355

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	14	0.2%	0.4%
Benton	143	2.2%	2.2%
Clackamas	606	9.2%	10.0%
Clatsop	68	1.0%	0.9%
Columbia	48	0.7%	1.2%
Coos	66	1.0%	1.5%
Crook	31	0.5%	0.6%
Curry	30	0.5%	0.5%
Deschutes	475	7.2%	4.6%
Douglas	70	1.1%	2.6%
Gilliam	2	0.0%	0.0%
Grant	8	0.1%	0.2%
Harney	6	0.1%	0.2%
Hood River	76	1.2%	0.6%
Jackson	434	6.6%	5.2%
Jefferson	12	0.2%	0.6%
Josephine	127	1.9%	2.0%
Klamath	48	0.7%	1.6%
Lake	7	0.1%	0.2%
Lane	665	10.1%	8.9%
Lincoln	84	1.3%	1.1%
Linn	109	1.7%	3.0%
Malheur	7	0.1%	0.8%
Marion	336	5.1%	8.2%
Morrow	6	0.1%	0.3%
Multnomah	1,990	30.1%	19.4%
Polk	54	0.8%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	37	0.6%	0.6%
Umatilla	24	0.4%	1.9%
Union	36	0.5%	0.6%
Wallowa	15	0.2%	0.2%
Wasco	37	0.6%	0.6%
Washington	802	12.1%	14.5%
Wheeler	1	0.0%	0.0%
Yamhill	129	2.0%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	4.4	279	12.8
American Indian/Alaska Native	0.5	32	0.9
Asian	3.2	206	4.2
Black/African American	0.6	42	1.8
Multi-racial	3.5	225	3.7
Native Hawaiian/Pacific Islander	0.3	21	0.4
Other race	0.9	57	0.2
White	86.5	5,498	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	15.7	1,000	15.4
Top Oregon household languages			
Spanish	8.4	536	9.1
Chinese	1.3	86	0.8
Vietnamese	0.2	11	0.7
Russian	0.8	51	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Oregon Board of Massage Therapy

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

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Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

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16. Board of Optometry

Occupation: **Optometrists**
 Estimated active providers statewide: **743**
 (As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	3	0.4%	0.4%
Benton	16	1.9%	2.2%
Clackamas	88	10.4%	10.0%
Clatsop	9	1.1%	0.9%
Columbia	7	0.8%	1.2%
Coos	6	0.7%	1.5%
Crook	1	0.1%	0.6%
Curry	6	0.7%	0.5%
Deschutes	47	5.5%	4.6%
Douglas	17	2.0%	2.6%
Gilliam	0	0.0%	0.0%
Grant	0	0.0%	0.2%
Harney	2	0.2%	0.2%
Hood River	7	0.8%	0.6%
Jackson	47	5.5%	5.2%
Jefferson	2	0.2%	0.6%
Josephine	12	1.4%	2.0%
Klamath	8	0.9%	1.6%
Lake	2	0.2%	0.2%
Lane	58	6.8%	8.9%
Lincoln	10	1.2%	1.1%
Linn	30	3.5%	3.0%
Malheur	7	0.8%	0.8%
Marion	51	6.0%	8.2%
Morrow	2	0.2%	0.3%
Multnomah	166	19.6%	19.4%
Polk	13	1.5%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	3	0.4%	0.6%
Umatilla	14	1.7%	1.9%
Union	6	0.7%	0.6%
Wallowa	1	0.1%	0.2%
Wasco	7	0.8%	0.6%
Washington	187	22.1%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	12	1.4%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	2.5	19	12.8
American Indian/Alaska Native	0.2	2	0.9
Asian	15.1	113	4.2
Black/African American	0.3	3	1.8
Multi-racial	1.0	8	3.7
Native Hawaiian/Pacific Islander	0.3	3	0.4
Other race	0.5	4	0.2
White	80.0	595	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	27.9	208	15.4
Top Oregon household languages			
Spanish	15.1	113	9.1
Chinese	1.5	12	0.8
Vietnamese	4.1	31	0.7
Russian	0.8	6	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Oregon Board of Optometry

Prepared by: Vanessa Wilson 2-11-21, vanessa.b.wilson@state.or.us / wkfc.adm@state.or.us

Overview

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Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

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Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

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Additional info available at our website:

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17. Oregon Board of Physical Therapy

Occupation: Physical therapists

Estimated active

providers statewide: 4,181

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	13	0.3%	0.4%
Benton	99	2.3%	2.2%
Clackamas	415	9.5%	10.0%
Clatsop	43	1.0%	0.9%
Columbia	18	0.4%	1.2%
Coos	43	1.0%	1.5%
Crook	10	0.2%	0.6%
Curry	13	0.3%	0.5%
Deschutes	321	7.4%	4.6%
Douglas	72	1.7%	2.6%
Gilliam	0	0.0%	0.0%
Grant	7	0.2%	0.2%
Harney	4	0.1%	0.2%
Hood River	44	1.0%	0.6%
Jackson	266	6.1%	5.2%
Jefferson	12	0.3%	0.6%
Josephine	79	1.8%	2.0%
Klamath	45	1.0%	1.6%
Lake	10	0.2%	0.2%
Lane	421	9.7%	8.9%
Lincoln	35	0.8%	1.1%
Linn	84	1.9%	3.0%
Malheur	18	0.4%	0.8%
Marion	303	7.0%	8.2%
Morrow	2	0.0%	0.3%
Multnomah	1,036	23.8%	19.4%
Polk	30	0.7%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	24	0.6%	0.6%
Umatilla	44	1.0%	1.9%
Union	28	0.6%	0.6%
Wallowa	5	0.1%	0.2%
Wasco	48	1.1%	0.6%
Washington	650	14.9%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	112	2.6%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	2.4	101	12.8
American Indian/Alaska Native	0.1	6	0.9
Asian	6.9	290	4.2
Black/African American	0.5	21	1.8
Multi-racial	1.9	78	3.7
Native Hawaiian/Pacific Islander	0.3	14	0.4
Other race	0.2	9	0.2
White	87.7	3,667	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	18.3	766	15.4
Top Oregon household languages			
Spanish	9.6	403	9.1
Chinese	0.4	19	0.8
Vietnamese	0.3	14	0.7
Russian	0.1	6	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Occupation: Physical therapy assistants
Estimated active
providers statewide: 1,077

