



Eliminating Health Disparities: How Diversifying the Research and Health Professions Will Make a Difference

Harlan Pierre Jones, Ph.D.

Associate Professor, Microbiology, Immunology and Genetics

Director, Center for Diversity and International Programs

Associate Director, TCHD

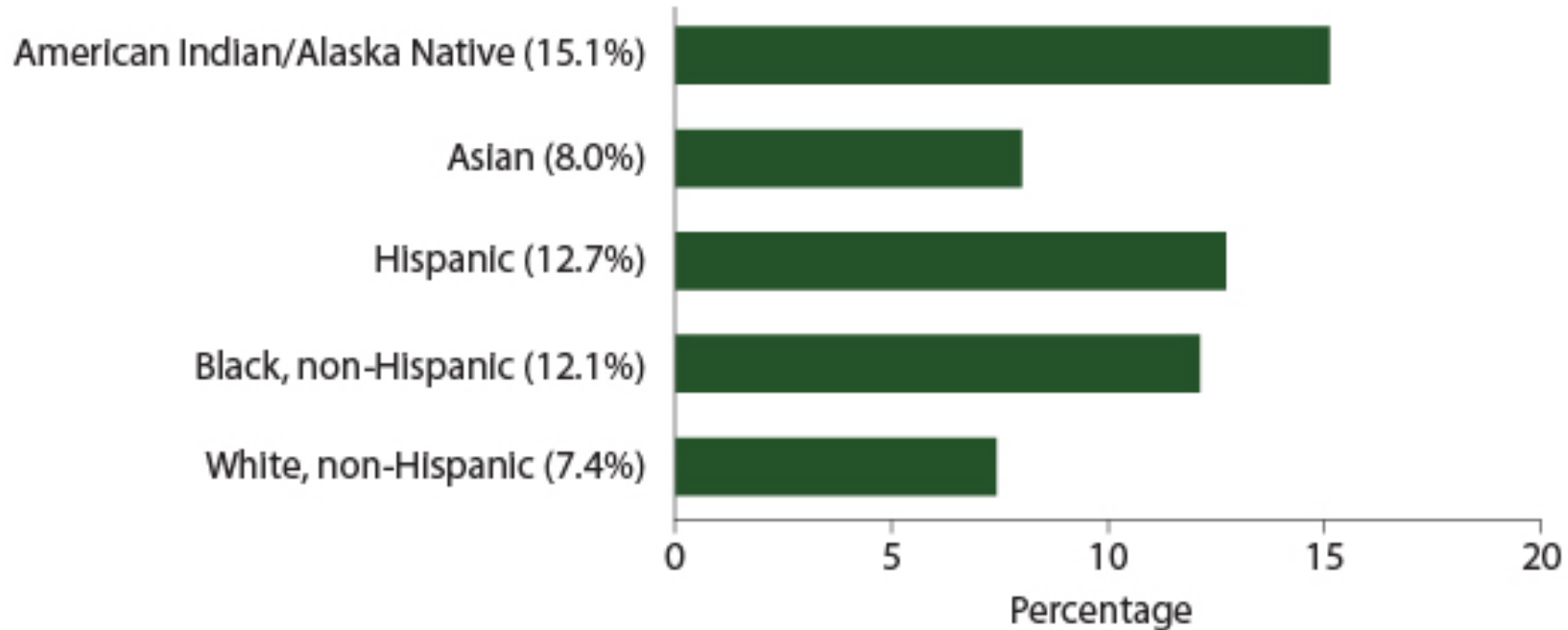
The Health Science Center at Fort Worth



Underrepresented Minorities (URMs) and underserved populations disproportionately develop and die from preventable disease

Percentage of US Adults Aged 18 or Older with Diagnosed Diabetes, by Racial and Ethnic Group, 2013-2015

