Managing Diversity Differently:
The External Environment and Cross-Sector Differences in Diversity Management
Brief Code Book

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Variable Name	Variable Description	Available Years	Data Source
ID	Anonymized hospital ID number recoded based on the American Hospital Association membership ID to avoid identifying specific hospitals. This variable includes negative values, because of the anonymizing recoding.	2008-2012	American Hospital Association (AHA) Annual Hospital Survey Database
year	Fiscal year	2008-2012	
diversity_tetra	Diversity Management Index, created by using the four dichotomous variables, DIVERS, DIVED, DIVTRN, and DIVQUL	2011 and 2012	AHA Annual Hospital Survey Database
DIVERS	The adoption of diversity strategy or plan, recoded as 1= yes, 0=no	2008-2012	AHA Annual Hospital Survey Database
DIVED	The adoption of cultural education program, recoded as 1=yes, 0=no	2011 and 2012	AHA Annual Hospital Survey Database
DIVQUL	Including goals for improving quality of care of culturally and linguistically diverse patient population, recoded as 1=yes, 0=no	2011 and 2012	AHA Annual Hospital Survey Database
DIVTRN	Mandatory diversity training, recoded as 1=yes, 0=no	2011 and 2012	AHA Annual Hospital Survey Database
herfindahl_final	Market competition, measured as adjusted Herfindahl index	2008-2012	AHA Annual Hospital Survey Database
collaboration	Inter-hospital collaboration, measured as the share of hospital services provided through a hospital network, a hospital system, or a hospital joint venture.	2008-2012	AHA Annual Hospital Survey Database
diversity_pop	Blau index of ethnic diversity of county population	2008-2012	U.S. Census Burau, county-level population estimates by race and ethnicity
nonprofit	Nonprofit hospital, 1=yes, 0=no	2008-2012	AHA Annual Hospital Survey Database
private	Private for-profit hospital, 1=yes, 0=no	2008-2012	AHA Annual Hospital Survey Database

Variable Name	Variable Description	Available Years	Data Source
public	Public hospital, 1=yes, 0=no	2008-2012	AHA Annual Hospital Survey Database
BSC	Hospital bed-size capacity, 1=6-24 beds 2=25-49 beds 3=50-99 beds 4=100-199 beds 5=200-299 beds 6=300-399 beds 7=400-499 beds 8= 500 beds or more	2008-2012	AHA Annual Hospital Survey Database
general_hosp	General and surgical hospital recoded as 1= yes, 0=no	2008-2012	AHA Annual Hospital Survey Database
rural	Hospitals in rural areas recoded as 1=yes, 0=no	2008-2012	AHA Annual Hospital Survey Database
pct_unemployment	County level unemployment rate	2008-2012	Robert Wood Johnson Foundation County Health Ranking Database
pct_uninsured	County level uninsured rate	2008-2012	Robert Wood Johnson Foundation County Health Ranking Database