

Healthcare Workforce Diversity: Developing Physician Leaders

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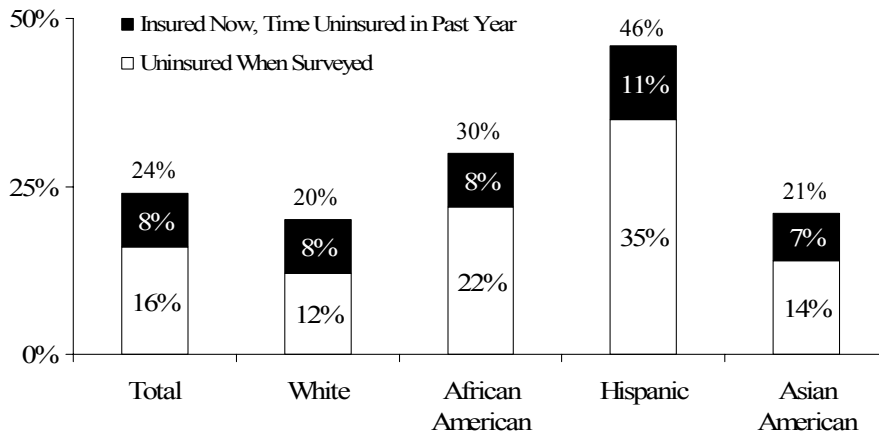
The Sullivan Commission on Diversity in the Healthcare Workforce



Slide 1

African Americans and Hispanics Most Likely to Be Uninsured During the Past Year

Percent of adults ages 18–64

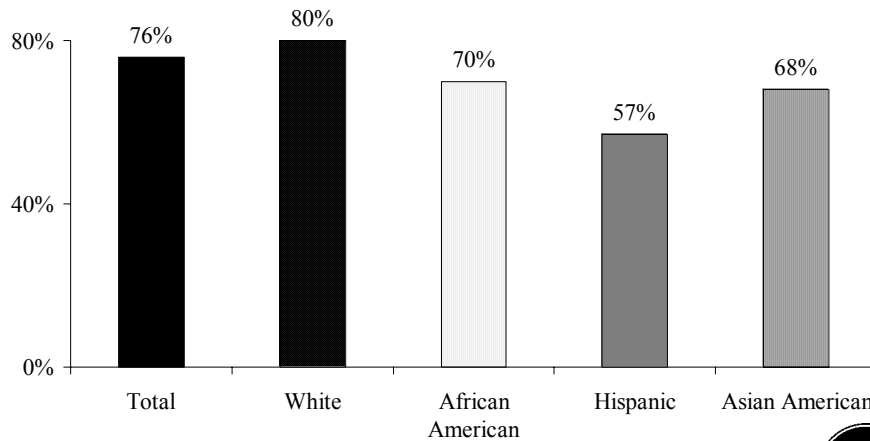


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Minority Americans Are Less Likely to Have a Regular Doctor

Percent of adults with a regular doctor

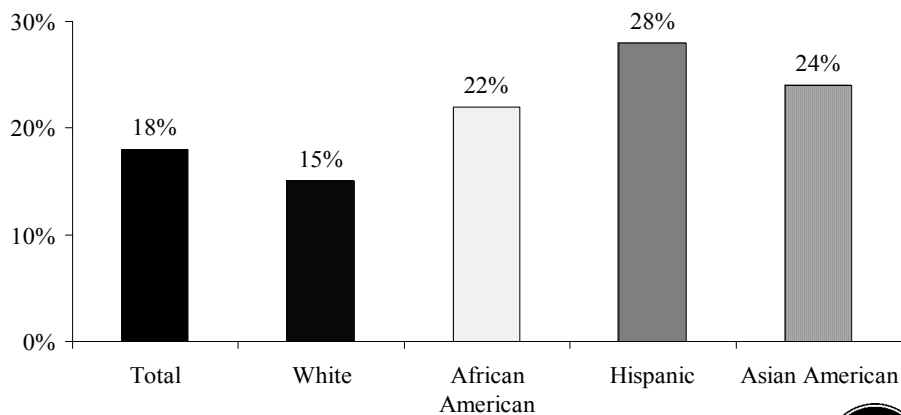


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Minority Americans Report Less Choice in Where to Go for Medical Care

