

DEI Medical Education

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Approaches to Achieving Diversity in Medicine

- The Golden Rule
- 1960s – assimilation, “Stop treating people badly”
- Right the Wrongs
- 1970s – Affirmative Action, created “us versus them”
- Value Differences
- 2000s and beyond, “Diversity is an asset”



Black Men in Medicine

- In 1920 approximately 1 Black physician for every 3000 Black people compared to one in 500 for white population
- In 2014 less Black men applying to medical school than in 1978
 - Poll-Hunter et al 2015
- Only 3% of all physicians are Black men
 - Weiner 2020
- Barriers identified by AAMC
 - Social
 - Educational
 - Counseling

Why is Achieving Diversity Viewed as Negative and Wokeness?

- Critical Race Theory?
- As of July 2021: Eight states have passed legislation against “critical race theory,” including Idaho, Oklahoma, Tennessee, Texas, Iowa, New Hampshire, Arizona, and South Carolina.
- Twenty additional states have introduced, or plan to introduce, anti CRT-laws. Texas House Bill 3979 goes so far as to ban any attempt to claim that slavery and racism are not “deviations... from the founding principles of the United States.”

Health Inequity – Creating a Diverse Workforce

- Florida Surgeon General Joseph Ladapo said the term “health equity” has taken on a **political** meaning that is unhelpful in addressing important health issues related to race or ethnicity. “It's an imprecise term,” said Ladapo, who leads the Department of Health (March 2023)
- DeSantis administration removes 'equity' from Florida healthcare priorities (March 2023)

Diversity Medical School Applicants 2021

For the first time since the AAMC has tracked this figure, most of the 2021-22 applicants were not White. (Applicants could choose more than one racial/ethnic category.) Here are the figures for the largest categories:

- White: 49.7%.
- Asian: 25.0%.
- Black or African American: 11.7%.
- Hispanic, Latino, or of Spanish origin: 11.7%.

The class that started in 2021 (matriculants) is more diverse than in past years, with noticeable gains among those identifying as Black or African American and Hispanic, Latino, or of Spanish origin. The largest racial/ethnic categories are:

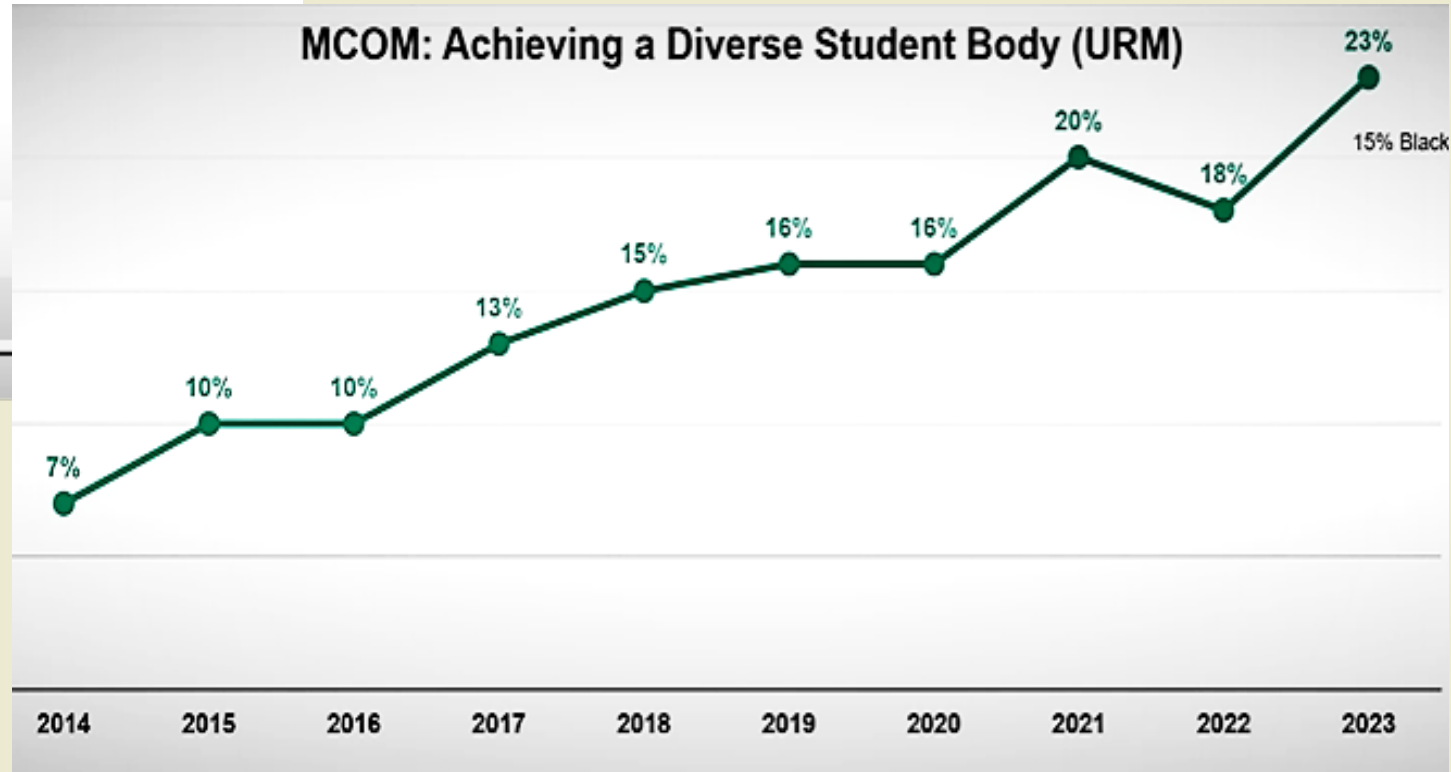
- White: 51.5%.
- Asian: 26.5%.
- Hispanic, Latino, or of Spanish origin: 12.7%, up from 12.0% in 2020.
- Black or African American: 11.3%, up from 9.5% in 2020.

