



Georgia Board for Physician Workforce Diversity in Medical Education and the Physician Workforce February 2006

Diversity in the Population and the Physician Workforce

- By 2015, the Office of Planning and Budget projects that approximately 40% of Georgia's population will be minority (i.e., either non-white or Hispanic). Specifically, projections indicate 10% of the state's population will be Hispanic, 28% African-American/Black, 59% Non-Hispanic White and 3% other minorities. According to the U.S. Census Bureau, Georgia ranks 10th highest among the 50 states in the percentage of minority residents (38%).
- Georgia has achieved some success in diversifying its physician workforce. The percentage of African-American physicians rose from 7.6% to 12.7%, and the proportion of those reporting to be "other" ethnicities increased nearly four-fold since 1994.
- However, census figures indicate additional effort is needed to make Georgia's physician workforce more reflective of the population. For example, nearly 29% of Georgians are African-American, compared with only 12.7% of the physician workforce.
- Another indicator of Georgia's increasingly diverse population is the prevalence of English as a second language. In 2000, there were 15 counties in which 10% or more of the residents spoke a language other than English. The majority of these residents speak Spanish, but many other languages are also represented.

Percentage of Physicians by Race

Year	% White	% African American	% Asian	% Other
1994	84.9	7.6	6.6	0.9
1996	84.1	8.1	6.9	0.9
1998	80.2	8.9	7.8	3.1
2000	79.0	10.3	8.1	2.6
2002	77.4	11.9	7.7	3.0
2004	77.1	12.7	6.8	3.4

Minority Representation in Georgia's Medical Education System

In comparison to Georgia's total population, both African-Americans and Hispanics are under-represented among Georgia's medical education faculty. Eleven percent of medical school faculty and 6.5% of residency program faculty are African-American, compared with 28.7% of Georgia's population. Similarly, 4% of medical school faculty and 3% of residency program faculty are Hispanic, compared with 6% of Georgia's population. Medical educators of Asian descent actually have a higher level of representation in the workforce (approximately 16%) than in the state's population (2.5%).

Race/Ethnicity of Teaching Faculty in Georgia's Medical Schools and Residency Training Programs 2004-2005 Academic Year					
	% White	% African American	% Hispanic	% Asian	% Other
Medical School Faculty (n=2,671)	67%	11%	4%	17%	1%
Residency Training Program Faculty (n=2,423)	73.5%	6.5%	3%	16%	1%
Source: GBPW Survey of Medical Schools and Teaching Hospitals; Percentages for Residency Training Program faculty are based on the 6 out of 10 Teaching Hospitals that reported data.					

A similar trend is seen when looking at diversity among medical students and residents. African-Americans and Hispanics are under-represented in Georgia's medical education programs relative to the state's population, while the percentage of Asian medical students and residents is higher than in Georgia's population.

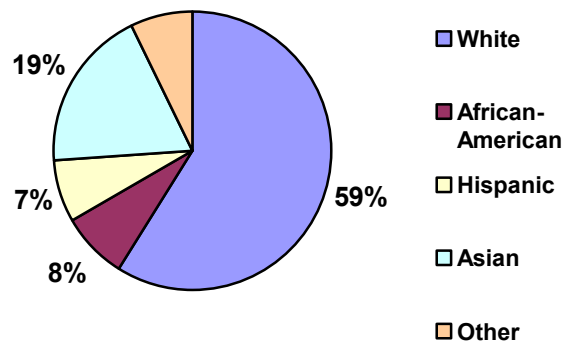
Race/Ethnicity of Students and Residents in Georgia's Medical Schools and Residency Training Programs 2004-2005 Academic Year					
	% White	% African American	% Hispanic	% Asian	% Other
Medical Students (n=1,589)	67%	16%	1%	14%	2%
Residents (n=1,723)	62%	11%	5%	19%	3%

Source: GBPW Survey of Medical Schools and Teaching Hospitals; Percentages for Residents are Based on the 6 out of 10 Teaching Hospitals that reported data.

National Diversity of Students in the Educational Supply Line

- In 2004, African-Americans comprised 8% and Hispanics comprised 7% of all applicants to U.S. medical schools. Of all the minority applicants in 2004, Asians constituted the largest group at 19%.
- According to the AAMC, there has also been a steady increase nationally in the number of female minority applicants to medical school. For example, African-American women accounted for 69.5% of all African-American first-time applicants in 2004.
- A notable percentage of minority students entering U.S. medical schools in 2004 indicated scholarships or awards would be used to finance their medical education (29% of African-Americans, and 20% of Hispanics, compared to 14% of White students).

Medical School Applicants by Race/Ethnicity National Perspective 2004



Source: Assoc. of American Medical Colleges, Minorities in Medical Education, Facts & Figures 2005

What Can Be Done to Further Increase Diversity in the Physician Workforce?

- Strengthen the supply line by increasing efforts to recruit and retain under-represented minorities in all levels of the education system.
- Minimize barriers to obtaining a medical education. For example:
 - identify and address obstacles/motivations for minority student entry into medical education;
 - determine the impact medical education debt has when under-represented minority students are deciding whether to attend medical school; and,
 - explore whether more scholarship assistance, rather than loans, would encourage more under-represented minorities to pursue medicine as a career.
- Enhance recruitment and retention of minority faculty at both the medical school and residency program level.

For more information, please contact the Georgia Board for Physician Workforce at (404) 206-5420 or 1718 Peachtree St, NW, Suite 683, Atlanta, Georgia 30309.