(As of Jan 2020)

County	Estimated providers	% of workforce	% of state population
Baker	4	0.4%	0.4%
Benton	12	1.1%	2.2%
Clackamas	127	11.4%	10.0%
Clatsop	4	0.4%	0.9%
Columbia	5	0.4%	1.2%
Coos	26	2.3%	1.5%
Crook	7	0.6%	0.6%
Curry	5	0.4%	0.5%
Deschutes	50	4.5%	4.6%
Douglas	35	3.1%	2.6%
Gilliam	0	0.0%	0.0%
Grant	1	0.1%	0.2%
Harney	1	0.1%	0.2%
Hood River	7	0.6%	0.6%
Jackson	70	6.3%	5.2%
Jefferson	4	0.4%	0.6%
Josephine	56	5.0%	2.0%
Klamath	15	1.3%	1.6%
Lake	0	0.0%	0.2%
Lane	107	9.6%	8.9%
Lincoln	6	0.5%	1.1%
Linn	19	1.7%	3.0%
Malheur	7	0.6%	0.8%
Marion	106	9.5%	8.2%
Morrow	0	0.0%	0.3%
Multnomah	249	22.3%	19.4%
Polk	11	1.0%	2.0%
Sherman	0	0.0%	0.0%
Tillamook	5	0.4%	0.6%
Umatilla	21	1.9%	1.9%
Union	9	0.8%	0.6%
Wallowa	4	0.4%	0.2%
Wasco	9	0.8%	0.6%
Washington	115	10.3%	14.5%
Wheeler	0	0.0%	0.0%
Yamhill	21	1.9%	2.6%

* May not sum to statewide estimate, as a provider may report practice locations in more than one county.

Race & Ethnicity	Workforce %	Est. Count	Oregon %
Hispanic/ Latino	2.8	30	12.8
American Indian/Alaska Native	0.3	3	0.9
Asian	2.3	25	4.2
Black/African American	0.5	6	1.8
Multi-racial	2.8	30	3.7
Native Hawaiian/Pacific Islander	0.3	3	0.4
Other race	0.1	2	0.2
White	91.0	980	76.0

* Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics.

Language	Workforce %	Est. Count	Oregon %
Speak any language other than English	10.9	118	15.4
Top Oregon household languages			
Spanish	6.7	73	9.1
Chinese	0.2	3	0.8
Vietnamese	0.0	0	0.7
Russian	0.7	8	0.6

* Language use does not take into account proficiency level or whether licensee uses language with patients. Only top four languages shown due to small numbers.

Licensing Board: Oregon Board of Physical Therapy

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Overview

This file contains data on licensed health care providers as of January 2020 (2021 data will be available in Spring 2021). Data includes only those that are actively practicing with a primary or secondary practice location in Oregon.

Specific data include:

- 1) Geographic and demographic data on the licensees serving in these professions; percentage and actual numbers.
- 2) Languages other than English spoken ; actual numbers and percentages.

Notes

Data are self-reported by licensees at license renewal, so surveys are not collected from new licensees. Estimates reported here account for non-survey takers.

Geography: Tables show the estimated number of providers practicing in the county. Because a provider may report practice locations in more than one county, the sum across counties may be greater than the number estimated to be working in Oregon. Estimated patient care FTE and provider-to-population ratios can be found here:

<https://visual-data.dhsoha.state.or.us/t/OHA/views/Oregonlicensedhealthcareworkforce/Supplybycounty>

Race & Ethnicity: Providers with missing data were excluded from the analysis. Across all occupations, workforce records are missing race and ethnicity data because licensees decline to report race or ethnicity 10.5 % of the time. Racial categories exclude Hispanics. The Health Care Workforce Reporting Program updated demographic survey questions in 2021 to reflect REALD standards.

Language: Because counts are small, tables show the percent and estimated count of providers that report speaking the top for Oregon household languages. Providers may report speaking up to two languages, so may fall into more than one category. Language use does not take into account proficiency level or whether licensee uses a language with patients.

Statewide population data come from five-year ACS estimates (data collected over 60-month period, 2014–2018).

County population estimates come from Portland State University Population Research Center:

<https://www.pdx.edu/prc/population-reports-estimates>

Suggested citation:

Oregon Health Care Workforce Reporting Program, 2020 database.

<https://www.oregon.gov/oha/hna/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

Additional info available at our website:

<https://www.oregon.gov/oha/hpa/analytics/Pages/Health-Care-Workforce-Reporting.aspx>

APPENDIX B

Cultural Competency Continuing Education

1. BOARD OF LICENSED SOCIAL WORKERS (BLSW)

At this time, BLSW does not require cultural competency training. The Board has developed a requirement for 6 hours of continuing education cultural competency topics to be completed every 2-year license renewal period. The draft rule was in development process and would have been adopted for implementation this summer. However, with the COVID19 situation, the board felt that it was not the right time to impose an additional requirement, particularly in view of the Board's work to find ways to reduce or remediate requirements for licensees. The Board intend to adopt the cultural competency CE requirement by mid-year. The board members and staff have completed cultural competency training. The Board had scheduled training from Basic Rights Oregon for April 2020; that training had to be postponed and has not yet been rescheduled.

2. OREGON BOARD OF CHIROPRACTIC EXAMINERS (OBCE)

The Board has mandated 6 hours of cultural competency CE for 2021 for new and renewing DCs. The Board will be entering rulemaking in March to address these requirements.

3. OREGON BOARD OF DENTISTRY (OBD)

All Licensees and applicants must meet all continuing education requirements, which as of January 1, 2020 required two hours of continuing education on the topic of cultural competency. The attached article was sent to all Licensees in the OBD's December 2020 Newsletter. *Please see Attachment B-1.*

4. OREGON BOARD OF PHARMACY (OBOP)

The Board is the in the process of adopting mandatory cultural competency training requirements for pharmacists, interns and certified pharmacy technicians. The Board anticipates the rules being in effect by July 1, 2021.