2017 Diabetes Report Card

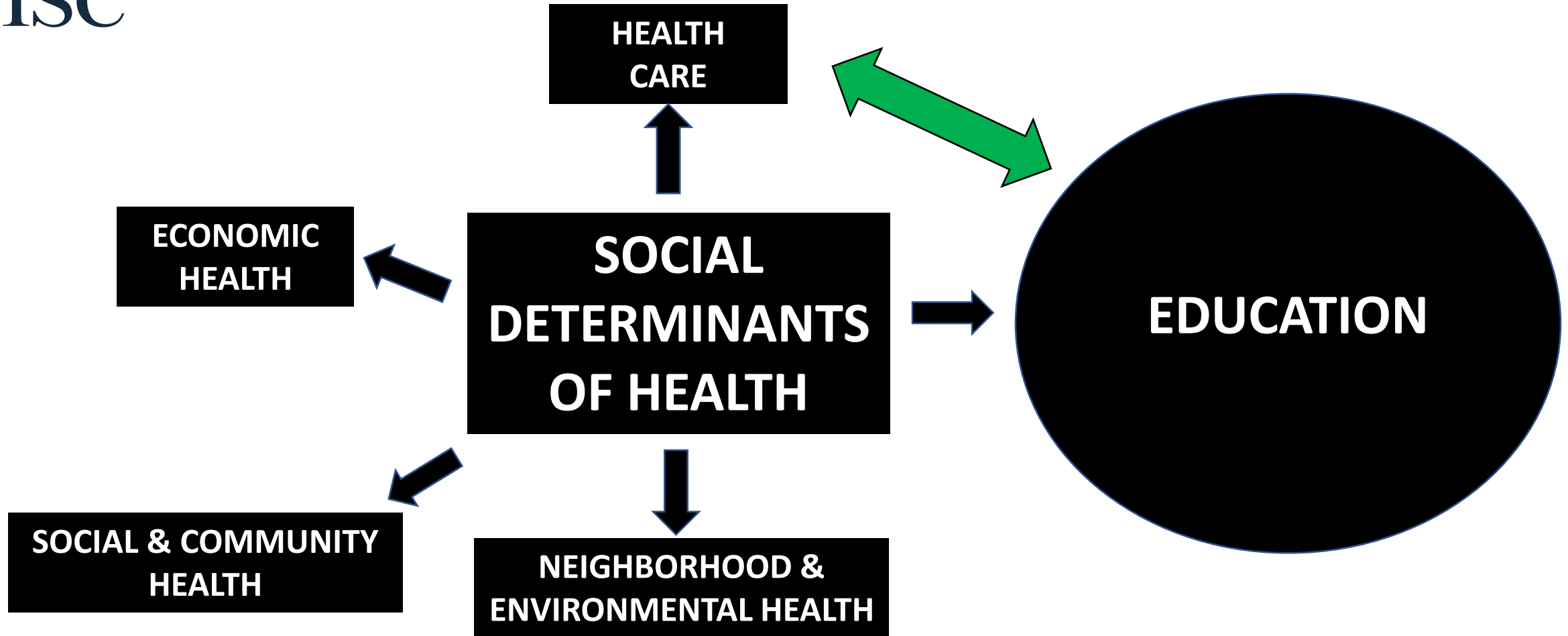




Defining Health Disparities is Complex

“health disparities” appears to represent a concept which can be intuitively understood, there is **much controversy about its exact meaning**. A central aspect of the most accepted definitions is that not all differences in health status between groups are considered disparities, but rather only differences which systematically and negatively impact less advantaged groups are classified as disparities.”

Dehlendorf C, Bryant AS, Huddleston HG, Jacoby VL, Fujimoto VY. Health disparities: definitions and measurements. *Am J Obstet Gynecol*. 2010;202(3):212-213. doi:10.1016/j.ajog.2009.12.003





