

Supporting Underrepresented Students to Build Workforce Diversity





Learning Objectives

1. Define who is underrepresented in medicine
2. Describe the systemic challenges and barriers that disproportionately impact students from URM backgrounds
3. Understand the importance of recruiting students from communities that are URM





Equality



Equity



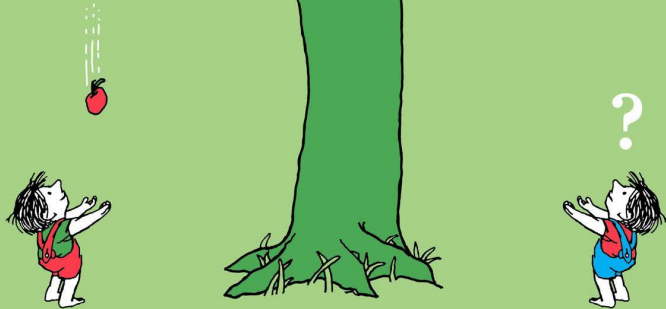
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Inequality

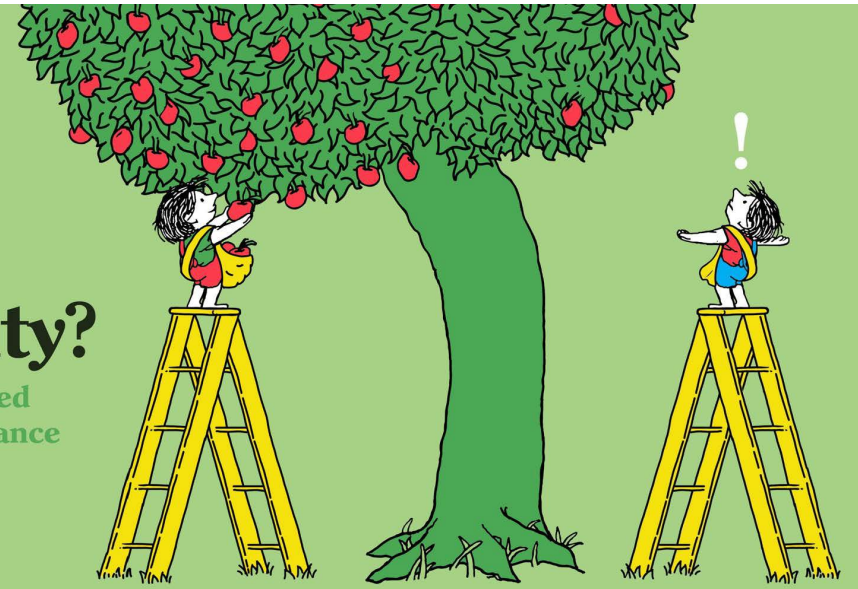
Unequal access to opportunities



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Equality?

Evenly distributed tools and assistance



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Equity

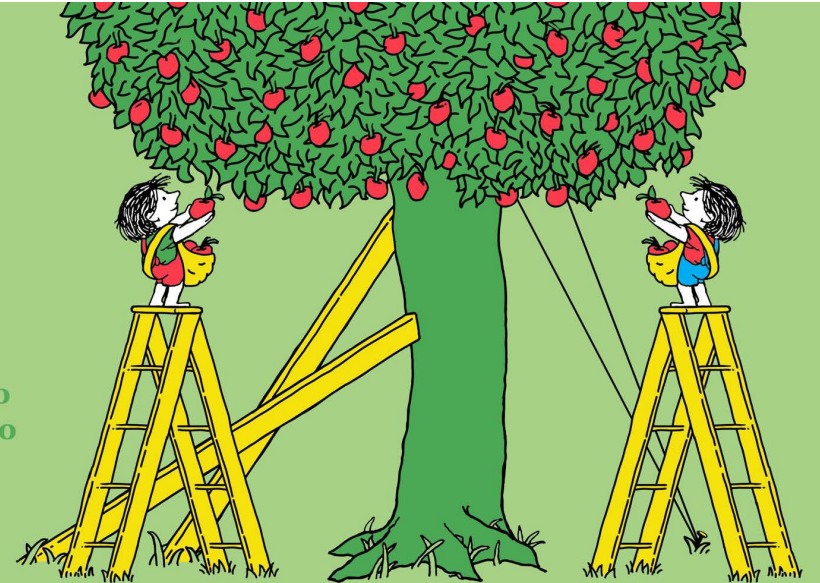
Custom tools that identify and address inequality



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Justice

Fixing the system to offer equal access to both tools and opportunities



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Diversity of the Healthcare Workforce



Increased
Comfort Levels



Boosted
Creativity



Enhanced
Understanding



More
Innovation



Increased
Trust



Higher
Retention



Improved
Communication



Reduced Health
Disparities



Increased
Engagement



The Importance of Racial Concordance

Improved Patient Experience

Improved Communication

Decreased Bias

- Patient race was associated with physicians' assessment of patient intelligence, feelings of affiliation toward the patient, and beliefs about patient's likelihood of risk behavior and adherence with medical advice;
- Patient SES was associated with physicians' perceptions of patients' personality, abilities, behavioral tendencies and role demands.