5. OREGON MEDICAL BOARD (OMB)

Oregon Medical Board licensees must complete cultural competency continuing education as a condition of licensure. All Oregon physicians, physician assistants, and acupuncturists whose license is at a practicing status must meet this requirement. The only exceptions are licensees in residency training and volunteer camp licensees. Licensees with a "retired" status do not have to meet the requirement because their license is not at a practicing status. Licensees must complete an average of at least one hour of cultural competency education per year during an audit period. An audit period is two renewal cycles, which is every four years for most licensees. Required hours will be based on the number of years licensed during the audit period; any portion of a year licensed will require one hour of cultural competency education. For example, a licensee who has been licensed for 3.5 years during the audit period will be required to obtain four hours of cultural competency education. Hours may be obtained at any time during the audit period. For example, either one four-hour experience, or four one-hour courses taken annually, would satisfy the requirement.

The cultural competency continuing education may, but does not have to, be accredited continuing medical education (CME). The Oregon Medical Board provides licensees with a link to the courses approved by the Oregon Health Authority at https://www.oregon.gov/omb/Topics-of-Interest/Documents/CCCE_20Registry_071420.pdf.

6. OREGON STATE BOARD OF NURSING (OSBN)

Beginning 1 July 2021, per legislative requirement, the Board will require 2 hours of cultural competency every two years during the renewal cycle and for all new applicants.

HRLB: HEALTH-RELATED LICENSING BOARDS

7. OREGON MORTUARY AND CEMETERY BOARD (OMCB)

At this time, the Board does not require continuing education for any of its individual licensees, although ORS 692.160(3) would allow its implementation. The board may impose continuing education requirements as a prerequisite for re-licensure. The implementation/requirement of continuing education for individual licensure renewal has been a topic of discussion for many years. There are those licensees who are strongly supportive of the concept and those who are strongly opposed. The agency will re-present this topic to its Board during the April board meeting to determine what next steps it wants to take towards implementation. Requiring continuing education for individual license renewal is inevitable – the only question that seems to remain is how the continuing education will be delivered (virtual/in-person/combo of both). Regardless of how continuing education will be delivered, one of the required and most important subjects will be cultural competency training.

8. OREGON BOARD OF NATUROPATHIC MEDICINE (OBNM)

The Board requires that all active licensees complete two continuing education hours of either cultural competency, suicide awareness, or ethics.

9. OCCUPATIONAL THERAPY LICENSING BOARD (OTLB)

The Board adopted rule 339-020-0025 in 2020 requiring 1 hour of continuing education on cultural competency every renewal period starting in 2022.

10. OREGON BOARD OF MEDICAL IMAGING (OBMI)

OBMI has initiated permanent rulemaking for a Cultural Competency Continuing Education requirement upon renewal of all licenses and permits issued by the Board. The Board anticipates adopting permanent rules in April 2021 after a public comment period (open now) and public hearing on April 23, 2021.

11. BOARD OF EXAMINERS FOR SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY (BSPA)
The Board requires all licensees to take one hour of professional development coursework on cultural competency for each renewal. That rule is now in effect for the next renewals in December 2021. The American Speech-Language Association provides some training as do other providers. Also, Board staff, David Linn, has served four years on the OHA Cultural Competency Committee that approves courses. The Board sends licensees information about these courses in its newsletters and email blasts. Here is an example of a Cultural Proficiency Series that the Oregon Academy of Audiology (OAA) is hosting to provide education to members to help them meet their 1 hour of cultural competency requirement for licensure: <https://oregonacademyofaudiology.wildapricot.org/events>.

12. OREGON VETERINARY MEDICAL EXAMINING BOARD (OVMEB)
No. The veterinary board is not listed among the agencies mandated to require cultural competency training for licensees.

MHRA: MENTAL HEALTH REGULATORY AGENCY

13. BOARD OF LICENSED PROFESSIONAL COUNSELORS AND THERAPISTS (BLPCT)
14. OREGON BOARD OF PSYCHOLOGY (OBP)
Both LPCT and OBP have adopted rules to require four hours of cultural competency continuing education (CCCE) to be completed by licensees during each two-year renewal cycle. The Boards implemented these requirements before they were mandated by HB 2011 (2019) which becomes operative on July 1, 2021. OBP rules that adopted the CCCE requirement were filed and effective on January 21, 2015, and the BLPCT rules were filed and effective on October 16, 2016.

(SEMI-INDEPENDENT UNDER ORS 182.454)

15. BOARD OF MASSAGE THERAPISTS
Licensees must take at least one hour of cultural competency training every renewal as part of the required 25 hours of continuing education. The Cultural Competency Continuing Education model, that was approved by the Oregon Health Authority, will be accepted for meeting the cultural competency requirement.
16. BOARD OF OPTOMETRY
OD's are required to begin reporting cultural competency as of 7/1/21. They are required to report at least 1 hour every two years at renewal. They can complete any of the OHA approved courses, but there are several optometry organizations working on courses as well as Pacific University's College of Optometry, Oregon Optometric Physicians Association, and other health care systems.

17. OREGON BOARD OF PHYSICAL THERAPY

All licensed physical therapist and physical therapist assistants must complete a minimum of one hour of cultural competency continuing education each renewal period (every two years). The Board shall accept courses approved by the Oregon Health Authority (OHA) under ORS 413.450, and may accept other courses to the extent that the course addresses attitudes and skills that enhance a licensee's ability to communicate and interact effectively with individuals across various cultures, groups and communities. The Board uses the criteria for qualifying courses established by OHA in considering other qualifying courses. OHA maintains a list of approved courses, as well as information about how to become certified here: <https://www.oregon.gov/oha/OEI/Pages/CCCE.aspx>.

APPENDIX C

Board Members Geographic and demographic Data

1. BOARD OF LICENSED SOCIAL WORKERS (BLSW)

6 Board Members.

Geographic Location: 1 (16%) in Bend, 1 (16%) in Eugene, 1 (16%) in Portland, 2 (33.3%) in Salem, 1 (16%) in Woodburn.

Race/Ethnicity: 1 (16.7%) Black/African American, 5 (83.3) White.

2. OREGON BOARD OF CHIROPRACTIC EXAMINERS (OBCE)

7 Board Members.

Geographic Location: 1 (14.3%) Clackamas, 1 (14.3%) Coos Bay, 1 (14.3%) Gresham, 3 (42.9%) Portland, 1 (14.3%) Tualatin.

