

# 8<sup>th</sup> International Medical Workforce Collaborative

Jordan Cohen  
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# U.S. Physician Workforce Issues

- Surplus v. shortage
- Primary care v. specialists
- Geographic maldistribution
- Racial/ethnic diversity gap

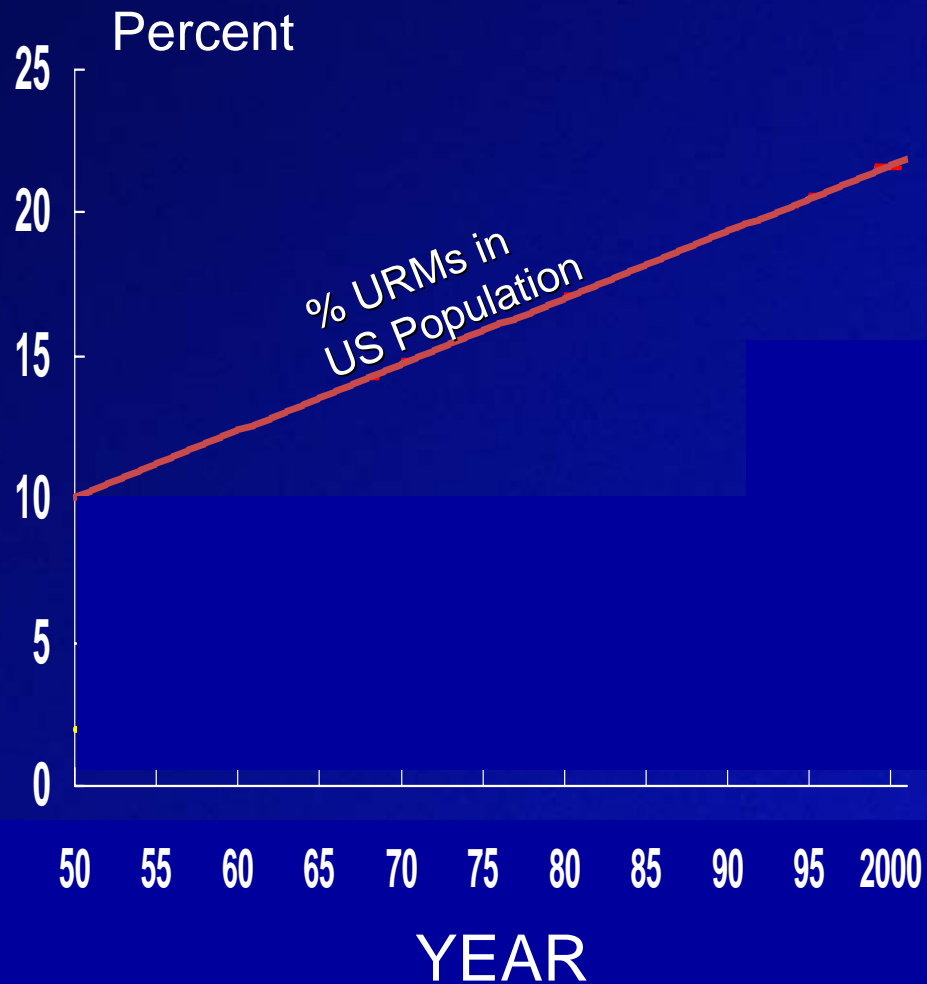


# AAMC Definition of “Underrepresented Minorities”

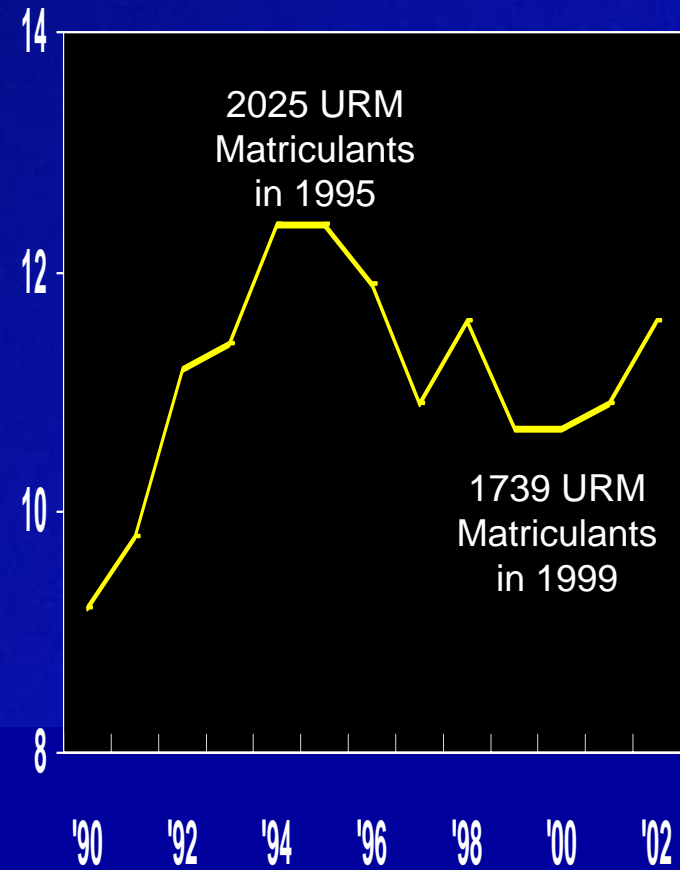
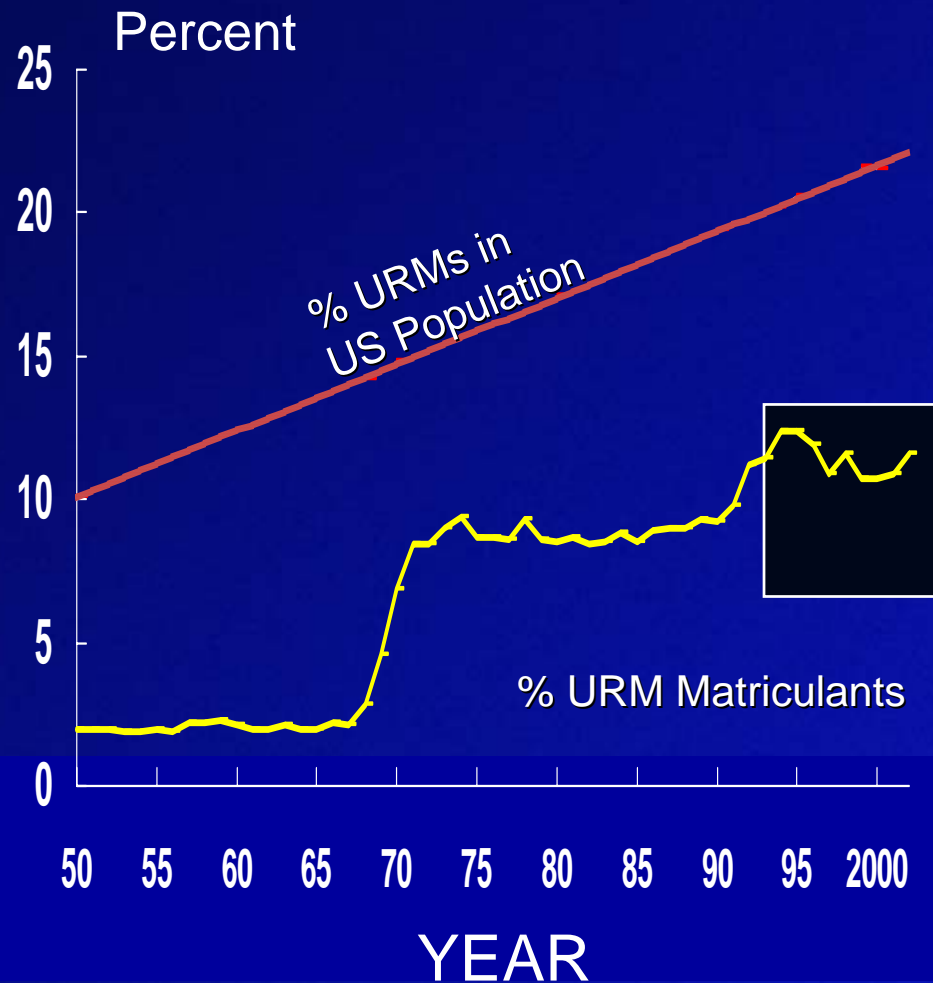
- 1970-2003
  - ✓ African American
  - ✓ Native American
  - ✓ Mexican American
  - ✓ Mainland Puerto Rican
- Since 2003
  - Underrepresented in medicine



# How Large is the Diversity Gap?



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# Why is Diversity in Medical Education Important?

1. Adequate representation among students and faculty of the diversity in our society is indispensable for cultural competency education
2. Increasing the diversity of the physician workforce will improve access to, and the quality of, health care for underserved populations
  - ✓ Disproportionate percent of URM physicians choose to practice in underserved communities and treat more uninsured patients
  - ✓ Racial/ethnic concordance improves patient satisfaction and compliance with physician recommendations



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3. Increasing the diversity of the research workforce can accelerate advances in medical and public health research



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3. Increasing the diversity of the research workforce can accelerate advances in medical and public health research
4. Diversity among managers of health care organizations makes good business sense





# Why is Diversity in Medical Education Important?

5. Increasing the diversity of the physician workforce will reduce health care disparities through each of the previous four mechanisms
  - ✓ Greater cultural competency through educational experiences
  - ✓ Improved access and quality through choice of practice site
  - ✓ More new knowledge through a broadened research agenda
  - ✓ Better policy and management through heightened sensitivity