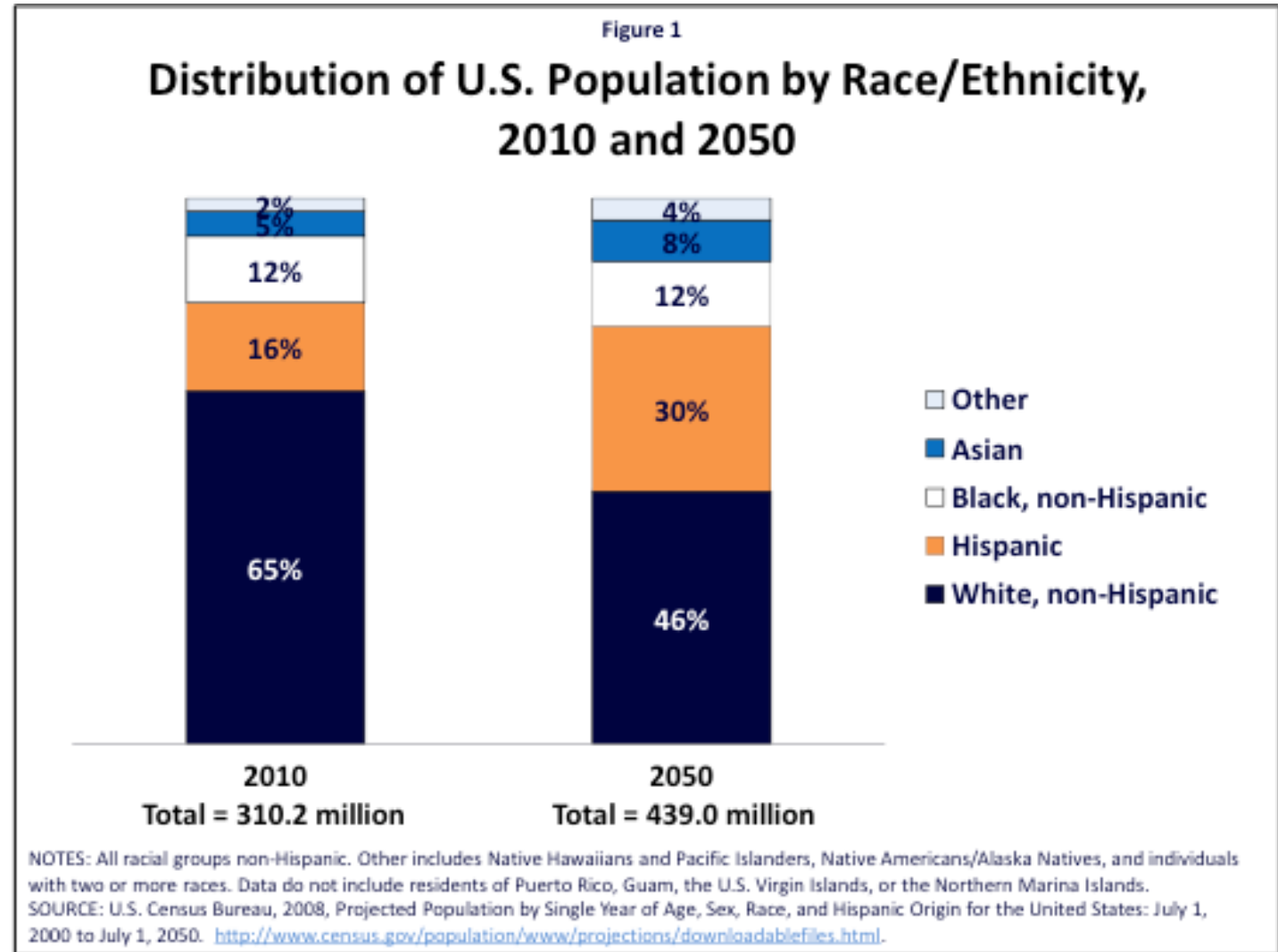
‘I have conducted research in diabetes and I know that this disease impacts many people in my community’
‘I believe that rather than making a difference for a few, I can help many more through researching the problem’

-Summer Undergraduate Scholar -

- To identify trends in the U.S. which dictate a diverse research and health professional workforce
- To raise awareness of the gaps in diversity training that places the U.S. at risk
- To highlight the opportunities and benefits in training a diverse research and health professional workforce



URMs will represent a majority of the U.S. population by 2050



(US Census Report)

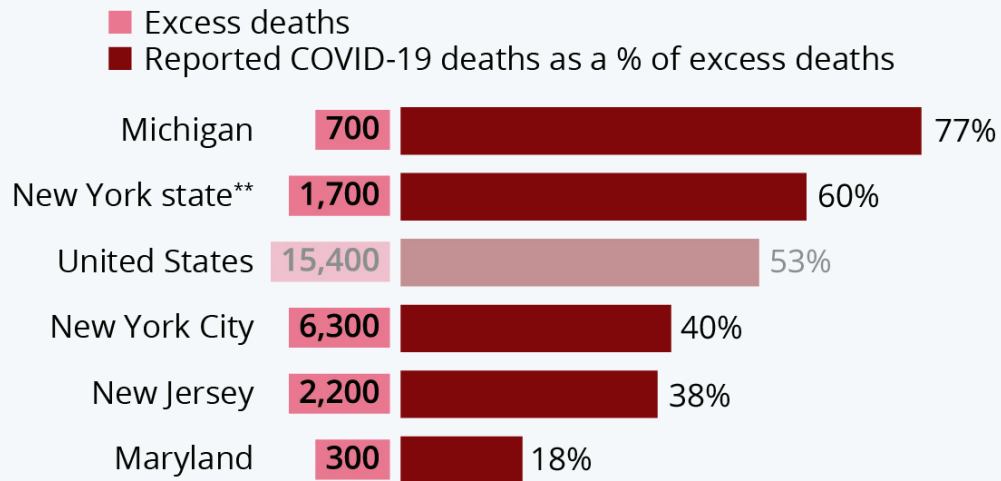


Minorities and individuals historically underrepresented in research and health professional fields will be needed for the research and healthcare workforce

- Will therapeutic discoveries and services be missed without participation from diverse populations?
- Will the pool of individuals that adversely suffer from disease, be available to participate?
- Are we knowledgeable of the existing barriers to inclusion and equity that impact entry of URMs into the workforce?

