ABSTRACT
A healthcare workforce representative of the nation’s demographic characteristics is a priority for improving public health and eliminating health disparities (HD). States have enacted laws to support minority recruitment to healthcare professions and decrease HD. As little is known regarding the effects of these programs in nursing, the purpose of this study was to examine the effect of state legislation encouraging minority recruitment to careers in nursing.

RESULTS
State legislation tied to reimbursement and funding proved to have greater effects on minority enrollment and minority representation. Post legislation, 3 states significantly increased BS-RN enrollment of Black students (AK, CA, MI) & 2 significantly increased enrollment of Hispanic students (FL, TX). Representation of AIAN/HPI nursing enrollment were met in all states with minority recruitment legislation.

INTRODUCTION
Minority Nurses make up 16.8% of the nursing workforce while Health recommend increasing minorities in the Healthcare Workforce to reduce HD.

AIMS
1) Identify and characterize state legislation encouraging minority recruitment into health professions.
2) Investigate state legislation effects on recruitment of minorities to baccalaureate registered nursing (BS-RN) programs.
3) Determine if minority nurse enrollment was representative of the state’s reported demographics.

METHODS
• Natural experiment to compare minority enrollment in generic RN baccalaureate programs in states with and without HD legislation.
• States with HD legislation identified using the National Conference State Legislatures Dataset. Comparator states selected based on geographical proximity.
• RN Minority Enrollment by race/ethnicity and state obtained using American Association of Colleges in Nursing (AACN) National Survey data.
• An enrollment index was constructed for each state pre and 1,3, and 5 years post enactment of HD legislation using US Census.
• Data analyzed using descriptive and chi-square statistics with SAS.

LIMITATIONS
• Pre-law data unavailable from AACN prior to 1991.
• AACN National survey subject to self-report and non-response bias.
• Enrollment data on Hawaiians and Pacific Islanders were not available until 1999.
• Two states (MI & CA) had multiple legislation.

DISCUSSION
• State legislation tied to reimbursement and funding proved to have greater effects on minority enrollment and minority representation.
• Post legislation, 3 states significantly increased BS-RN enrollment of Black students (AK, CA, MI) & 2 significantly increased enrollment of Hispanic students (FL, TX).
• Representation of AIAN/HPI nursing enrollment were met in all states with minority recruitment legislation.

CONCLUSION
• State legislation increases representation of minorities to BS-RN programs short-term.
• Legislation effect varies among minority subgroups with the least impact on Hispanic enrollment into BS-RN programs.
• Results provide policymakers with needed comparable state level data of legislation progress towards eliminating racial/ethnic HD.
• Future studies should examine the effectiveness of pipeline programs and financial support, percentage of minority RNs employed in states with and without legislation, and the sustainable impact of minority recruitment legislation over time.

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