Percent of adults reporting "very little" or "no" choice

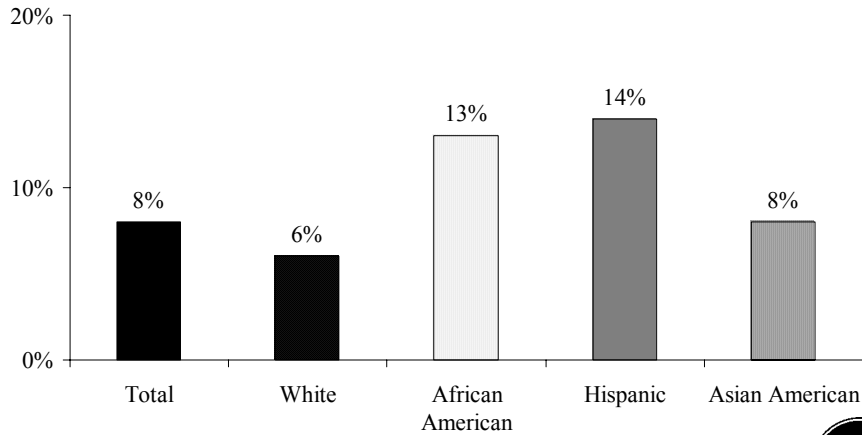


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



African Americans and Hispanics More Likely to Have No Regular Source of Care

Percent of adults reporting emergency room or none as regular source of care

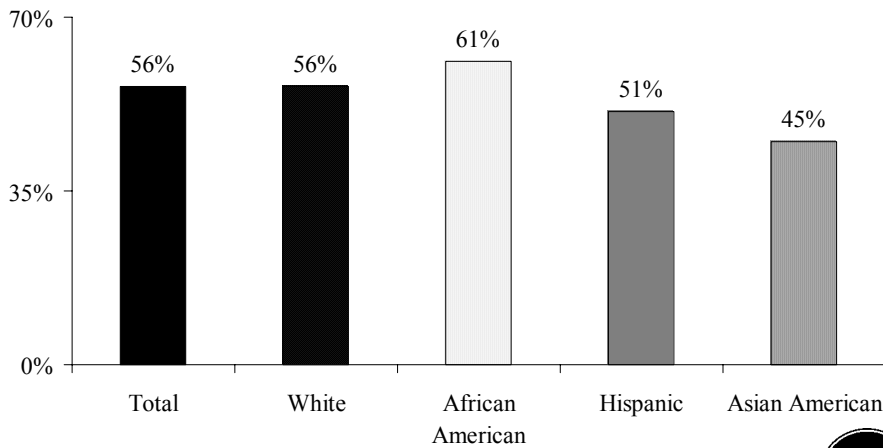


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Older Adults with Physical Exam in Past Year

Percent of adults over 50 receiving exam

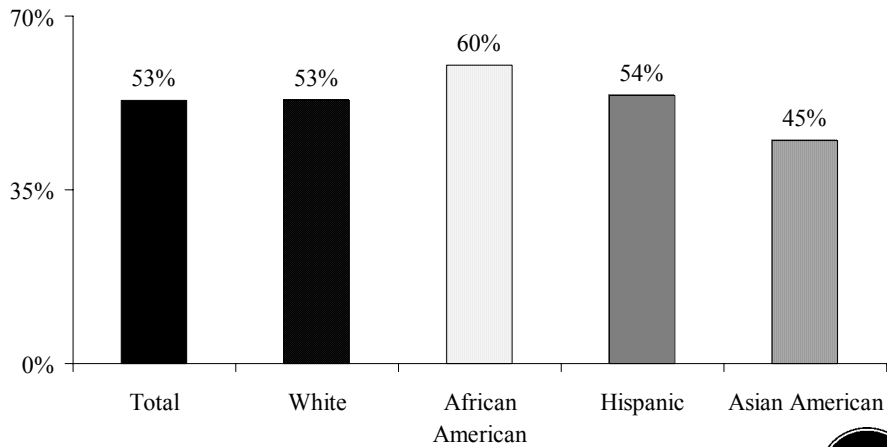


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Pap Test in Past Year, by Race/Ethnicity