Demographic: 1 (14.3%) Asian, 6 (85.7%) White/Caucasian.

3. OREGON BOARD OF DENTISTRY (OBD)

9 Board Members with a vacant dental position.

Geographic Location: 1 (11.1%) in Enterprise, 1 (11.1%) in Eugene, 1 (11.1%) in Happy Valley, 2 (22.2%) in Hillsboro, 1 (11.1%) in Medford, 3 (33.3%) in Portland.

Race/Ethnicity: 1 (11.1%) Asian, 1 (11.1%) Black/African American, 2 (22.2%) Hispanic/Latino, 1 (11.1%) Middle Eastern, 1 (11.1%) Native American, 3 (33.3%) White/Caucasian.

4. OREGON BOARD OF PHARMACY (OBOP)

In 2020, the Executive Director added a new priority goal to make tangible steps to increase diversity, equity, and inclusion in staffing, Board and Committee membership.

7 Board Members.

Geographic Location: 1 (14.3%) in Bend, 1 (14.3%) in Keizer, 3 (42.9%) in Portland, 1 (14.3%) in Sherwood, 1 (14.3%) Tigard.

Race/Ethnicity: 1 (14.3%) Black/African American, 6 (85.7%) White/Caucasian

7 members on the Public Health and Pharmacy Formulary Advisory Committee

Geographic Location: 1 (14.3%) in Clackamas, 1 (14.3%) in Eugene, 1 (14.3%) in Grants Pass, 2 (28.6%) in Portland, 1 (14.3%) Salem, 1 (14.3%) in Tigard.

Race/Ethnicity: 1 (14.3%) Asian, 1 (14.3%) American Indian/Alaska Native, 1 (14.3%) Black/African American, 4 (57.1%) White/Caucasian.

5. OREGON MEDICAL BOARD (OMB)

The Board actively and intentionally sends information to reach out to, encourage, and recruit BIPOC licensees to apply for open positions on the Board.

13 Board Members.

Geographic Location: 1 (7.7%) in Bend, 1 (7.7%) in Corvallis, 1 (7.7%) in Coos Bay, 2 (15.4%) in Eugene, 5 (38.5%) in Portland, 2 (15.4%) in Salem, 1 (7.7%) in Stayton.

Race/Ethnicity: 3 (23.1%) Asian, 1 (7.7%) Multi/Other, 9 (69.2%) White/Caucasian.

6. OREGON STATE BOARD OF NURSING (OSBN)

When there is a Board vacancy, staff requests interest from stakeholders. However, the workload of the Board members makes it difficult for those with full time jobs to participate. A stipend of \$150 per day plus two days (\$300) preparation stipend is paid for per Board meeting. The stipend may not compensate for loss of work hours because some employers do not compensate members for Board Participation nor will they provide time off. It would be a significant recruitment tool if there is a mandate for employers provide paid time off for those serving on Boards related to healthcare licensure.

8 Board Members.

Geographic Location: 2 (25.0 %) Clackamas County, 3 (37.5%) Lane County, 2 (25.0 %) Linn County, 1 (12.5 %) Multnomah.

Race/Ethnicity: 2 (25.0 %) Asian, 1 (12.5%) African American/Black, 1 (12.5%) Multi-Racial, 4 (50.0%) White/Caucasian.

HLRB: HEALTH-RELATED LICENSING BOARDS

7. OREGON MORTUARY AND CEMETERY BOARD (OMCB)

11 Board Members.

Geographic Location: 1 (9.1%) in Estacada, 1 (9.1%) in Eugene, 1 (9.1%) in Merrill, 1 (9.1%) in Oregon City, 4 (36.4%) in Portland, 1 (9.1%) in Prineville, 1 (9.1%) in Tigard, 1 (9.1%) in Tualatin

Race/Ethnicity: 1 (9.1%) Asian, 1 (9.1%) Black/African American, 9 (81.8%) White/Caucasian

8. OREGON BOARD OF NATUROPATHIC MEDICINE (OBNM)

7 Board Members.

Geographic Location: 1 (14.3%) Central, 1 (14.3%) North Coast, 4 (57.1%) Portland Metro, 1(14.3%) Western

Race/Ethnicity: 1 (14.3%) Multi/Other, 6 (87.5%) White/Caucasian

5 members on the Formulary Council – (2 seats currently vacant)

Geographic Location: 2 (40%) Portland Metro, 3 (60%) Western.

Race/Ethnicity: 1 (20%) Multi/Other, 4 (80%) White/Caucasian.

9. OCCUPATIONAL THERAPY LICENSING BOARD (OTLB)

5 Board Members.

Geographic Location: 1 (20%) Eastern Oregon, 4 (80%) in Portland Metro.

Race/Ethnicity: 2 (40%) Black/African American, 3 (60%) White/Caucasian.

10. OREGON BOARD OF MEDICAL IMAGING (OBMI)

12 Board Members.

Geographic Location: 1 (8.3%) Bonanza, 1 (8.3%) Dallas, 1 (8.3%) Hood River, 1 (8.3%) Keizer, 2 (16.7%) Klamath Falls, 5 (41.7%) Portland, 1 (8.3%) Wilsonville.

Race/Ethnicity: 1 (8.3%) Hispanic/Latino, 2 (16.7%) Multi/Other, 1 (8.3%) Native Hawaiian/Pacific Islander, 8 (66.7%) White/Caucasian.

11. BOARD OF EXAMINERS FOR SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY (BSPA)

7 Board Members.

Geographic Location: 1 (14.3%) in Linn, 1 (14.3%) in Marion, 3 (42.9%) in Multnomah, 1 (14.3%) in Umatilla, 1 (14.3%) in Washington.

Race/Ethnicity: 1 (14.3%) Black/African American, 1 (14.3%) South Asian, 5 (71.4%) White/Caucasian.

12. OREGON VETERINARY MEDICAL EXAMINING BOARD (OVMEB)

5 Board Members.

Geographic Location: 1 (20%) in Baker, 1 (20%) in Clatsop, 1 (20%) in Klamath, 1 (20%) in Multnomah, 1 (20%) in Washington.

