



Goals & Objectives

Analyze the state of medical education as related to creating a diverse healthcare workforce	Share ideas and identify ways to utilize workforce diversity resources at medical schools and residency programs
Review proposed metrics created by the FMAHealth Workforce Team to help individuals and institutions follow a pathway to workforce diversity	Determine two diversity metrics to research at your own medical school/residency

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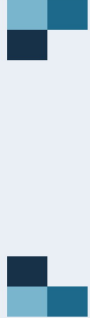
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Slide 4

- 3 I also think we can include this much earlier in the conversation (after goals and objectives). Don't know if we need this and the line activity .
Alice Esame, 6/20/2017
- 3 Sorry, I thought I had posted the reference. Here it is:
<https://msw.usc.edu/mswusc-blog/diversity-workshop-guide-to-discussing-identity-power-and-privilege/>
- Yes, please, feel free to edit it with your ideas which are great, btw.
Carlos Cunha, 6/21/2017
- 3 _Marked as resolved_
Natasha, 6/21/2017
- 4 Carlos where did you find this chart? it's really good. I think the environmental pieces that we focus on are Gender, Race, ethnicity. We should also add the income aspect like one of the tables above. Would it be OK to edit it?
Alice Esame, 6/21/2017
- 4 _Re-opened_
Natasha, 6/21/2017



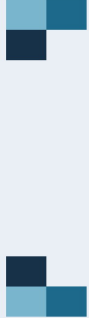
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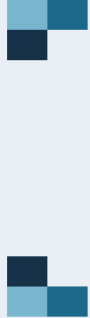
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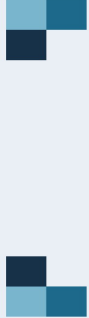
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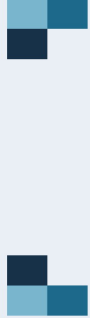
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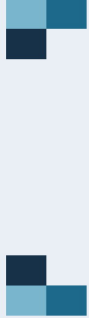
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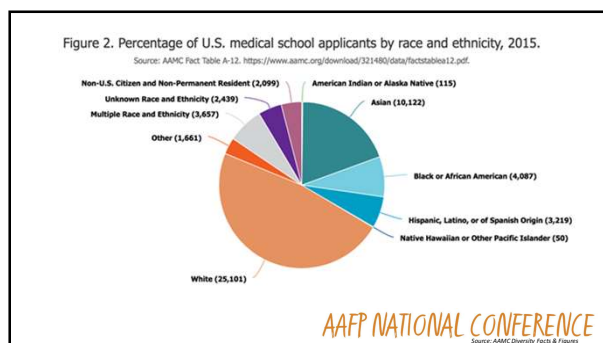
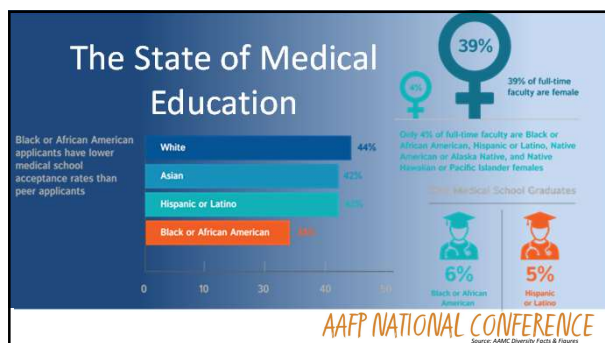
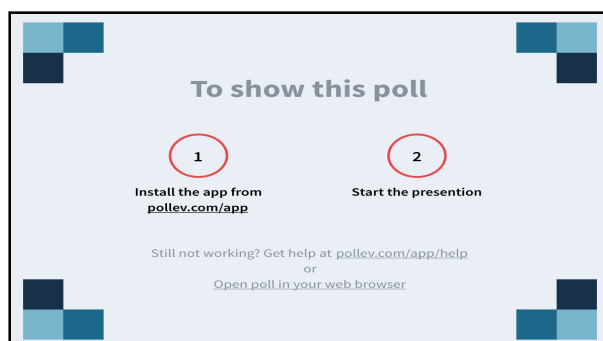
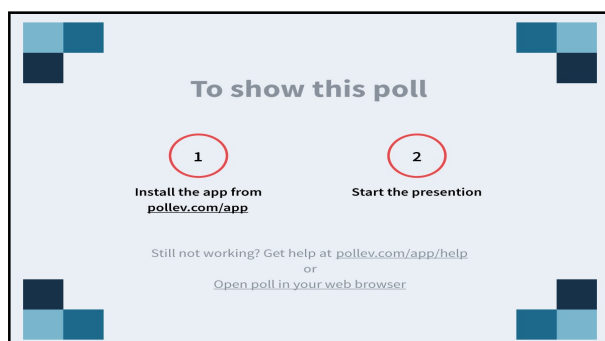
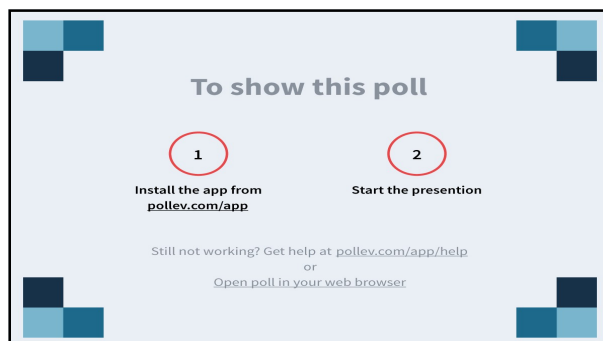
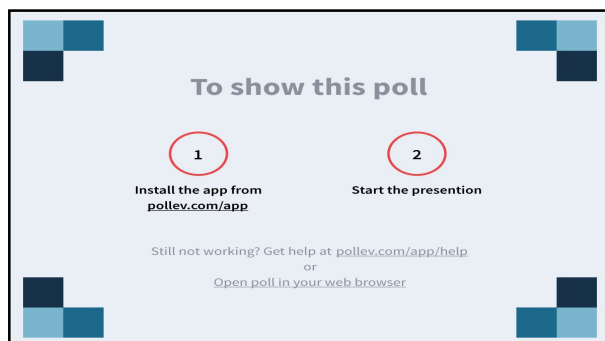
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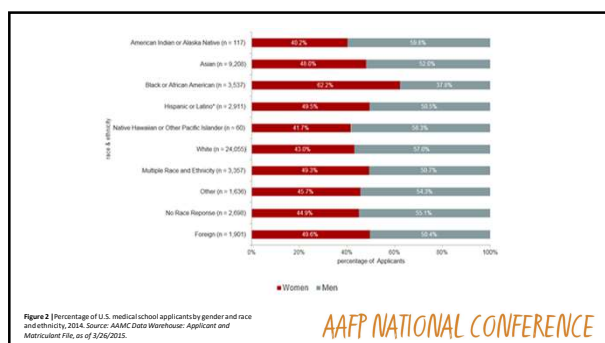
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Activity: in pairs