Percent of women who received Pap test in past year

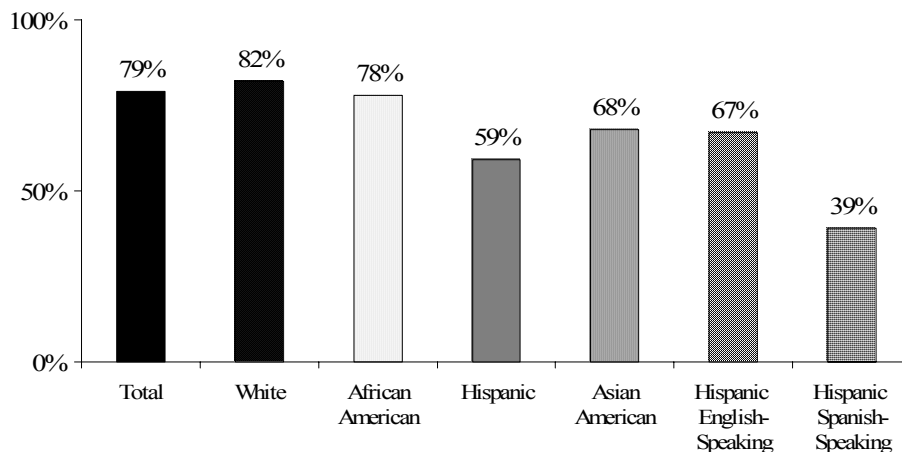


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Smoking Cessation Counseling

Percent of current smokers counseled by physician to quit

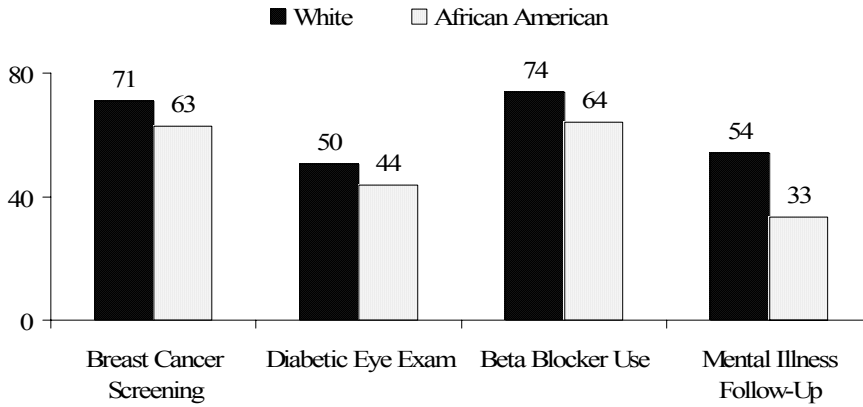


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Racial Disparities in Clinical Quality

Percent of Medicare managed care beneficiaries receiving service

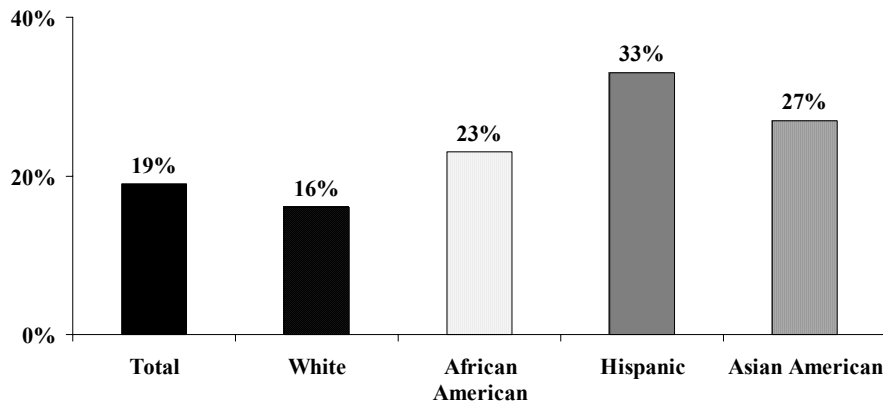


Source: E. C. Schneider, A. M. Zaslavsky, and A. M. Epstein, "Racial Disparities in Quality of Care for Enrollees in Medicare Managed Care," *Journal of the American Medical Association* 287 (Mar. 13, 2002): 1288-94.



