SeaMar Latino Health Forum

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UW School of Medicine
Changing Demographics of the United States

Between 2016 and 2060: URM population groups will increase from 100.7 M to 169.7M.

URM Population Segments
- 47% under 18 years of age
- 36% of undergraduates
- 21% of college graduates
- 12% of medical students
- 13% of residents in training

WA State (2018)
- 18.7% URM
- 13.0% Latinx/Hispanic
- 3.7% Black/African American
- 1.3% AIAN
- 0.7% Pacific Islander

URM refers to Hispanic/Latino, Black/African American, American Indian/Alaska Native, and Pacific Islanders
US National Generational Trends in Diversity

<table>
<thead>
<tr>
<th>Generation</th>
<th>White</th>
<th>Latino</th>
<th>Black</th>
<th>Asian</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-Millennials in 2018 (Age 6-21)</td>
<td>52%</td>
<td>25%</td>
<td>14%</td>
<td>6%</td>
<td>4%</td>
</tr>
<tr>
<td>Millennials in 2002 (Age 22-37)</td>
<td>61%</td>
<td>18%</td>
<td>15%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Gen Xers in 1986 (Age 38 to 53)</td>
<td>70%</td>
<td>12%</td>
<td>15%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Early Boomers in 2018 (Age 54 to 72)</td>
<td>82%</td>
<td>4%</td>
<td>13%</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Source: Pew Research Center
Regional Trends in Diversity, 2017
Post-Millennials by Region (% 6-21 year-olds)

West
- White: 40%
- Hispanic: 19%
- Black: 12%
- Asian: 8%
- Other: 1%

South
- White: 23%
- Hispanic: 12%
- Black: 8%
- Asian: 7%
- Other: 3%

Midwest
- White: 12%
- Hispanic: 11%
- Black: 7%
- Asian: 8%
- Other: 6%

Northeast
- White: 19%
- Hispanic: 13%
- Black: 6%
- Asian: 7%
- Other: 6%
Medical School Applicants, 2019

- White: 46.4%
- Asian: 21.8%
- Black/African American*: 4.7%
- AIAN*: 0.3%
- NHOPI*: 0.1%
- Hispanic/Latinx*: 10.4%
- 2+ Races w/URM*: 2.3%
- 2+ Races wo/URM: 4.7%
- Other: 2.9%
- Not Indicated: 6.2%

URM = 17.9%
Medical School Matriculants, E-2019

- White, 66%
- Latinx, 5%
- 2+ Races (W/URM), 3%
- 2+ Races (W/O URM, 4%
- Other, 1%
- Not Indicated, 2%
- AIAN, 1%
- Asian, 13%
- NHOP, 1%
- Black, 4%

URM=13%
GME Programs Diversity, 2018

GME Programs (2018) | United States

- Unknown, 31.6%
- AIAN, 0.3%
- Other, 6.7%
- Asian/Pacific Islander, 23.1%
- Hispanic, 6.6%
- White, 55.1%
- Black, 5.7%

URM=12.6

GME Programs (2018) | University of Washington

- Unknown, 4.2%
- AIAN, 0.4%
- Asian/Pacific Islander, 19.6%
- Other, 6.8%
- Black, 5.1%
- Hispanic, 7.1%
- White, 56.8%

URM=12.6
WWAMI Pre-Health Professions Ecosystem

Outreach Programs
- WWAMI AHEC
- Doctor-for-a-Day
- UPREP Program
- UW MAPS
- UW CCM

Pre-Mat Programs
- UWSOM Pre-Mat Program
- Shoreline CC
- Seattle U
- Heritage U
- MSU

Medical School

Structured Programs
- UW Summer Health Professions Education Program (SHPEP)
- R25 Education Programs

Post-Bac Programs

Cohort Programs
- UW Health Professions Academy

Minority Serving Institutions
- Tribal Colleges and Universities
- Hispanic-Serving Institutions
- Asian American and Native Pacific Islander-Serving Institutions

Community and Technical Colleges
- Four-Year Colleges
- Research Universities
# R25 Education Programs at UW with Undergraduate Participation

<table>
<thead>
<tr>
<th>Program Name</th>
<th>PI</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pediatric Injury Prevention Student Internship Training (INSIGHT) (PreMed/PreGrad)**</td>
<td>Monica Vavilala (SOM)</td>
<td><a href="mailto:vavilala@uw.edu">vavilala@uw.edu</a></td>
</tr>
<tr>
<td>Diversity Action Plan: UW GenOM Project</td>
<td>Willie Swanson (SOM)</td>
<td><a href="mailto:wjs18@uw.edu">wjs18@uw.edu</a></td>
</tr>
<tr>
<td>Environmental Health Research Experience Program</td>
<td>Tania Busch-Isaksen (SPH)</td>
<td><a href="mailto:tania@uw.edu">tania@uw.edu</a></td>
</tr>
<tr>
<td>Summer Research Experience in Translational Neuroscience and Neurological Surgery</td>
<td>Richard Ellenbogen (SOM)</td>
<td><a href="mailto:rge@uw.edu">rge@uw.edu</a></td>
</tr>
<tr>
<td>University of Washington 'STAR' Program</td>
<td>Michael Portman (SOM)</td>
<td><a href="mailto:portman@uw.edu">portman@uw.edu</a></td>
</tr>
<tr>
<td>UW Post-Baccalaureate Research Education Program (PREP) (PreGrad)**</td>
<td>Gabriele Varani (Chemistry)</td>
<td><a href="mailto:varani@uw.edu">varani@uw.edu</a></td>
</tr>
<tr>
<td>Pathways to Cancer Research (PreMed/PreGard)**</td>
<td>Jeanne Chowning (FHCRC)</td>
<td><a href="mailto:chowning@fredhutch.org">chowning@fredhutch.org</a></td>
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Increasing Latinx Student Matriculation

- Improving Basic Education
  - K-12
  - High school
- Providing Multiple Pathways to Health Professions
  - Post-bac
  - Bridge programs
- Reducing Cost of College Education
  - Tuition waivers
  - Scholarships
  - Loan repayment programs
  - Tax credits, loan forgiveness, tuition cost reduction
Medical School Retention and Success

> Learning Environment/Climate
  – Student mistreatment
  – Microaggressions
  – Reducing bias in grading

> Inclusive Curriculum
  – Inclusion of communities of color in the curriculum
  – Social determinants of heath
  – Structural racism in medicine

> Mentorship/Student Support Programs
  – Moving from performance evaluation to added value

> Faculty Diversity