



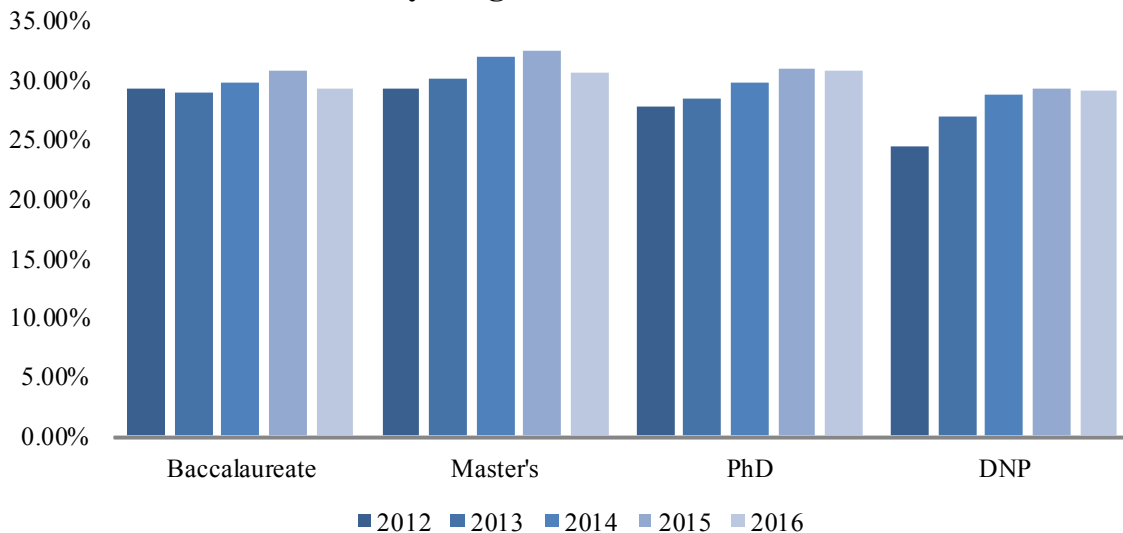
The Changing Landscape: Nursing Student Diversity on the Rise

AACN is committed to serving as a prime advocate to advance diversity as part of its [2017-2018 Federal Policy Agenda](#) and [2017-2019 Strategic Plan](#). Ensuring that students from all backgrounds have access to higher education is a priority that advances not only the individual’s exposure to career opportunities, but also drives innovation, benefits the economy, and achieves the goal of an educated citizenry. The recruitment of culturally and economically diverse individuals to the higher education community positively impacts the classroom and professional practice environments. Exposure to other viewpoints and perspectives serves to advance collaboration that will translate into the work environment. With equity and inclusiveness as core policy values, AACN continues to drive progress toward a more diverse student population and workforce.¹

Five-Year Trend Data

The graph below shows the variation by nursing program over the past five years. Of consideration is the increased enrollment impacting the diversity trends at the baccalaureate and master’s level nationally.

Percent Diverse Baccalaureate and Graduate Nursing Students by Program Level, 2012-2016²



Male Nursing Students

Though nursing has made great strides in recruiting and graduating nurses that mirror the patient population, more must be done to ensure adequate representation. The need to attract students from underrepresented groups, specifically males, is a priority for the profession. Males make up 49% of the American population, however, male students only make up approximately 12% of the baccalaureate and graduate nursing students in 2016.^{2,3} While progress is being made in the profession, males continue to be an underrepresented population in nursing programs across the country.