Minorities Face Greater Difficulty in Communicating with Physicians

Percent of adults with one or more communication problems*



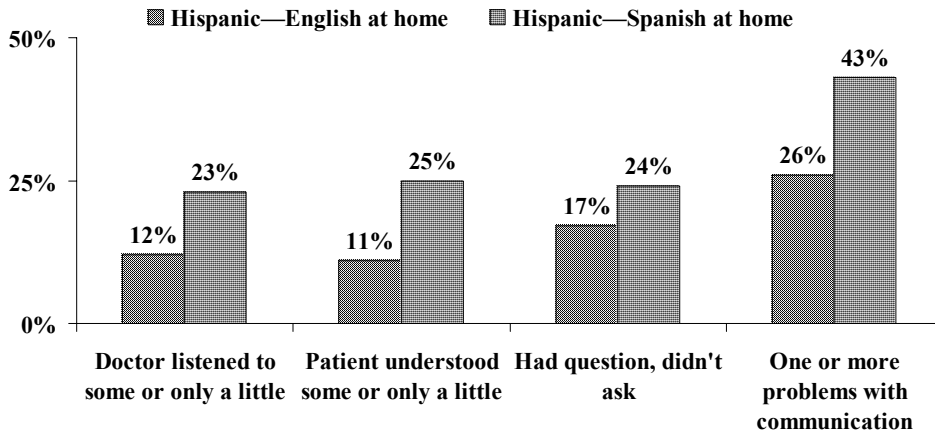
Base: Adults with health care visit in past two years.

* Problems include understanding doctor, feeling doctor listened, had questions but did not ask.

Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Hispanics Who Speak Spanish as Primary Language Have More Problems Communicating with Their Physicians

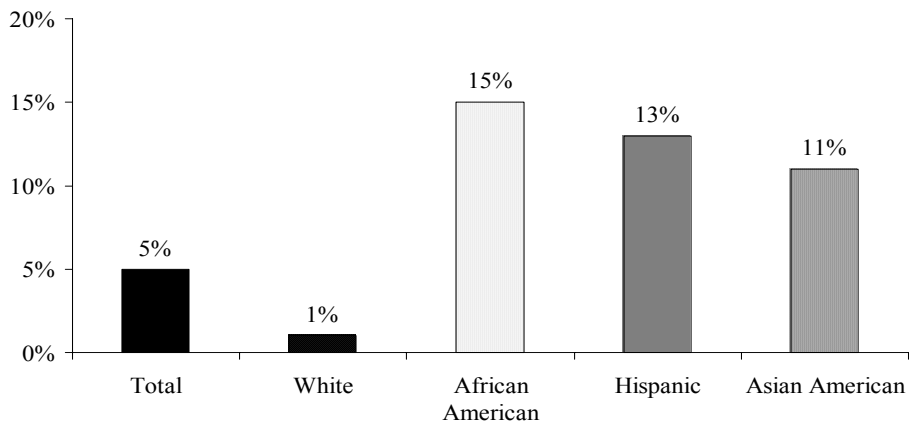


Base: Hispanics with health care visit in past two years.

Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Minorities Believe They Would Receive Better Health Care If They Were of a Different Race and/or Ethnicity

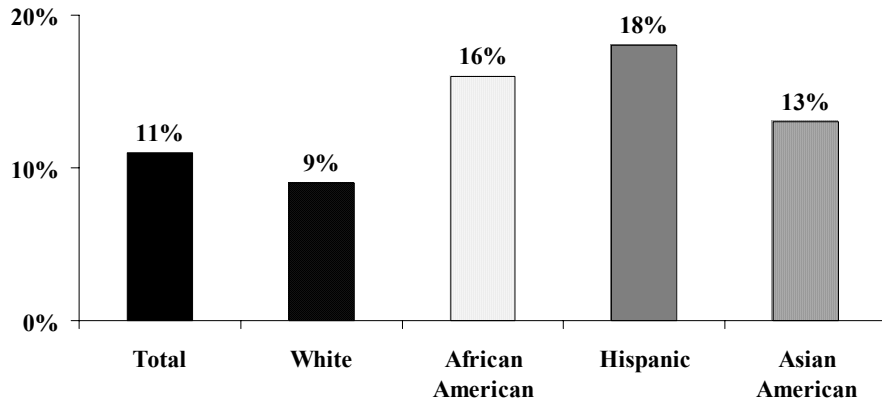


Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Hispanics and African Americans More Likely to Feel Treated with Disrespect