URM physicians are more likely to practice primary care and to care for minority and vulnerable patients, including those from communities with lower socioeconomic status.

Becoming **culturally competent** and practicing **cultural humility** are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.

CULTURAL HUMILITY

GAINING CULTURAL KNOWLEDGE

What are other cultures like, and what strengths do they have?

DEVELOPING CULTURAL SELF-AWARENESS

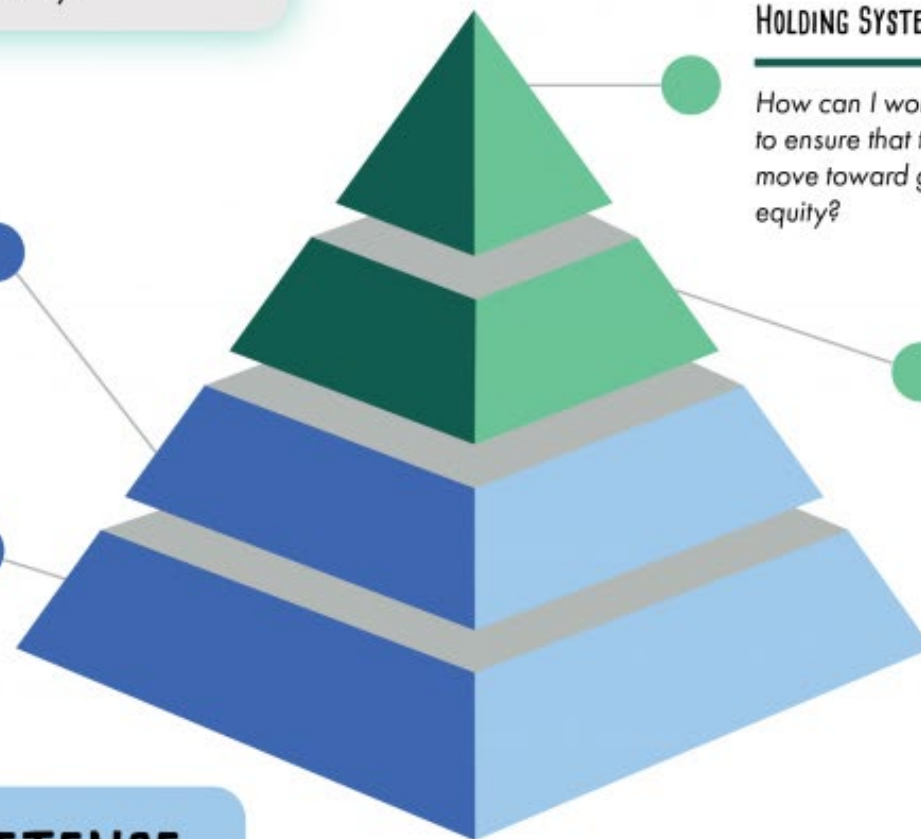
What is my culture, and how does it influence the ways I view and interact with others?

HOLDING SYSTEMS ACCOUNTABLE

How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?

UNDERSTANDING AND REDRESSING POWER IMBALANCES

How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?



CULTURAL COMPETENCE





What is Underrepresentation in Medicine?

The AAMC definition of underrepresented in medicine is:

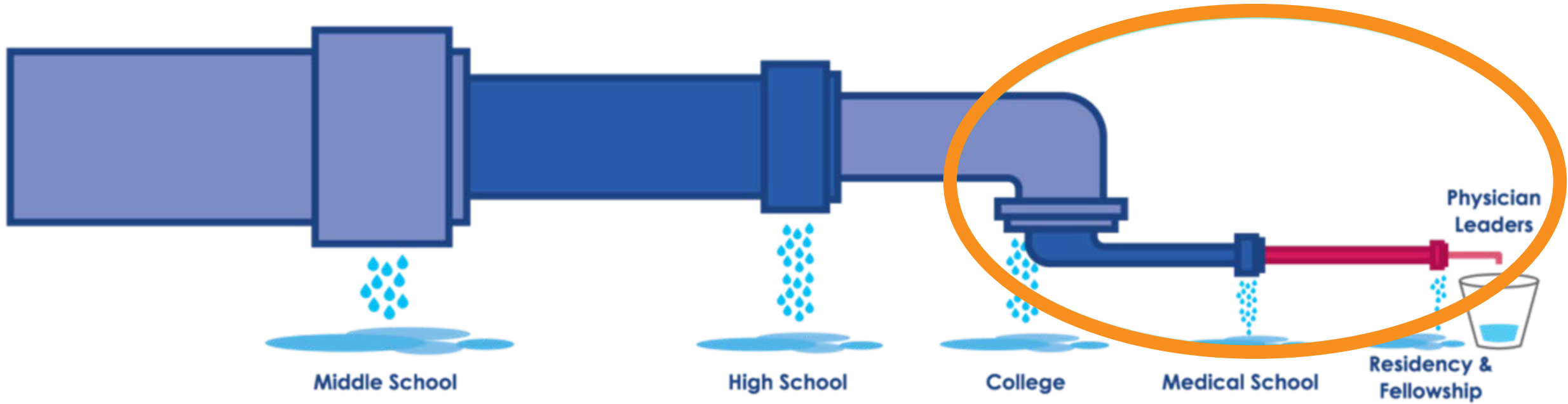
"Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population."