Race/Ethnicity: 1 (12.5%) Hispanic/Latino, 7 (87.5%) White/Caucasian

MHRA: MENTAL HEALTH REGULATORY AGENCY

13. BOARD OF LICENSED PROFESSIONAL COUNSELORS AND THERAPISTS (LPCT)

6 Board Members.

Geographic Location: 1 (16.7%) in Josephine, 3 (50%) in Multnomah, 1 (16.7%) in Wallowa, 1 (16.7%) in Washington.

Race/Ethnicity: 1 (16.7%) Black/African American, 5 (83.3%) White/Caucasian.

14. OREGON BOARD OF PSYCHOLOGY (OBP)

8 Board Members.

Geographic Location: 1 (12.5%) in Clackamas, 1 (12.5%) in Deschutes, 1 (12.5%) in Lane, 1 (12.5%) in Multnomah, 1 (12.5%) in Polk, 2 (25.0%) in Washington, 1 (12.5%) in Yamhill.

Race/Ethnicity: 1 (12.5%) Asian, 1 (12.5%) Multi/Other, 6 (75.0%) White/Caucasian

(SEMI-INDEPENDENT UNDER ORS 182.454)

15. BOARD OF MASSAGE THERAPISTS

7 Board Members.

Geographic Location: 1 (14.3%) in Deschutes, 1 (14.3%) in Jackson, 1 (14.3%) in Linn, 2 in Multnomah, 1 (14.3%) in Union, 1 (14.3%) in Washington.
Race/Ethnicity: 1 (14.3%) Asian, 1 (14.3%) Hispanic, 1 (14.3%) Native American, 4 (57.1%) White/Caucasian.

16. BOARD OF OPTOMETRY

5 Board Members.

Geographic Location: 1 (20.0%) in Curry, 1 (20.0%) in Jackson, 1 (20.0%) in Klamath, 2 (40.0%) in Multnomah.
Race/Ethnicity: 1 (20.0%) Asian, 1 (20.0%) Black/African American, 3 (60.0%) White/Caucasian

17. OREGON BOARD OF PHYSICAL THERAPY

8 Board Members.

Geographic Location: 1 (12.5%) in Clackamas, 1 (12.5%) in Jefferson, 1 (12.5%) in Lane, 2 (25.0%) in Multnomah, 1 (12.5%) in Polk, 2 (25.0%) in Washington.
Race/Ethnicity: 1 (12.5%) Asian, 7 (87.5%) White/Caucasian

The Board utilizes the workforce data captured by OHA to inform recruitment of new professional members, while also balancing geographic and practice knowledge criteria for the overall composition of the Board, specifically seeking to increase BIPOC representation. The Board will next fill two professional member positions in 2022.

Regarding the recruitment of public members, the Executive Director is currently serving on a workgroup led by the DAS Office of Cultural Change to revamp the recruitment process for public members for all boards and commissions to attract more BIPOC candidates. The workgroup is developing materials and a recruitment fair scheduled for late April/May of this year. The OBPT will not have a public member position open for several years; but will benefit from this work.

In addition to recruitment efforts, the Board recognizes that the current composition of the Board does not reflect the overall diversity of the profession or of the State as a whole. Further, with an 8-member board, the Board may not, at any given time, fully represent these populations. To this end, as the Board seeks to further diversify the Board itself, the Board will also seek ways to bring representation and participation from BIPOC communities into the policy-making process. The Board is seeking ways to increase participation by BIPOC licensees and stakeholders in Board processes. To this end, the Board is working with the minority and cultural affairs committee of the Oregon chapter of the American Physical Therapy Association and other entities to seek greater input and is also requiring training on cultural competency and implicit bias for current members.

APPENDIX D

Work by Each Board to Recruit More BIPOC into Profession

1. BOARD OF LICENSED SOCIAL WORKERS (BLSW)

The Board works with the Student Inclusion Coordinator at Portland State University to regularly meet with social work students from both the day and evening programs prior to graduation. The Board's objective is to lay out the rationale for obtaining a professional license and to review the application and review process. The Board discusses the application process, including background check and national examination, and potential obstacles. The Board's goal is to give every potential applicant a direct contact at the BLSW office, and a person to contact for help in navigating the application process. The Board also meets with students at PSU regional programs in Salem, Eugene, Ashland and Bend, as well as students from George Fox University and Pacific University. The Board has not recently had the opportunity to meet with students from University of Portland or Warner Pacific University.

2. OREGON BOARD OF CHIROPRACTIC EXAMINERS (OBCE)

The Board has met with the Director and Admission Dean of the University of Western States, the state's only chiropractic program, regarding their recruitment, retention, and matriculation of BIPOC students and professors. They have begun to expand their recruitment efforts to include HBCUs and have created an internal DEI committee, currently seeking members. Since the Board is solely meeting remotely for board meetings and Peer Review Committee meetings, the Board is actively recruiting across the state and has some diverse applicants to be reviewed.

3. OREGON BOARD OF DENTISTRY (OBD)

OBD's mission and priorities do not directly address recruitment to become dentists or dental hygienists. OBD licenses individuals after they graduate from a dental school or complete a dental hygiene program. The Board has an Affirmative Action Plan and support all Legislative and Governor's efforts on this matter. Part of the Affirmative Action Plan and the executive director's goals are to advance statewide efforts on diversity, equity, and inclusiveness. The Board's mission is to promote high quality oral health care in the State of Oregon by equitably regulating dental professionals.

4. OREGON BOARD OF PHARMACY (OBOP)

The Board's mission is to promote and protect patient health, safety and welfare. The Board does not recruit individuals into the profession. However, the Board acknowledges the importance of recruitment of BIPOC persons into the profession and seeks direction and resources from the Legislature and Governor on how the Board may be most successful in contributing to this initiative. Currently, the Board relies on the programs that train pharmacists and technicians for recruitment into the profession. These training programs have Affirmative Action requirements.

5. OREGON MEDICAL BOARD (OMB)

The Oregon Medical Board does not have the ability to recruit medical providers to Oregon in this targeted way.

