Diversity in Medicine
Bozeman, MT | October 18, 2019

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Director, Workforce Development
Diversity in Medicine

Why do we have this session?

Who benefits from ‘Diversity in Medicine’?

What does ‘Diversity in Medicine’ mean for our region?
When classes are more diverse, all classmates benefit from broadened perspectives.

Diversity in medical education environments can improve learning outcomes for all students.

Diverse classrooms help students improve active thinking, intellectual engagement, social skills, empathy, and racial understanding — all critical components to a physician's education.
Culture
Gender
Gender Expression
Sexual Orientation
Religious Beliefs
Veterans Status
Sexual Orientation
Socioeconomic Status
Ability
Ethnicity
Age
The Percentage Change in WWAMI Demographics for Total Hispanics, American Indian/Alaskan Natives, & African Americans* by state.

Overall, WWAMI became more diverse over the last 40 years, & witnessed a 3-fold increase.

U.S. Census Bureau 1970 – 2010
By State: Percent of Total Population

*2013 Welcome for 2nd Look
Lawrence Robinson, M.D., Vice Dean, Clinical Affairs & GME Professor, Rehabilitation Medicine
Regional Population Demographics

Source: American Community Survey (ACS), 3-Year Estimates, 2011, 2013*

<table>
<thead>
<tr>
<th></th>
<th>WA</th>
<th>WWAMI</th>
<th>US</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>72%</td>
<td>74%</td>
<td>64%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>11%</td>
<td>11%</td>
<td>16%</td>
</tr>
<tr>
<td>Black</td>
<td>3%</td>
<td>3%</td>
<td>12%</td>
</tr>
<tr>
<td>Asian</td>
<td>7%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>AI/AN</td>
<td>1%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>NH/PI</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Other/Multiple</td>
<td>4%</td>
<td>4%</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Legend:**
- White
- Hispanic
- Black
- Asian
- AI/AN
- NH/PI
- Other/Multiple
Trends in Diversity by Community Size

Entropy Index (E)

Metro (50,000+)
Micro (10-50,000)
Rural (<10,000)

% Change 1980-2010

1980 1990 2000 2010

Metro:
- 1980: 30.0
- 1990: 33.0
- 2000: 36.6
- 2010: 48.3

Micro:
- 1980: 22.8
- 1990: 25.0
- 2000: 26.6
- 2010: 36.6

Rural:
- 1980: 18.7
- 1990: 21.0
- 2000: 23.8
- 2010: 29.0

% Change:
- Metro: 60.8%
- Micro: 60.2%
- Rural: 55.2%
From 2017 to 2018, the number of black students enrolled in U.S. medical schools rose by 4.6%, while the number of medical students identifying as American Indian or Alaska Native increased by 6.3%

-AAMC
UW SOM 2013-2019
Entering Number of URM Students

Year | AA/Black | Latino | NA/AI | NHPI | URM Multi-Racial
-----|----------|--------|-------|------|------------------
2013 | 11       | 1      | 2     | 1    | 1
2014 | 11       | 2      | 2     | 1    | 1
2015 | 7        | 4      | 2     | 1    | 1
2016 | 6        | 12     | 2     | 1    | 1
2017 | 23       | 7      | 1     | 1    | 1
2018 | 7        | 12     | 2     | 1    | 1
2019 | 13       | 12     | 2     | 2    | 1
Doctor for a Day

K-12 outreach

Partner with community orgs and school districts working with URM communities

Begun in 2014 by 1st year medical student

Over 15 community partners and 2400 participants
Summer Health Professions Education Program (SHPEP)

- Paid 6 week residential career exploration program
- Housing
- Meal plan
- $600 stipend
- Travel assistance

APPLY: November 1, 2019 - February 5, 2020

UW contact: Nora Coronado
ncorona@uw.edu

Robert Wood Johnson Foundation

Freshman & Sophomores
CC students
Under-represented
3rd and 4th year college students

UPREP is a pre-medical mentorship program for individuals interested in pursuing medicine as a career.

Informational sessions designed to provide information on the medical field and the process of applying to medical school.
PreMatriculation

PreMat serves as a scholastic enrichment program which will facilitate students’ transition to medical school by providing academic and social supports.

35 students

All 6 WWAMI Foundation Sites
CEDI
Affinity Groups
Conferences
Community Outreach
Advancing Excellence through Diversity
Questions?

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