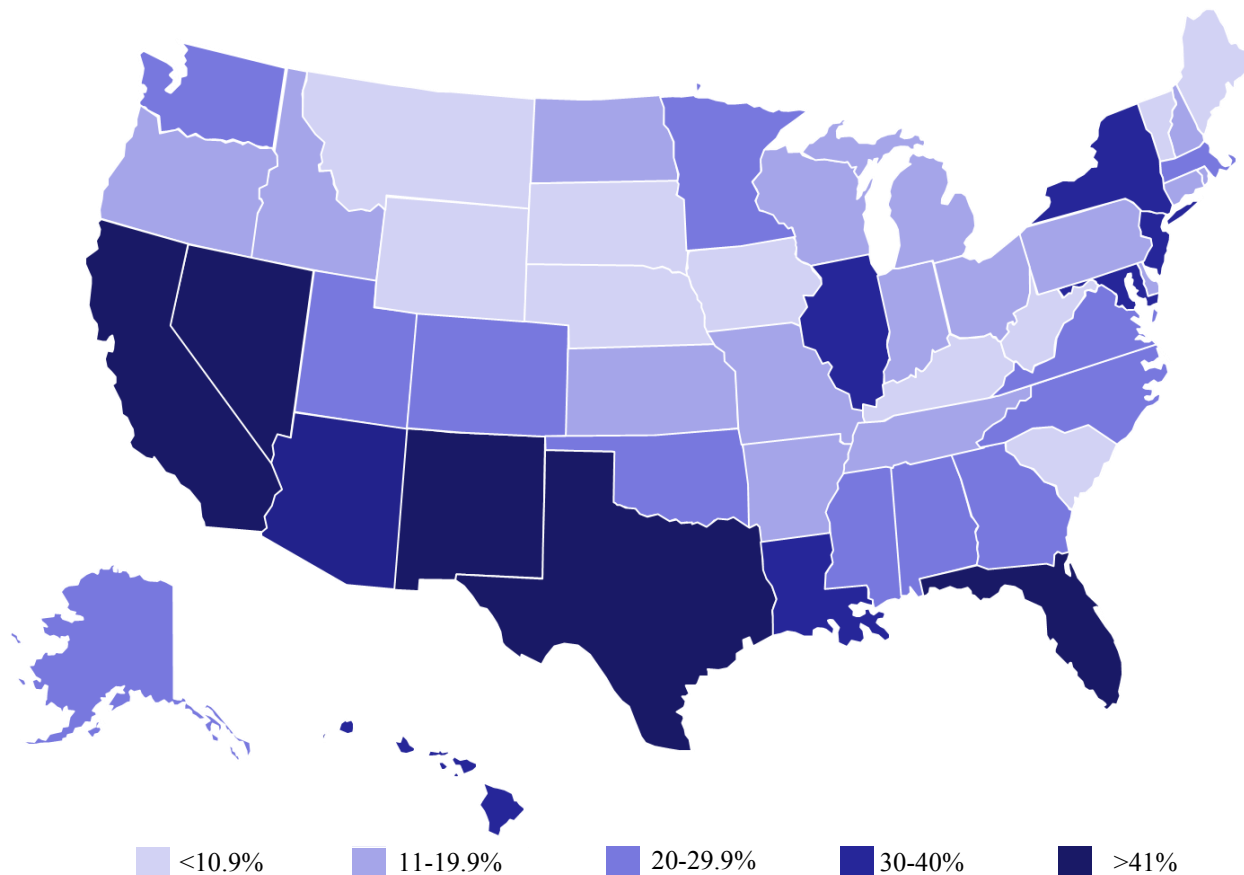
Baccalaureate and Graduate Nursing Students by Gender, 2016²



Diversity Across the Nation

Progress has been made in the percent of diverse students in baccalaureate and graduate nursing programs on a national level. The map below shows the state-by-state breakdown of diversity representation by state and calls attention to the still needed work to be done nationwide and on state levels to increase diverse student representation in the nursing field.