USF MCOM Class Diversity

Class of 2027 – Core and SELECT

Total	182 (126 Core/56 SELECT)
MCAT (median)	518
GPA(median)	3.91 Overall 3.90 BCPM
Gender	48% Female 52% Male
Diversity	27%
Under-represented (URM)	23%
Location of Undergraduate School	43% Florida 57% Out of State
Residency	47% Florida 53% Out of State

MCOM: Achieving a Diverse Student Body (URM)



Affirmative Action Ruling

- The U.S. Supreme Court has settled a decades-long debate over affirmative action: public and private universities may no longer use race or ethnicity as a factor when deciding who gets in.
- The decision will reshape admissions at many of the nation's top universities, but will have little impact in Florida, where **race-conscious admissions have been banned at the state's public universities since a 1999 executive order signed by then-Gov. Jeb Bush.**
- Florida hasn't used race in college admissions since 1999

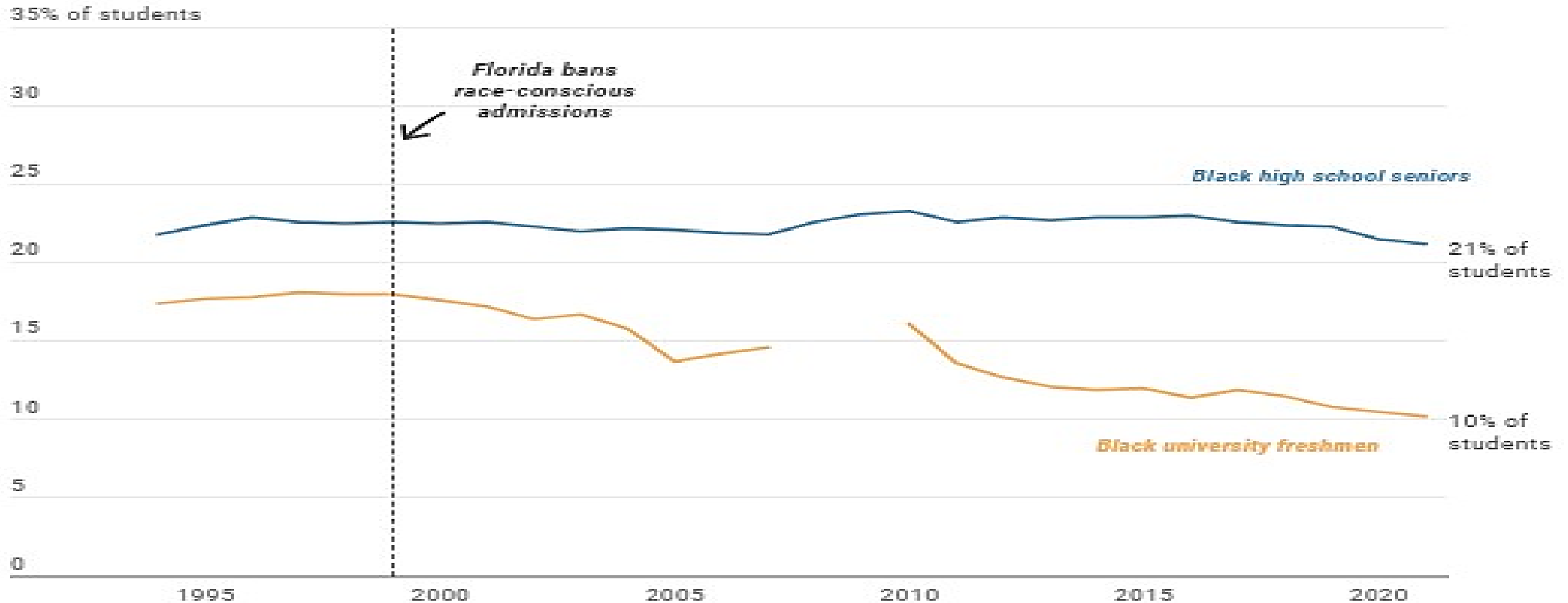
Florida Race Base Admissions 1999

- 1999 executive order – One Florida
- "We are embracing diversity, not rejecting it," Mr. Bush
- The governor's plan would replace race-based admissions with a guarantee that the top 20% of graduates at every Florida high school would be admitted to at least one of the state's public universities.
- In 1999, 23% of Florida public high school seniors were Black. That fall, just 18% of undergraduate university freshmen were Black. In 2007, 22% of high school seniors were Black, but the share of freshmen had dropped to 15%.
- Over the last two decade, the One Florida Initiative, significant gains among Hispanic students as the state's demographics evolved.

Florida Higher Education

Black students are increasingly under-represented at Florida public universities

The gap between the share of Black high school seniors and university freshmen increased from 5 percentage points in 1994 to 11 percentage points in 2021.



Note: The National Center for Education Statistics changed how higher education institutions report race between 2008-2010, making it difficult to compare percentages between those two periods.

IAN HODGSON | Tampa Bay Times • Source: National Center for Education Statistics

Florida Higher Education - Legislation

- SB 266 – Higher Education
- HB 931 – Post-Secondary Educational Institutions
- SB 7026 – Higher Education Finances

Florida 1000.05

- General education core courses may not distort significant historical events or include a curriculum that teaches identity politics, violates s. 1000.05, or is based on theories that systemic racism, sexism, oppression, and privilege are inherent in the institutions of the United States and were created to maintain social, political, and economic inequities.