U.S. COVID-19 Deaths Could Be Far Higher Than Reported

Reported COVID-19 deaths as a share of total U.S. excess deaths (March 01 through April 04)*



* Excess deaths - the number beyond what would normally be expected for the time of year (not necessarily attributable to COVID-19).

** Excluding New York City

Source: Yale School of Public Health analysis for the Washington Post

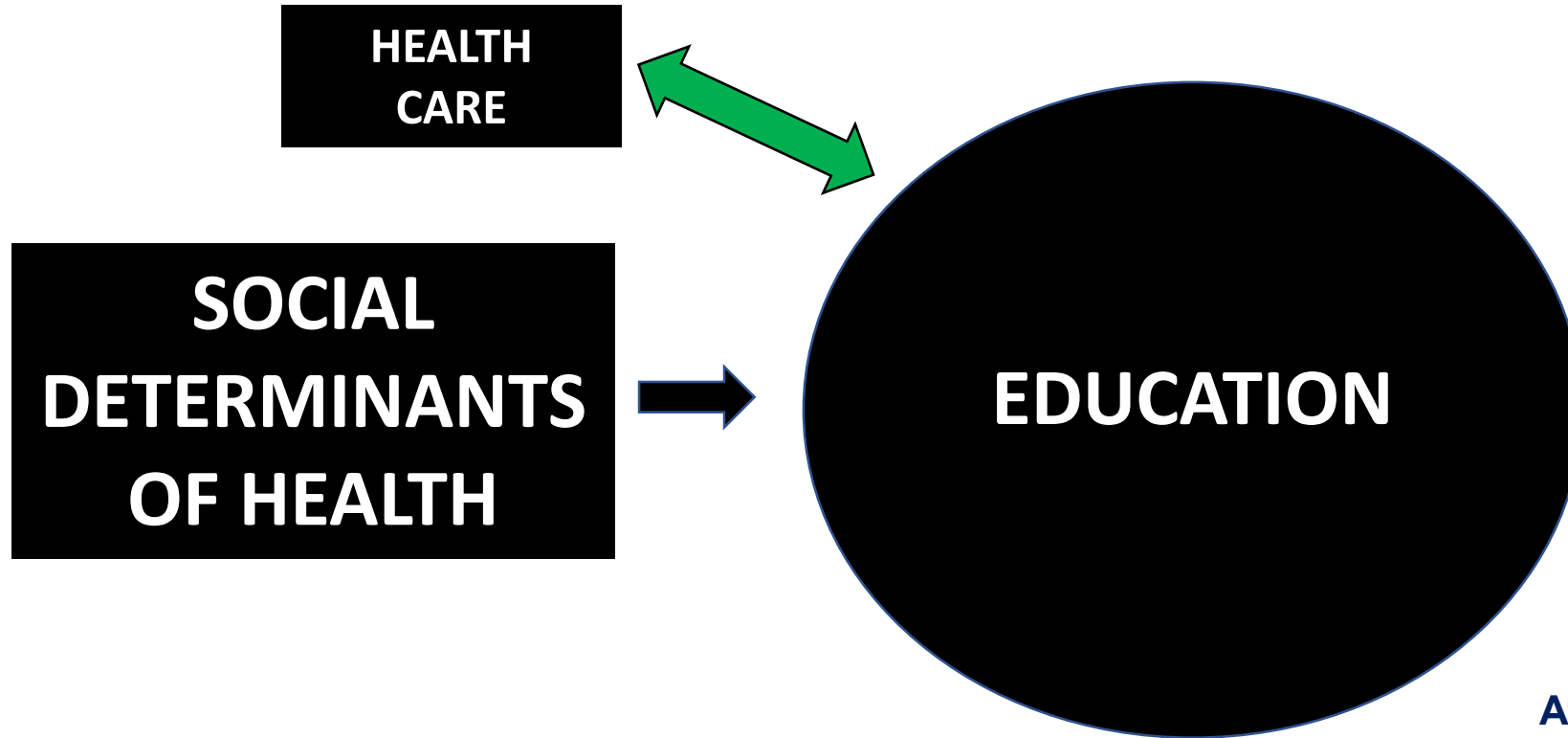
Will we be able to handle future threats to health and well-being of our Nation?



What are the advantages to a diverse biomedical and health profession workforce?

