

# Healthcare Workforce Diversity & Health Equity

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CBC Health Braintrust/NMQF Leadership Summit on  
Health Disparities

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# Goals

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- Role of Health Care Workforce Diversity in Health Equity
- Current Healthcare Workforce
- Keys to Change
- Health Equity & Accountability Act

# Diversity & Health Equity

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- Improved Access to Care
  - Racial and ethnic minority health care professionals are more likely than their white peers to serve minority and medically underserved communities <sup>1</sup>
  - More likely to treat indigent patients and patients with co-morbidities who generally have worse health outcomes <sup>2, 3</sup>

<sup>1</sup> National Academy of Science. In the Nation's Compelling Interest: Ensuring Diversity in Health Care Workforce. 2004

<sup>2</sup> Moy E, Bartman A. Physician race and care of minority and medically indigent patients. JAMA 273(19):1515-1520. 1995

<sup>3</sup> Cantor JC, et al. Physician service to the underserved: Implications for affirmative action in medical education. Inquiry 33:167-181. 1996

# Diversity & Health Equity

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- Improved Patient Satisfaction
  - Racial and ethnic minority patients are generally more satisfied with the care they receive from minority professionals <sup>4, 5, 6</sup>
  - Minority patients' ratings of the quality of their health care is higher in racially concordant settings <sup>6, 7</sup>

4 Saha S, et al. Do patients choose physicians of their own race? Health Affairs 19(4):76-83. 2000

5 LaVeist TA, Nuru-Jeter A. Is doctor-patient race concordance associated with greater satisfaction with care? J of Hlth Sci and Beh. 2002

6 Association of American Medical Colleges. Diversity in the Physician Workforce: Facts & Figures 2006

7 Cooper-Patrick L, et al. Race, gender, and partnership in the patient-physician relationship. JAMA 282(6):583-589. 1999

# Diversity & Health Equity

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- Enhance Cultural Competence
  - Campus diversity has a positive impact on the learning experience for all students <sup>8, 9</sup>
  - Campus diversity promotes community involvement <sup>8, 9</sup>
  - Students challenge assumptions about racial and cultural differences <sup>9, 10, 11</sup>

8 Cohen JJ. The consequences of premature abandonment of affirmative action in medical school admissions. JAMA 289(9):1143-1149. 2003

9 Whitla DK, et al. Educational benefits of diversity in medical school. A survey of students. Academic Medicine 78(5):460-466. 2003

10 Antonio AL, et al. Effects of racial diversity on complex thinking in college students. Psychological Science.

11 Gurin P, et al. Diversity and higher education: Theory and impact on education outcomes. Harvard Education Review 72(3):330-366. 2002



# Health Care Workforce

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- Physicians
- Dentists
- Nurses



# Physician Workforce

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- An estimated 790,128 actively practicing physicians in 2005 <sup>12</sup>
  - Does not include Doctors of Osteopathy

# Diversity in Physician Workforce

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- Approximately 6.4% underrepresented minorities <sup>6</sup>
  - 3.3% Black or African-American
  - 2.8% Hispanic/Latino
  - 0.3% Native American

# Physicians by Graduation Year <sup>6</sup>

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## □ 1980

### ■ Asian

□ 336

### ■ Black

□ 704

### ■ Hispanic/Latino

□ 473

### ■ Native American

□ 40

### ■ White

□ 12,916

## □ 2004

### ■ Asian

□ 3,554

### ■ Black

□ 1,063

### ■ Hispanic/Latino

□ 1,050

### ■ Native American

□ 112

### ■ White

□ 11,117

129 accredited MD granting US medical schools

Approximately 938,352 physicians in AAMC database



# Nursing Workforce

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- Total Registered Nurses (RNs) in 2004 <sup>13</sup>
  - 2,909,357
    - 2,421,351 employed in nursing
    - 1,696,807 employed full-time

# Diversity in Nursing Workforce

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- 10.7% are racial and ethnic minorities\* 13
  - 1.7% Hispanic or Latino
  - 4.2% Black or African-American
  - 3.1% Asian, Native Hawaiian or Pacific Islander
  - 0.3% American Indian or Alaska Native
  - 1.4% Two or more races, non-Hispanic

\*Decrease from 12.4% in 2000

# Dental Workforce

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- 161,000 practicing dentists in 2006 <sup>14</sup>
  - 80% are solo practitioners in general dentistry
- Allied dental workforce
  - 167,000 dental hygienists <sup>15</sup>
  - 280,000 dental assistants <sup>16</sup>
  - 53,000 dental laboratory technologists <sup>17</sup>

<sup>14</sup> U.S. Bureau of Labor Statistics, <http://www.bls.gov/ovo/content/ocos072.stm>, accessed April 9, 2008.

<sup>15</sup> U.S. Bureau of Labor Statistics, <http://www.bls.gov/oco/pdf/ocos097.pdf>, accessed April 9, 2008.

<sup>16</sup> U.S. Bureau of Labor Statistics, <http://www.bls.gov/oco/ocos163.htm>, accessed April 9, 2008.

<sup>17</sup> U.S. Bureau of Labor Statistics, <http://www.bls.gov/oco/ocos238.htm>, accessed April 9, 2008.

# Diversity in Dentistry

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- 6.8% of professionally active dentists are underrepresented minorities <sup>18</sup>
- 11.6% of 1<sup>st</sup> year enrollees were URM in 2006



# Keys to Change

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- Creating the Path to Diversity
  - Changing the culture of health professions schools
    - Admissions Policies
    - Recruiting Minority Faculty
    - Rewarding Institutional Efforts to Promote Diversity and Community Involvement



# Keys to Change

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- Creating the Path to Diversity
  - Exploring new paths to the health professions
    - Improving elementary and secondary education
    - Supporting pipeline programs for math and science
  - Developing institutional and governmental policies and programs to promote diversity
    - Reducing financial barriers
    - Accreditation influenced by diversity



# Health Equity & Accountability Act

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- ❑ Report of workforce diversity
- ❑ Technical clearinghouse for health workforce diversity
- ❑ Evaluation of workforce diversity initiatives
- ❑ Data collection and reporting by health professions schools
- ❑ Ensuring proportional representation of interests of rural areas on MedPAC



# Health Equity & Accountability Act

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- Support for institutions committed to workforce diversity
- Career development for scientists and researchers
- Career support for non-research health professionals
- Cultural competence training for health care professionals



# Health Equity & Accountability Act

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- ❑ Regional Minority Centers of Excellence programs
- ❑ Health Careers Opportunity Program
- ❑ Program of Excellence in Health Professions Education for Underrepresented Minorities
- ❑ National Health Service Corps Training Programs
- ❑ Health Professions Student Loan Fund



# Health Equity & Accountability Act

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- Grants to expand medical residency training programs at community health centers
- Grants to improve delivery of primary care services in community health centers
- Strengthening and expanding rural health provider networks