Forming State Alliances to Diversify the Health Professions*

Washington DC, July 25, 2011

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Louis W Sullivan, MD
Chairman
The Sullivan Alliance to Transform the Health Professions
Abstract

Diversifying the nation’s health professions is essential to developing a culturally responsive health workforce. It has been demonstrated that the intellectual, cultural, and civic development of all students is enhanced by learning in an ethically and racially diverse educational environment. Moreover, a culturally and linguistically diverse workforce enhances communication, increases trust and improves the quality of interactions between patients and providers.
## Total Physicians by Race and Ethnicity 2008

\[ N = 954,224 \]

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>519,840</td>
<td>54.5</td>
</tr>
<tr>
<td>Black</td>
<td>33,781</td>
<td>3.5</td>
</tr>
<tr>
<td>Hispanic</td>
<td>46,507</td>
<td>4.9</td>
</tr>
<tr>
<td>Asian</td>
<td>116,412</td>
<td>12.2</td>
</tr>
<tr>
<td>NA/AN</td>
<td>1,594</td>
<td>.16</td>
</tr>
<tr>
<td>Other</td>
<td>13,019</td>
<td>1.3</td>
</tr>
<tr>
<td>Unknown</td>
<td>223,071</td>
<td>23.4</td>
</tr>
</tbody>
</table>

Source: American Medical Association, 2010
Ethnic and Racial Demographics
U.S. Population - 2010

Source: U.S. Census, 2010
Note: Hispanics/Latin Americans can be of any racial group
Underrepresented Minorities (URMs) are Vastly Underrepresented in the U.S. Health Professions

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Health Profession</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native Hawaiians</td>
<td>0.2%</td>
<td>Medicine</td>
</tr>
<tr>
<td>Native Americans</td>
<td>0.9%</td>
<td>Pharmacy</td>
</tr>
<tr>
<td>Blacks</td>
<td>12.6%</td>
<td>Nursing (RN)</td>
</tr>
<tr>
<td>Hispanics</td>
<td>16.3%</td>
<td>Dentistry</td>
</tr>
</tbody>
</table>

Source: U.S. Bureau of Census, 2010
HRSA, 2010
AMA, 2008
ADEA, 2009
AJPE, 2008
URMs Are Underrepresented in Science, Engineering and the Academy

Sources: Kington R., 2009; AAMC 2010; Census 2010
Trends in URM Graduation From U.S. Medical Schools 1960–2010

Source: AAMC
The Case for Workforce Diversity

• Increased access to care
• Increased quality of care
• A more linguistically and culturally competent workforce
• Increased research creativity and problem-solving
• Enhanced “home grown” options to address health professions workforce shortages
The Patient Protection and Affordable Care Act

Commits $940 billion over 10 years to expand coverage to nearly 32 million uninsured Americans including:

1. Mandatory acquisition of health insurance by 2014
2. Creation of a new insurance marketplace, resulting in expanding access to coverage and formation of state-based exchanges
3. Sweeping insurance market reforms:
   – New regulations imposed on health plans, preventing insurers from denying coverage for any reason
4. Fundamental changes to Medicare, expansion of the Medicaid program, and reform of Part D
5. Health IT, prevention and wellness initiatives across the health care system
Who Will Provide Care? Projected Critical Shortages of Health Professionals

By 2025 the U.S. will need an additional

160,000 Physicians

250,000 Public Health Workers

1,000,000 Nurses

Source: HRSA, Health Workforce Studies, 2010
By 2020 Minorities Will Comprise 40% of the U.S. College Population
The Sullivan Commission’s report concluded that “the fact that the nation’s health professions have not kept pace with changing demographics may be an even greater cause of disparities in health access and outcomes than the persistent lack of health insurance for tens of thousands of Americans.”
Challenges to Increasing Racial and Ethnic Diversity in the Health Professions

• Strengthen K-12 educational system
• Better career counseling and mentoring programs in K-12 and undergraduate colleges
• Re-affirm the nation’s commitment to equity and equal opportunity
• Reduce the cost to the student of a health professions education
• Better collaboration and articulation between programs
Transforming Health Professions

Sullivan Commission on diversity in the health professions

Institute of Medicine panel on health professions diversity

THE SULLIVAN ALLIANCE
The Mission of the Sullivan Alliance

The Sullivan Alliance is committed to increasing diversity in the health professions in order to help reduce racial and ethnic health disparities:

- Providing national leadership
- Increasing awareness
- Spurring action
The Alliance’s Approach

• Early cultivation of students as they pursue professional careers in the basic sciences, the health sciences and other disciplines, through mentorship and the building of professional networks
• Administrative and programmatic mechanisms to stimulate the sharing of talent and technical expertise among and between the faculty of Alliance institutions
• Identification and implementation of collaborative strategies for securing research support
• Collaborative strategies among member institutions to secure research funds, infrastructure, training, and program development
Sullivan Alliance - State Alliances

Established

in Progress

Discussions underway
THE VIRGINIA –NEBRASKA ALLIANCE

= HBCU
Programs Offered by the VA-NE Alliance

- Summer Medical and Dental Education Program (SMDEP)
- Summer MCAT Preparation
- Summer Research Opportunities (College)
- Summer Research Opportunities (High School)
- BS to MD
- Faculty Exchange Program
- Faculty Development Fellowship
MCAT Score Improvement
Sullivan Alliance Summer Enrichment Program
University of Richmond, 2010

MCAT Score

Individual Students
# Career Paths of Alliance Graduates

* This is not all inclusive; not all programs track students

<table>
<thead>
<tr>
<th>Program</th>
<th>#</th>
</tr>
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<tbody>
<tr>
<td>Medical School</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>EVMS</td>
</tr>
<tr>
<td></td>
<td>UNC Chapel Hill</td>
</tr>
<tr>
<td></td>
<td>Howard University</td>
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<td></td>
<td>Meharry Medical College</td>
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<td></td>
<td>VCU</td>
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<td></td>
<td>UNMC</td>
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<td></td>
<td>University of Wisconsin</td>
</tr>
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<td></td>
<td>University of Florida</td>
</tr>
<tr>
<td>Doctoral Program in Pharmacy</td>
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</tr>
<tr>
<td>Doctoral Program in Sciences</td>
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</tr>
<tr>
<td>Fisheries and Wildlife Graduate Program</td>
<td>1</td>
</tr>
<tr>
<td>Graduate Program in Medical Administration</td>
<td>1</td>
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</tbody>
</table>
Conclusions

Achieving diversity in the health professions will occur in an environment that strives to strengthen the entire educational pipeline through a series of sustainable and integrated efforts. Partnerships between minority and majority schools and between undergraduate and graduate institutions can prove most beneficial. This prevents duplication and waste and builds on a shared vision among all participating institutions.
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