Achieving Excellence Through Diversity

University of Washington School of Medicine
Center for Health Equity, Diversity, and Inclusion

Prepared by

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Diversity Defined

Diversity refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender expression, socioeconomic status, geographic region, and more.
Evolving demographics
Trends in Diversity by Community Size

Entropy Index (E)

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

% Change 1980-2010

- Metro (50,000+): 48.3% increase to 60.8%
- Micro (10-50,000): 36.6% increase to 60.2%
- Rural (<10,000): 29.0% increase to 55.2%

Entropy Index: 0-100; 100=most diverse
Local and National Trends in Diversity

USA's soaring diversity
The USA TODAY Diversity Index shows on a scale from 0 to 100 the chance that two random people are different by race and ethnicity.

Diversity Index
- 0-25
- 26-40
- 41-55
- 56-93

KING
WA

PROJECTED

COUNTY DIVERSITY INDEX
STATE DIVERSITY INDEX

CENTER FOR HEALTH EQUITY, DIVERSITY & INCLUSION
UW Medicine
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.

Total Percent Growth Change

18.3% (2010)

5.7% (1970)

U.S. Census Bureau 1970 – 2010
By State: Percent of Total Population
Regional Population Demographics
Source: American Community Survey (ACS), 3-Year Estimates, 2011, 2013*

**Regional Population Demographics**

**US**
- **URM=29%**
- N=311 million
  - 64% White
  - 16% Hispanic
  - 12% Black
  - 5% Asian
  - 3% AI/AN
  - 6% NH/PI
  - 3% Other/Multiple

**WWAMI**
- **URM=16%**
- N=10.9 million
  - 74% White
  - 11% Hispanic
  - 3% Black
  - 6% Asian
  - 3% AI/AN
  - 6% NH/PI
  - 3% Other/Multiple

**WA**
- **URM=17%**
- N=1.9 million
  - 72% White
  - 11% Hispanic
  - 3% Black
  - 7% Asian
  - 3% AI/AN
  - 6% NH/PI
  - 3% Other/Multiple
UW School of Medicine 2010-2014
Entering percentage of URM students

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URM% of Population
WWAMI: 16%
WA: 17%
Picturing yourself in medicine
Summer Health Professions Education Program (SHPEP)
SHPEP is a national program funded by the Robert Wood Johnson Foundation with direction and technical assistance provided by the Association of American Medical Colleges and the American Dental Education Association.
Eligibility

- be a U.S. citizen, a permanent resident, or have (DACA) status granted by USCIS
- be a college freshman or sophomore at the time of application
- have a minimum GPA of 2.5
- have not previously participated in the program
SHPEP Overview

• Formerly SMDEP
• **Free** 6 week *residential* summer career-enrichment program
• Housing in UW dormitory
• Meal plans provided
• $600 stipend
• Travel Assistance for round trip airfare or car travel from 50+ miles away is available.
Contact:
Danielle Ishem
Director, SHPEP
ishem@uw.edu

Informational Webinar: October 26, 11:30-12:30

We hope you will consider joining us!