6. OREGON STATE BOARD OF NURSING (OSBN)

The Oregon Center for Nurses, funded by a \$9 surcharge for every renewal and endorsement of license into Oregon, does most of the information transmission regarding the profession and the opportunities to recruit BIPOC into nursing. The Board does not directly influence those career choices. Education programs also provide information yearly regarding their BIPOC graduates and student population.

HLRB: HEALTH-RELATED LICENSING BOARDS

7. OREGON MORTUARY AND CEMETERY BOARD (OMCB)

While this is an extremely important and rewarding endeavor to undertake, the agency doesn't currently participate in collaborative recruitments, but the agency participate as a member of the Mt. Hood Community College's Funeral Service Program Advisory Committee. The agency will bring this up during the next committee meeting and present it as a topic for discussion during the April board meeting to begin determining ways to encourage BIPOC individuals to become death care professionals.

8. OREGON BOARD OF NATUROPATHIC MEDICINE (OBNM)

The Board is working with professional associations and universities to expand the diversity of the profession through increasing the number of people of color in leadership positions.

9. OCCUPATIONAL THERAPY LICENSING BOARD (OTLB)

As evidenced in the data and studies by OHA, licensees do not currently reflect the state's demographic profile. Change will require partnership with professional OT organizations, schools, and associations, statewide and nationally. Both of Oregon OT schools have reported that diversity in their cohorts is a priority and is improving.

The Pacific University OT doctorate program reported the following:

- The class of 2023 has 7 male students, which is one of the largest male representations they've had in several years. About 25% of the cohort are also not White. They're still working on increasing diversity but feel like they are making headway.
- There's an interdisciplinary group reviewing the admissions practices in relation to a holistic admissions process. They hope that by next year's admission cycle they will be able to enact recommendations from the group. Many of the items that are recommended for holistic admissions are already in place.

- For several years they have been looking at their hiring practices for faculty members and have worked to increase the diversity of faculty. Three of the last 6 faculty members hired were born outside the US and are not White.
- Retention is a bigger focus at the moment. Much effort has been put into recruitment over the past several years, but they have lagged in building supports for retention. As a program, they are focusing on both recruitment and retention so that they can better support diverse students.
- They are actively reviewing their curriculum class by class throughout this year to identify areas where they can increase equity, diversity, and inclusion.
- Pacific University has also pledged to make changes promoting and supporting diversity and has several initiatives in process.

The Linn Benton Community College OT Assistant program is a distant learning program. Rural area students can get their degree and get licensed from where they live and can start practicing in their communities. The program accepts 24 students per cohort right now. Before the program considers expanding; however, increased availability of fieldwork sites and workforce are the main driving factors.

This is the current distribution of race and ethnicity for their two cohorts. They currently have a total of 44 students:

American Indian or Alaskan Native: 1
 Asian: 4
 Black/African American: 0
 Hispanic and Latino: 3
 Non-Hispanic and Latino: 41
 Native Hawaiian or Other Pacific Islander: 0
 Other: 0
 White: 39

The state association, the Occupational Therapy Association of Oregon (OTAO), has put together a Task Force on Diversity, Equity and Inclusion. Its focus is on education, support and advocacy. The national association, the American Occupational Therapy Association (AOTA), last year worked with members of Congress to introduce the Allied Health Workforce Diversity Act (read here for more info:

<https://www.aota.org/Advocacy-Policy/Congressional-Affairs/Legislative-Issues-Update/2019/Workforce-Diversity-Bill-Introduced-In-Senate-103119.aspx>) which would provide grants to increase opportunities for those from under-represented backgrounds in OT, PT, speech therapy and audiology. In the House, it eventually got rolled into a larger bill that passed the House and went to the Senate. After it arrived in the Senate, the pandemic hit, and other issues took priority but AOTA will continue to push for its passage.

As an organization, AOTA created a Diversity, Equity, and Inclusion Task Force in February of last year (see announcement of members here:

<https://www.aota.org/Publications-News/AOTANews/2020/Diversity-Equity-Inclusion-Task-Force-Members.aspx>). Lastly, in the recent AOTA elections, nearly two

thirds of winning candidates identify themselves as representing diversity in race, ethnicity, gender identity, sexual orientation, and/or disability.

10. OREGON BOARD OF MEDICAL IMAGING (OBMI)

The Board issues licenses and permits to qualified applicants. While we do oversee and approve career schools for Limited X-Ray Machine Operator (LXMO) permit education, we are not involved with student recruitment. However, all of the schools are required to be accredited by the Department of Education both on the Federal and State level. The Department of Education has requirements for compliance with diversity. With that said, the OBMI does have plans to include as an Agenda item for the next CE Advisory Committee meeting to discuss adding questions to the LXMO School Annual Inspection regarding what the schools are doing to broaden diversity equality.

The Board removes barriers for rural communities by established rules that provide waivers for rural access licensure, distance learning for educational programs, and virtual Board meetings.

11. BOARD OF EXAMINERS FOR SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY (BSPA)

Ultimately the Board is involved in licensing and regulation, so the Board licenses all comers and there is not a great deal the Board can do for recruitment. However, 6 months ago, the executive director assigned staff to reach out to the three teaching universities to try and learn what efforts they are making. University of Oregon is willing to study the issue by assigning it as a capstone project for graduate students if there is an interest. They could also look at other licensees, not just SLPs and audiologists.

12. OREGON VETERINARY MEDICAL EXAMINING BOARD (OVMEB)

No, not currently and there hasn't been in the past.