Percent of adults who felt they were treated with disrespect*



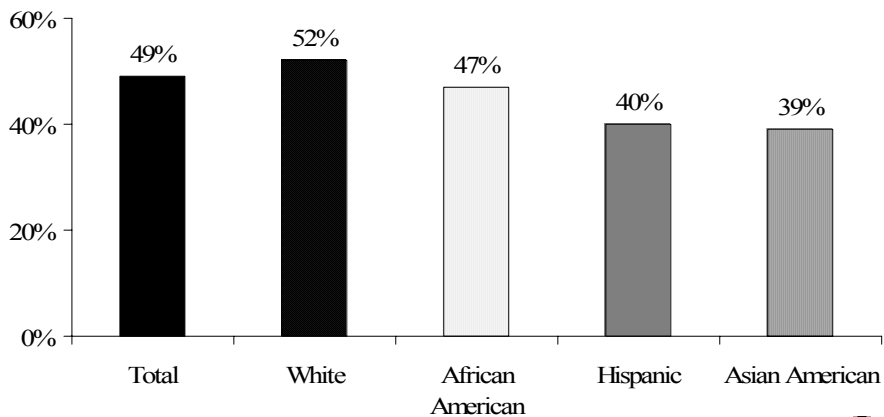
* Felt disrespected because of ability to pay, to speak English, or because of their race/ethnicity.

Source: The Commonwealth Fund 2001 Health Care Quality Survey.



Minorities Are Less Confident They Will Receive Good-Quality Health Care in the Future

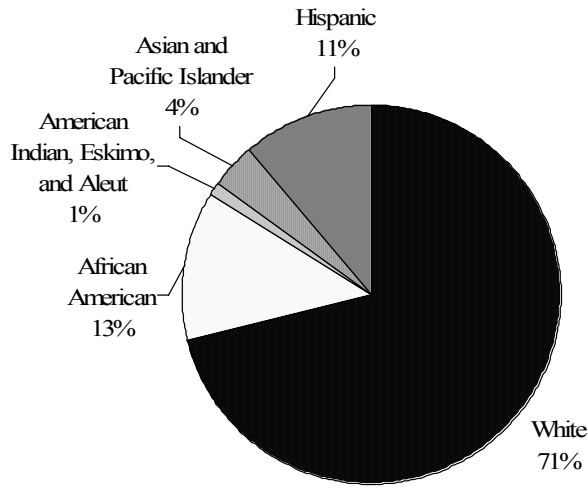
Percent of adults very confident they can get good-quality care in future



Source: The Commonwealth Fund 2001 Health Care Quality Survey.



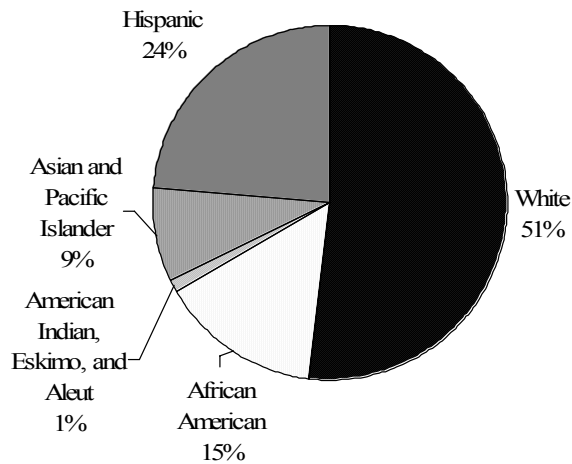
The 2000 U.S. Population by Race



Source: U.S. Bureau of the Census, decennial census and population projections. Available at <http://www.census.gov/prod/3/98pubs/p23-194.pdf>.



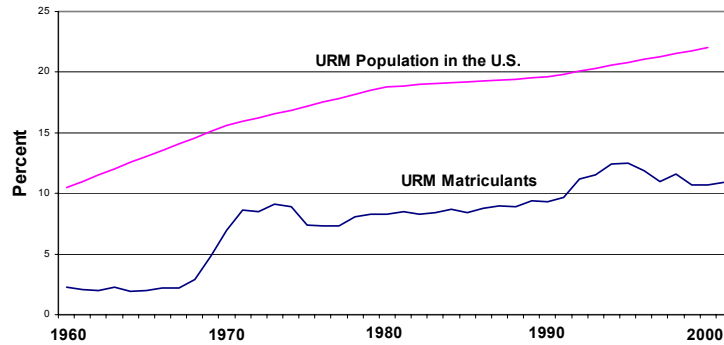
Projected U.S. Population by Race in 2050



Source: U.S. Bureau of the Census, decennial census and population projections. Available at <http://www.census.gov/prod/3/98pubs/p23-194.pdf>.