Transition from a fixed aggregation of four racial and ethnic groups to a continually evolving paradigm.

A shift in focus from a national perspective to a regional or local perspective on underrepresentation.

Before June 26, 2003, the AAMC used the term "underrepresented minority (URM)," which consisted of Blacks, Mexican-Americans, Native Americans (that is, American Indians, Alaska Natives, and Native Hawaiians), and mainland Puerto Ricans.

The Leaky Pipeline into Medicine



Barriers to Success

Inadequate institutional support and resources

- Academic Support
- Educational Opportunity
- Connection to physicians/shadowing

Limited personal resources and social/family conflict

- Financial resources
- Fear of nonacceptance
- Individual skill sets
- Competition
- Family Pressure

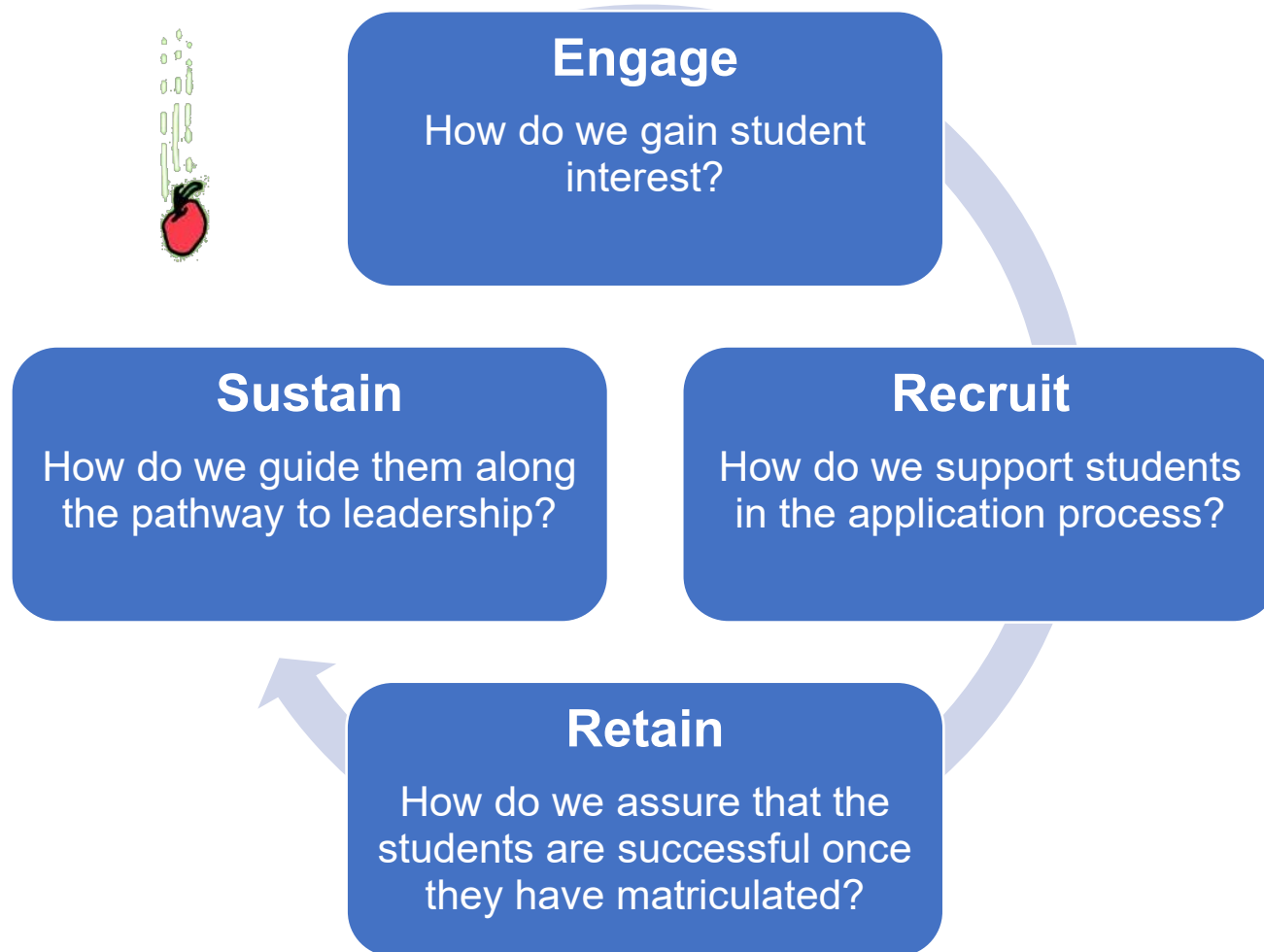
Lack of access to information, mentoring, and advising

Historical and societal barriers



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Solutions



How Can I Make a Difference?





AMERICAN ACADEMY OF FAMILY PHYSICIANS

STRONG MEDICINE FOR AMERICA