SB 266 – Higher Education

Listed Exceptions to State and Federal Spending Prohibition

More to Come...

- Student fees to support student-led organizations are permitted notwithstanding any speech or expressive activity by such organizations
- Programs, campus activities, or functions required for
 - Compliance with general or federal laws and regulations
 - Obtaining or retaining institutional or discipline-specific accreditation with the approval of the BOG
 - Access programs for military veterans, Pell Grant recipients, first generation college students, nontraditional students, “2+2” transfer students from the Florida College System, students from low-income families, or students with unique abilities
- Board of Governors required to adopt regulations to implement

HB 931 – Postsecondary Educational Institutions

Office of Public Policy Events

- Each state university must have an Office of Public Policy Events and a Director of Public Policy Events
- The office must
 - Organize, publicize, and state debates or group forums (defined in law)
 - Must address, from multiple divergent, and opposing perspectives, an extensive range of public policy issues widely discussed and debated in society at large
 - Must sponsor no less than four events each academic year
 - Must include speakers who represent widely held views on opposing sides of widely discussed public policy issues
- BOG to collect and maintain detailed statistics and information

Florida Council of Medical School Deans Addressing Diversity and Workforce

- Diversity Working Group
 - Haywood Brown and Madeline Joseph - Co Chairs
 - **Mission: to address population health and diverse workforce
Pathway programs to address diversity in applicant pool for
healthcare providers**
- Working Group Name Change?
 - Working Group on “Healthcare Excellence”
- Morsani College of Medicine (Diversity)
 - Associate Dean for Cultural Enrichment rather than DEI?
 - Faculty Council Task Force Address Diversity including GME

Diversity of the Professional workforce

- To achieve greater representation, the physician workforce must address diversity in an unprecedented fashion which will require intentional, longitudinal commitments at multiple levels from individual physicians to the entire profession.
- We challenge every pediatrician to engage and join forces with others, within the medical sector and beyond, to amplify their individual efforts.”
- Fuentes-Afflick, et al: Engaging pediatricians to address workforce diversity. Pediatric Res 2022