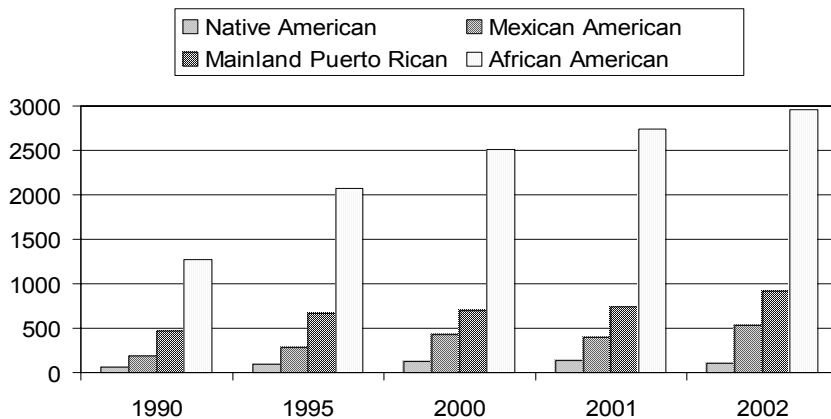
Comparison of the Percent of Underrepresented Minorities (URMs) in Medical School and the General U.S. Population



Source: Association of American Medical Colleges Data Warehouse.



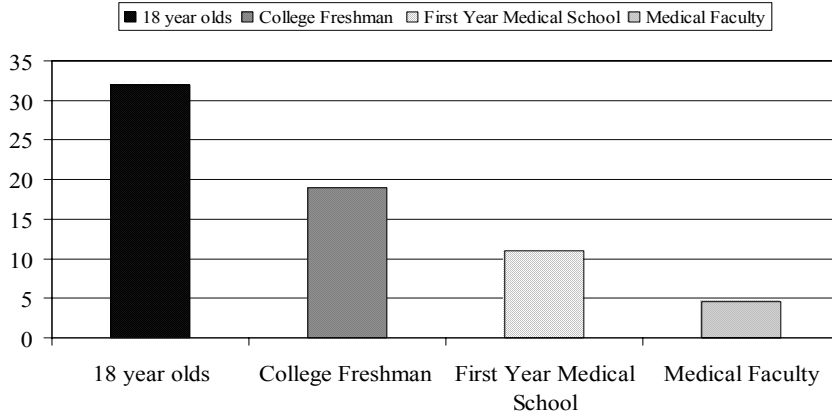
Numbers of Underrepresented Minority Faculty, 1990–2002



Source: Association of American Medical Colleges Data Warehouse.



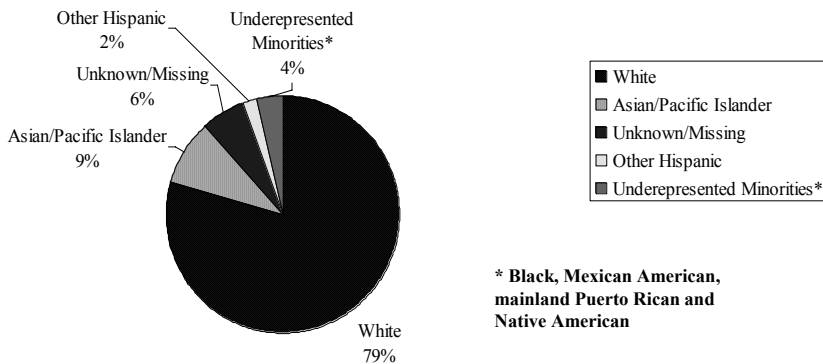
Percent Underrepresented Minority



Source: Manhattan Institute, http://www.manhattan-institute.org/ewp_03.pdf; AAMC Data Warehouse.