MHRA: MENTAL HEALTH REGULATORY AGENCY

13. BOARD OF LICENSED PROFESSIONAL COUNSELORS AND THERAPISTS (LPCT)

14. OREGON BOARD OF PSYCHOLOGY (OBP)

This work begins with significant efforts by both Boards' leadership to ensure membership diversity. The Agency's Executive Director works closely with recruitment committees of the Boards and the Governor's Office to recruit and select Board members in a manner that is consistent with the MHRA Affirmative Action Plan. Committee members consider an applicant's qualifications and interest in serving on the Board and strive to maintain a membership that is diverse in terms of race and ethnicity, gender, sexual orientation, geographic location, profession or specialty in the psychology field, and career stage. Additionally, the Boards have held discussions during public meetings and surveyed licensure applicants and licensees on ways to consider reducing barriers to licensure for individuals in underserved or underrepresented demographics. Data collection and dissemination has been a large part of this effort. The Agency has reviewed laws, rules, procedures, and web materials to identify areas of concern. Recently the Boards transitioned to new websites that include the option to translate webpages into a variety of different languages to help deter this type of potential barrier for individuals trying to understand the requirements and procedures for licensure. Agency staff has, and will continue to, work with social service personnel who are providing assistance to individuals that wish to become licensed. To help achieve greater accessibility, BLPCT has implemented, and BOP is in the process of implementing, a new online licensing system. The system moves applications and renewals from paper to online, creating increased and timelier access to information. To help potential applicants understand the licensing process, a staff member regularly presents to students at higher learning programs in Oregon. Also, recently BLPCT amended its examination special accommodations rule to allow accommodations to be made for candidates whose first language is not English; filed and effective October 2, 2020 (note that BOP already has this in rule). Though the Boards' roles are rooted in public protection, and their legislative mandates do not position them to have a significant impact on recruitment and retention into the professions generally, the Boards have been thoughtful to increase access and diversity where they are able.

SEMI-INDEPENDENT UNDER ORS 182.454

15. BOARD OF MASSAGE THERAPISTS

The Board is not in a position to recruit, but the Board tries to expand access by providing translated documents.

16. BOARD OF OPTOMETRY

The Board is not in a position to recruit, but the profession and schools of optometry are working on the issue.

17. OREGON BOARD OF PHYSICAL THERAPY (OBPT)

As part of the OBPT's strategic planning process, the Board has adopted a framework for considering DEI, racial justice and cultural competency topics using the perspective of four interrelated participant groups; patients, licensed practitioners, board/staff, and complainants. Under this framework, for end-to-end culturally responsive regulation, any practice, policy or rule will consider the role of, or impacts on, each of these groups. Specific to addressing the recruitment of more BIPOC practitioners in the professions, the Board is currently focused on the following:

The Board recognizes that the agency has limited influence on entry into the profession by the time applicants apply for licensure. The Board further recognizes the research documenting the need to support BIPOC students in middle school and high school in order to increase the number of BIPOC individuals entering fields of study that would ultimately lead to licensure in health care professions. Therefore, the Board recognizes that to address the diversity of the profession, the Board must partner with other entities to address the diversification of the overall K12-Licensure pipeline. To this end, the Board has established a workgroup with participants from all of the Oregon educational programs for degrees leading to licensure as a Physical Therapist or Physical Therapist Assistant. This workgroup is comparing best practices and is developing actionable items that could be implemented to address the overall pipeline.

Please see Appendix E for a document describing the framework and current and planned activities from the December 2020 meeting of the Board.

APPENDIX E
Additional Supplemental Information

I. Oregon State Mandates/Initiatives (Context):

- **ORS 676.303(2)—All health professional regulatory boards shall operate with the primary purposes of:**
 - promoting the quality of health services provided,
 - protecting the public health, safety and welfare by ensuring that licensees practice with professional skill and safety...”

How this connects: By recognizing that there is currently a differential in the health outcomes for many patients from underrepresented populations, and recognizing that the board has an obligation to promote quality health care and protect the health, safety and welfare of all patients, culturally competent practice is essential.

- **ORS 676.400--Racial and ethnic composition of regulated health professions; findings; duties of health professional regulatory boards.**
 - (3) “Health professional regulatory boards shall establish programs to increase the representation of people of color and bilingual people on the boards and in the professions that they regulate. Such programs must include activities to promote the education, recruitment and professional practice of members of these targeted populations in Oregon.”
 - (4) “Each health professional regulatory board shall maintain records of the racial and ethnic makeup of applicants and professionals regulated by the board...”

How this connects: Oregon health professional regulatory boards have been specifically charged to establish programs that increase representation of under-represented groups both on the board itself as well as of the regulated profession.

- **ORS 676.850—Requires continuing competence for health professionals on renewal. Oregon Health Authority (4 domains required for Cultural Competence Continuing Education Training)**
 1. Culturally competent practice requires self-awareness and self-assessment of beliefs, attitudes, emotions, and values.
 2. Culturally competent practice requires the acquisition of knowledge by providers.
 3. Culturally competent practice requires the acquisition of skills by providers.
 4. Culturally competent training requires specific educational approaches for acquisition of knowledge and skills.

How this connects: Establishes common framework and mechanism for ongoing education for licensed professionals to support cultural competency.

- **ORS 676.410--Information required for renewal of certain licenses.**

“(2) An individual applying to renew a license with a health care workforce regulatory board must provide the information prescribed by the Oregon Health Authority pursuant to subsection (3) of this section to the health care workforce regulatory board. Except as provided in subsection (4) of this section, a health care workforce regulatory board may not approve an application to renew a license until the applicant provides the information.”

How this connects: Provides a mechanism for capturing demographic information from all licensed health professionals, which supports policy and planning.

- **Executive Order NO. 17-11 (2017) – Relating to Affirmative Action, Equal Employment, Opportunity, Diversity, Equity, and Inclusion (DEI)**

Oregon Board of Physical Therapy Strategic Planning: Culturally Responsive Regulation

How this connects: Establishes statewide framework and objectives relating to state agencies—both staff and board members; establishing goals relating to demographic composition of boards and staff, as well as objectives relating to organizational culture based on a foundation of DEI.