- Why is it important for the healthcare workforce to be diverse?
- What are three concrete ways medical schools can increase diversity in the healthcare workforce?
- How do we know an action by a medical school is in fact increasing diversity?

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Measuring Social Accountability in Medical Schools

What does it mean to be socially accountable?



...And, how do we measure social accountability? Metrics!

The reason metrics are important.

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Proposed Metrics – your ideas?



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Metrics further explored by:

FMAHealth Workforce Diversity Team

Student representatives from multiple organizations

Starfield Summit April 2017, Portland

STFM, San Diego, May 2017



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Diversity Team's Metric Ideas

- What is the school's mission statement? Does the mission statement commit to increasing diversity?
- Does the medical school have a family medicine department?
- Does the medical school have a social determinant/accountability curriculum?
 - How many programs are in place to direct students towards being socially conscious?
 - Is there enough faculty support?
 - What partnerships are built with community or national organizations?
 - Public health education, SDOH testing?
 - Are there training opportunities in diverse teams?

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- 2 Growing evidence shows that diversity in education environments can improve learning outcomes for all students, improving such skills as active thinking, intellectual engagement, and motivation, as well as certain social and civic skills, such as the ability to empathize and have racial and cultural understanding.

Gurin P, Dey EL, Hurtado S, Gurin G. Diversity and higher education: theory and impact on educational outcomes. Harvard Education Review . 2002; 72: 330-366.

In fact, often populations that at the same time are underrepresented in the workforce are also more vulnerable in terms of health disparities. So in diversifying the workforce we create a positive feedback loop where there is improved outcomes for students and there is also an improved health outcome for the population they serve.

Carlos Cunha, 6/23/2017

Diversity Team's Metric Ideas

- Percentage of students from URM communities, diversity of student body
- Diversity of faculty
- Promoting primary care
 - % of med student grads going into true primary care residencies (measure 5 years after graduation)
 - % of applicants who express interest in primary care being accepted
 - % of medical students who change their intended speciality
- Residency spots available for training in primary care
- Workforce distribution
 - Mapping and need (are physicians practicing where they are most needed)
 - Graduate dispersion within states

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Q&A

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Family Physicians Leadership
• Medical Students

Resources + Next Steps

Join us! Interested? Email: Kim Yu, MD, FAAFP

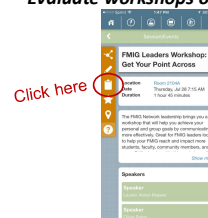
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