Percent Diverse Baccalaureate and Graduate Nursing Students by State, 2016²



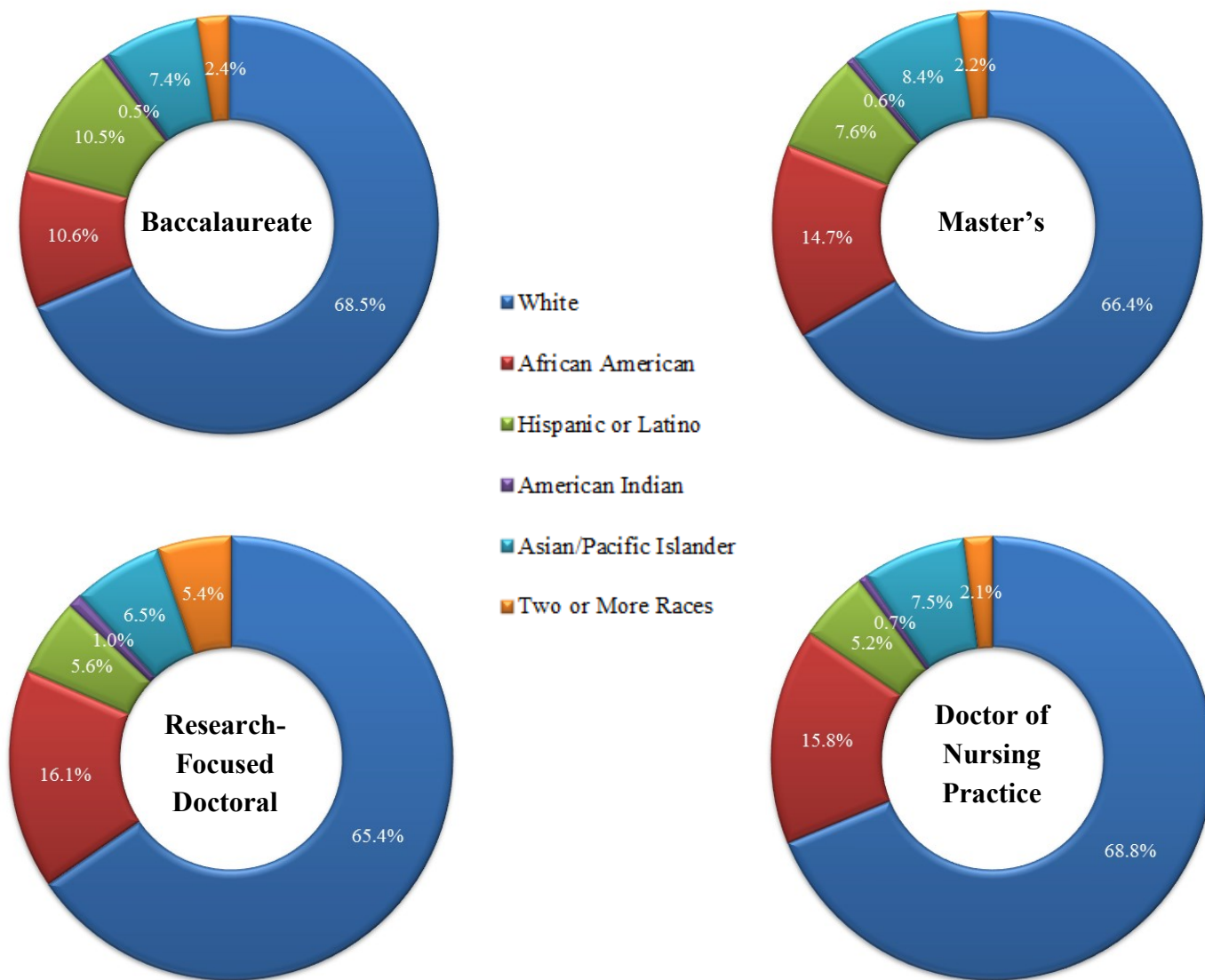
Percent of Diverse Baccalaureate and Graduate Nursing Students by State, 2016²

| State | % Diverse | State | % Diverse | State | % Diverse | State | % Diverse |
|-------|-----------|-------|-----------|-------|-----------|-------|-----------|
| AL | 24.0% | IL | 31.3% | MT | 10.6% | RI | 17.7% |
| AK | 30.5% | IN | 16.0% | NE | 13.7% | SC | 19.3% |
| AZ | 41.2% | IA | 10.7% | NV | 48.6% | SD | 10.9% |
| AR | 16.7% | KS | 14.0% | NH | 11.0% | TN | 18.2% |
| CA | 59.9% | KY | 12.5% | NJ | 41.6% | TX | 47.3% |
| CO | 20.1% | LA | 32.9% | NM | 53.6% | UT | 25.5% |
| CT | 20.8% | ME | 6.1% | NY | 34.5% | VT | 9.6% |
| DE | 17.6% | MD | 39.4% | NC | 24.1% | VA | 23.3% |
| DC | 32.3% | MA | 33.1% | ND | 11.8% | WA | 28.4% |
| FL | 45.2% | MI | 15.8% | OH | 12.9% | WV | 8.2% |
| GA | 39.8% | MN | 26.8% | OK | 26.1% | WI | 16.6% |
| HI | 77.7% | MS | 27.2% | OR | 25.6% | WY | 6.3% |
| ID | 13.5% | MO | 15.2% | PA | 18.0% | | |

Diversity Across Program Levels

Nearly 30 percent of all baccalaureate and graduate nursing students come from diverse backgrounds.

Nursing Students by Ethnicity and Program Level, 2016²



¹ American Association of Colleges of Nursing. (2017). *2017-2018 Federal Policy Agenda*. Retrieved from <http://www.aacn.nche.edu/government-affairs/17Federal-Policy-Agenda.pdf>

² American Association of Colleges of Nursing. (2017). *2016-2017 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing*. Washington, DC. Percentages will not add up to 100% due to the exclusion of students that had unknown race/ethnicity. Percent minority is calculated using the percent of students that are American Indian or Alaskan Native, Asian, Native Hawaiian or Pacific Islander, Black or African American, Hispanic or Latino, and/or two or more races.

³ U.S. Census Bureau. (2015). *Quick Fact, United States*. Retrieved from <https://www.census.gov/quickfacts/table/PST045216/00>