Minority Faculty Representation Among Medical Schools, 1997



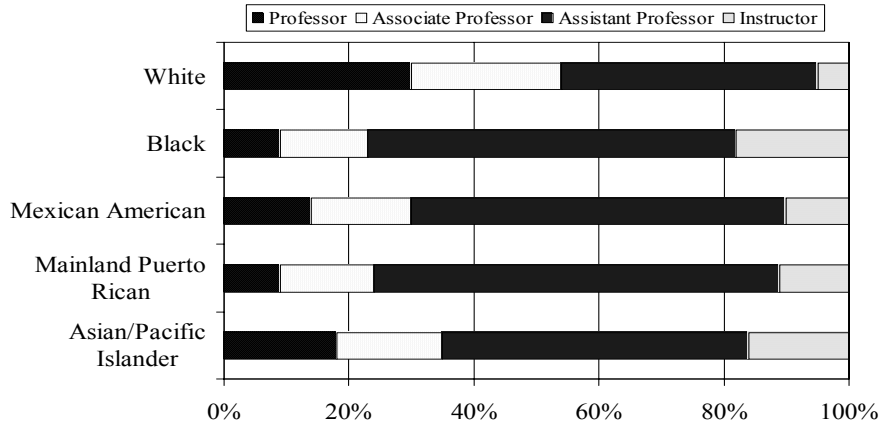
* Black, Mexican American, mainland Puerto Rican and Native American

Note: Including Traditionally Black and Puerto Rican Medical Schools. Sixteen percent of Black faculty (373) hold faculty appointments at Howard, Meharry, and Morehouse. Fifty-three percent of Puerto Rican faculty (358) are on faculty at Ponce, U. Puerto Rico, and U. Central del Caribe.

Source: Association of American Medical Colleges, 1998.



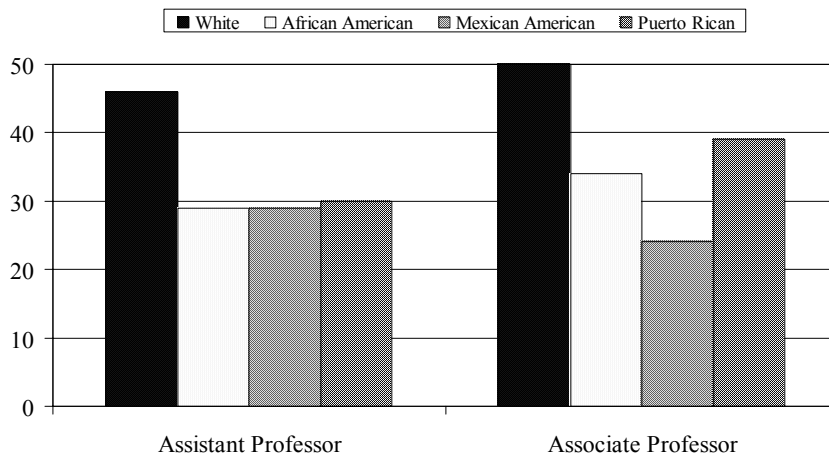
Distribution of Medical School Faculty by Rank and Race/Ethnicity, 2001



Source: Association of American Medical Colleges, *Minority Students in Medical Education: Facts and Figures XII*.



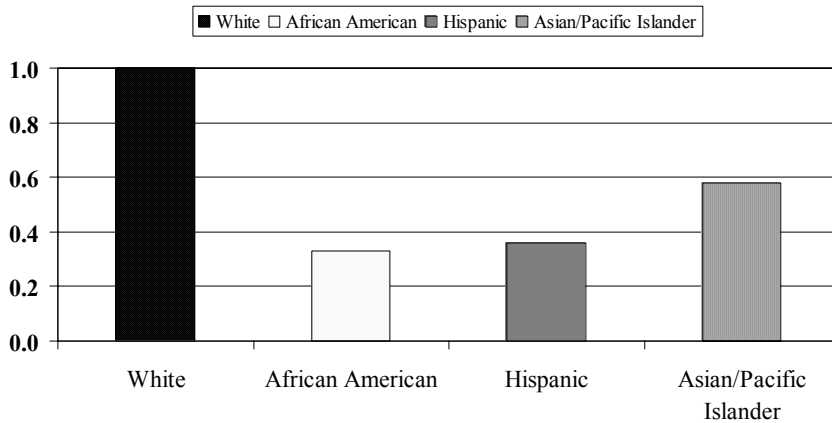
Faculty Promotions by Race



Source: D. Fang et al., "Racial and Ethnic Disparities in Faculty Promotion in Academic Medicine," *Journal of the American Medical Association* 284 (Sept. 6, 2000): 1085-92.



Relative Likelihood of Faculty Promotion by Race*



* Adjusted odds ratio controlled for years as faculty, # of publications, research grant funding, time in clinical activities, gender, and tenure status.

Source: A. Palepu et al., "Minority Faculty and Academic Rank in Medicine," *Journal of the American Medical Association* 280 (Sept. 2, 2000): 821–22.



Acknowledgments

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