- **Racial Justice Council – founded by Governor Kate Brown (2020) – “We must change how we listen to, engage with, respond to, and support Black, Indigenous and People of Color (BIPOC) and Tribal members in Oregon.”**

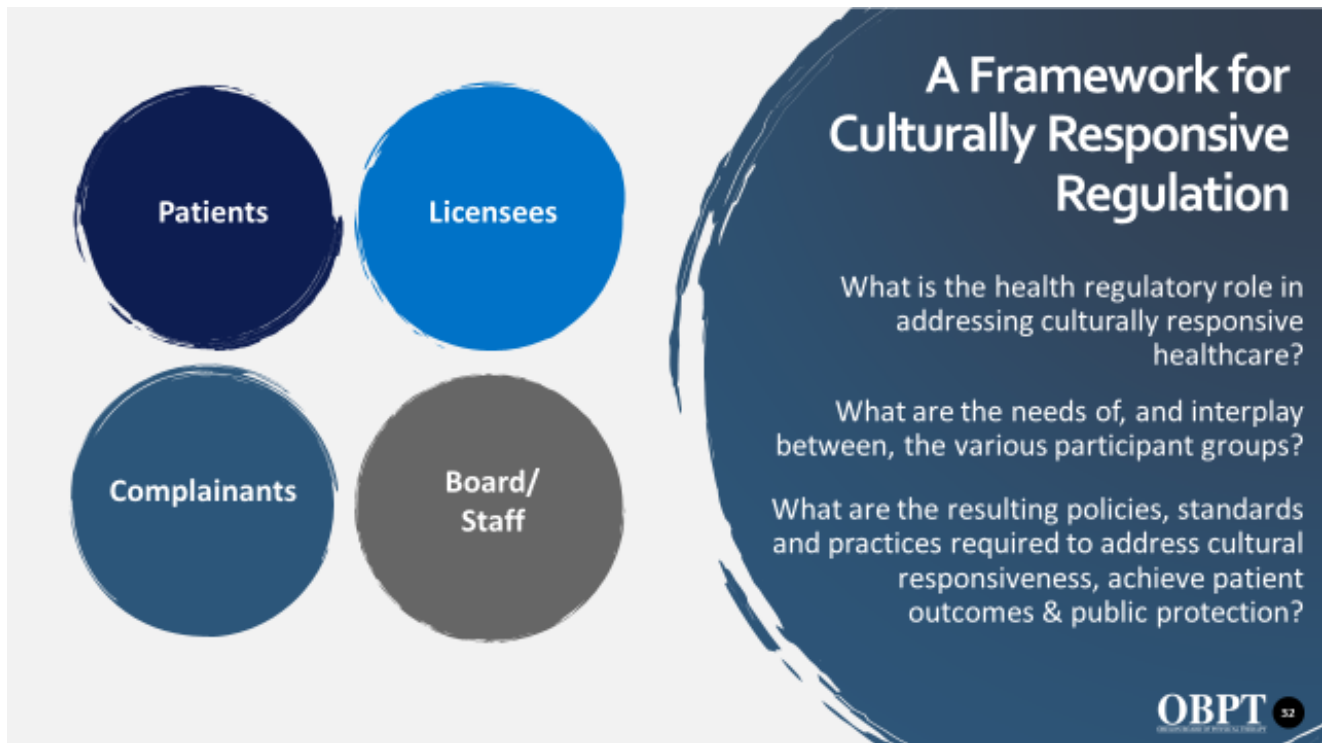
The Racial Justice Council’s charge is to:

- Direct the collection of data from across sectors of society to support smart, data-driven policy decisions
- Provide principles and recommendations that center racial justice to the Governor to inform the ‘21-23 Governor’s Recommended Budget and Tax Expenditures Report
- Creating a Racial Justice Action Plan for six specific areas: Criminal Justice Reform and Police Accountability, Housing and Homelessness, Economic Opportunity, Health Equity, Environmental Equity, Education Recovery.

How this connects: Creates underlying lens for all state programs and funding.

II. Oregon Board of Physical Therapy Strategic Approach: (Pulling it all together)

Instead of thinking the each statutory requirement in isolation, the Oregon board has adopted a framework for considering DEI, racial justice and cultural competency topics using four inter-related participant groups. Any policy or rule will consider the role of or impacts to each of these groups, with the end goal of achieving culturally competent regulation.



III. Oregon Board of Physical Therapy CRR Implementation

Key Identified Issues (or Dependencies):

- *Holistic systemic change will require partnership with other organizations (such as educational institutions to address the increased presence of candidates from underrepresented groups in the educational pipeline).*
- *Boards, including OBPT, do not currently reflect the demographic profile of the state of Oregon as a whole (patients) nor does it fully represent all licensed individuals at any one time. Infusing all perspectives—representation from all groups at all times—will require intentional training and partnership to inform policy.*

What We've Done So Far:

- ORS 848-035-0030(1)(E)(b) – Effective April 1, 2020, all licensed physical therapist and physical therapy assistants must complete a minimum of one hour of continuing competence that meets the criteria for cultural competency education.
- OBPT CC requirements broadened to non-clinical categories, which also opens the door for outreach opportunities.
- Updates to Minimum Data Set – worked with Federation of State Boards of Physical Therapy and OHA on the workforce survey in order to connect to national data.
- OBPT evaluating current unnecessary regulatory barriers for our immigrant and refugee foreign-trained applicants.
- Initiated Diversity and inclusion training for current PT board members. To facilitate PT board awareness and “create the proper lens” for policy making.

Action Items Identified So Far: Pending Further Discussion

- Evaluate current regulatory processes (and strategic objectives) through framework of CRR.
- Board intends to partner with educational communities to address diversification of educational pipeline.
 - Possibly have CC programs supporting licensee outreach to middle school/high school
- Examine the diversity of the PT board;
 - Use appointment of public position members to offset the relative lack of overall diversity of professional members while also recruiting from underrepresented groups with each appointment.
 - Evaluate current board member qualifications to determine if there are barriers to diversity that could be removed.
 - Consider structural means of increasing diversity on the board via the addition of an advisory member or PT board sub-committee, or other means to help diversify the board mix/regulatory policies.
- Explore how to Increase engagement of current licensees from underrepresented groups with the board, board programs, and policy-making (building trust and inclusion).
- The Board has the authority to require community service or education as part of remediation/discipline process; explore use of these “tools”.
- Link to framework of trauma-informed regulation; often overlap of both.

Oregon Board of Physical Therapy Strategic Planning: Culturally Responsive Regulation

Reference: Educational Pipeline: Research suggest that engaging and influencing future practitioners need to occur in Middle School and High School (some examples) and need to be part of the plan to diversity healthcare workforce:

- <https://futurehealthworkforce.org/wp-content/uploads/2017/08/2008-ctd-increasing-the-diversity-of-the-health-professions-k-12-networks-of-support.pdf>
- <https://www.ncmedicaljournal.com/content/77/2/137>
- <https://www.aapcho.org/wp/wp-content/uploads/2012/11/PipelineToImproveDiversityInHealthProfessions.pdf>