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On Behalf Of:  
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Based on the Oregon Nursing Workforce student completed in 2022, racial/ethnic minority groups are under-represented in Oregon's nursing workforce compared to the racial/ethnic make-up of the state's population. A diverse and representative workforce contributes to better health outcomes, satisfaction with healthcare, and improved access to care. There continues to be gaps between the representation of Black, Native American, Asian, and Hispanic ethnicities in health care occupations as compared with the general population.

Per the American Association of Colleges of Nursing policy brief titled Nursing faculty: A spotlight on diversity, noted the need to attract diverse nursing is paralleled by the need to recruit more faculty from underrepresented populations. Being able to provide a RN-BSN option at community colleges in Oregon would allow marginalized and diverse students more opportunities to seek faculty positions and give back to their community which not only increase the diversity in nursing faculty, it would also lead to increased diversity in nursing students and the nursing profession in Oregon.