

Health care Workforce Reporting Program and REALD

Overview

The [REALD](#) standards help us increase and standardize Race, Ethnicity, Language, and Disability data collection across the Department of Human Services (DHS) and the Oregon Health Authority (OHA). The REALD standards (sometimes referred to as REAL+D, as the original effort focused on race, ethnicity and language) were developed as a result of [House Bill 2134](#) passed by the Oregon legislature in 2013.

The Health Care Workforce Reporting Program will be updating demographic survey questions in 2021 to reflect these standards. This will allow health care professionals licensed in Oregon to report their demographic identities with more granularity, if they so choose, while also supporting state planning efforts in equitably promoting a diverse and culturally responsive workforce for communities across the State.

The statutory authority for these rules is codified in the Oregon Revised Statutes (ORS [413.042](#) and [413.161](#)). In 2014 the administrative rules detailing the data collection standards were completed ([OARs 943-070-0000 thru 943-070-0070](#)).

Purpose

The REALD standards were developed for all types of health data collection efforts and are essential:

- To understanding, identifying, and eliminating health disparities, or unnecessary and avoidable differences in health and health care delivery;
- To bring recognition and visibility to everyone;
- To standardizing demographic data collection across sources of individual-level data governed by DHS and OHA and their contractors; and,
- To provide necessary granularity for addressing health inequities while also maintaining federal reporting standards.
- To guide development of resources to promote the diversity of the workforce so that it better reflects the populations served

What it will look like

The specific changes in the survey are as follows:

- Race and Ethnicity: Addition of an open-ended prompt to describe identity, the combination of race and ethnicity designations into one question, addition of more granular categories for race and ethnicity, and addition of an option to designate a primary racial or ethnic identity;
- Language: Addition of a question pertaining to English proficiency;
- Disability: Addition of six questions that determine the prevalence of providers with disabilities (as a demographic).

You may preview the REALD questions as they will appear in the surveys [here](#). *Please note, licensees may decline to answer all of the REALD questions.*

Information for licensees

We understand that many of these questions may seem out of place on surveys that are required by health professionals at time of license renewal. To help introduce the new standards to your licensees, you may wish to share the following with your licensees prior to the survey changes:

“Beginning [next year/at your next renewal/Jan 2021] the Health Care Workforce Survey that you are required to complete as part of your license renewal will include more detailed questions on race, ethnicity, language, and disability (REAL+D). These questions are included to support state planning efforts in equitably promoting a diverse and culturally responsive workforce for communities across the state. While your responses to these questions are extremely valuable in this effort, you are also able to decline to answer any of them and your responses will not affect the renewal of your license. Please visit the [REALD website](#) for more information on these data collection efforts.”

Contact us

Contact staff at the Health Care Workforce Reporting Program and the Office of Equity and Inclusion [here](#).