Race & Ethnicity of California's Veterinary Workforce

July 2025

HCAI Workforce Survey –Background

- Section 502 of the Business and Professions Code requires boards that regulate healing arts licensees to request workforce data from their licensees for future workforce planning.

- Health and Safety Code 128051 directs HCAI to collect the following data:
    - Supply
    - Geographical distribution of health care workers
    - Diversity of health care workforce
    - Current and Forecasted Demand
    - Educational capacity

- A "Decline to State" option is provided for all individuals who do not wish to provide their information

HCAI Workforce Survey – What's Collected and Why?

Licensee Data:

- Demographic (Race/Ethnicity, Language, Sex, Gender, etc.)
- Education Information
- Practice Location
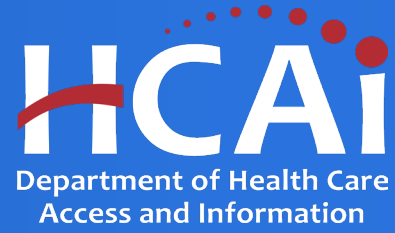- Activity Types/Hours

Uses:

- Compare demographics of licensees to that of the population (Concordance)
- Monitor level of geographic access across the state to various license types/services

HCAi
Department of Health Care Access and Information

Key Findings for Race & Ethnicity

- Black/African Americans and Hispanics are the most underrepresented groups in the statewide veterinary workforce.
  - Underrepresentation is present for both groups in nearly every county containing licensees identifying as Black or Hispanic.

- Representation within race/ethnicities is relatively static across age groups.

- Survey Data were collected from 76.5% of all active veterinary licenses, representing nearly 22,000 surveys and a Decline to State rate of 12.1% or less.