- Diverse teams generate more ideas, weigh more information and make better decisions, outperform homogenous teams, and produce higher impact science.
- URMs are more likely than others to be familiar with, and highly motivated to ameliorate, health issues faced by their demographic groups, as has been shown for URMs in medical school training.

Education Attainment: Closing the education gap is key to ensuring a viable research and healthcare workforce



In 2017, black and Hispanic young adults were half as likely to have completed a bachelor's degree as non-Hispanic white young adults.

The proportion of medical students who identified as African-American or black rose from 5.6 percent in 1980 to 7.7 percent in 2016,

After decades of effort, African-American enrollment in medical school still lags

[Jayne O'Donnell David Robinson](#)

USA TODAY NETWORK

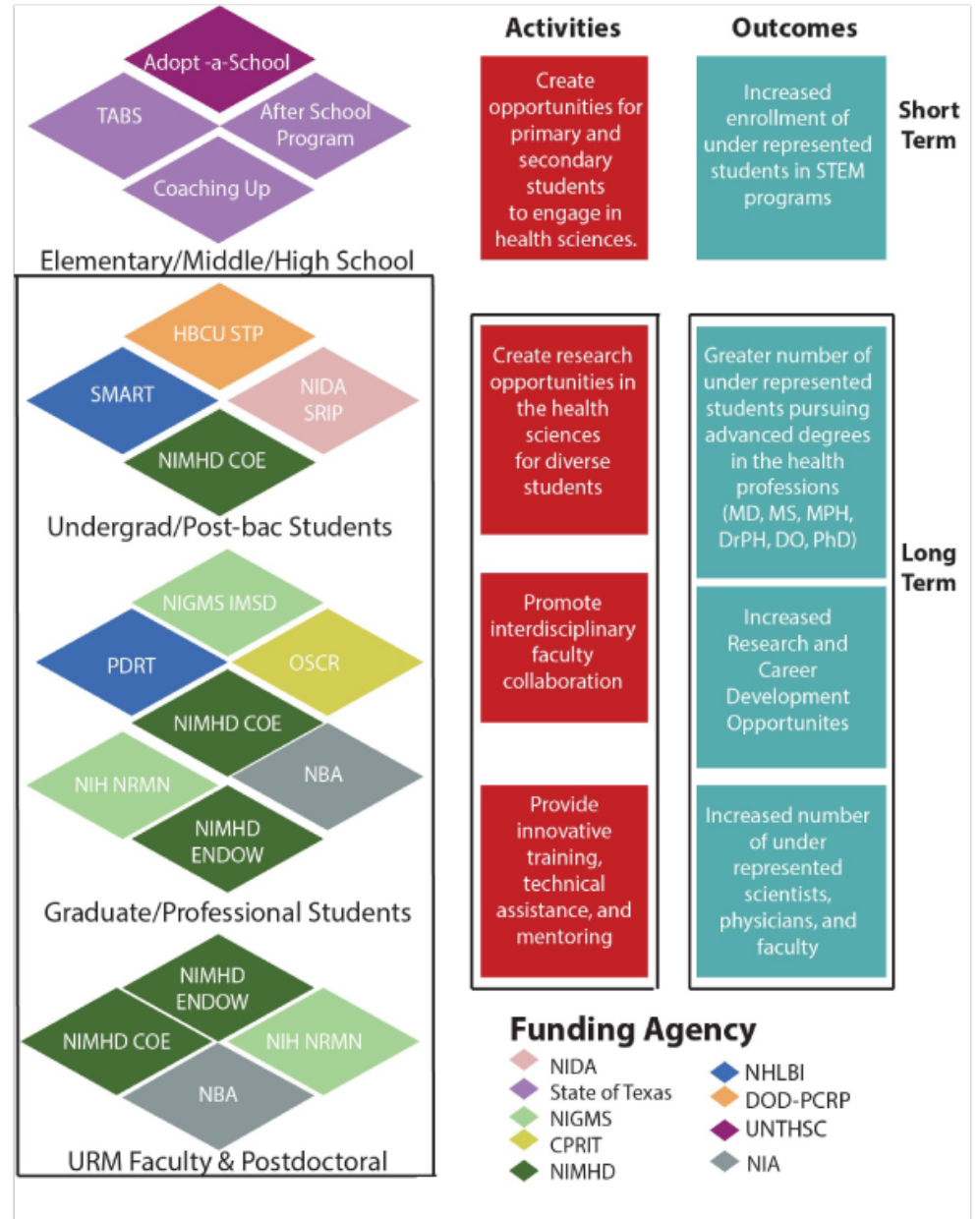
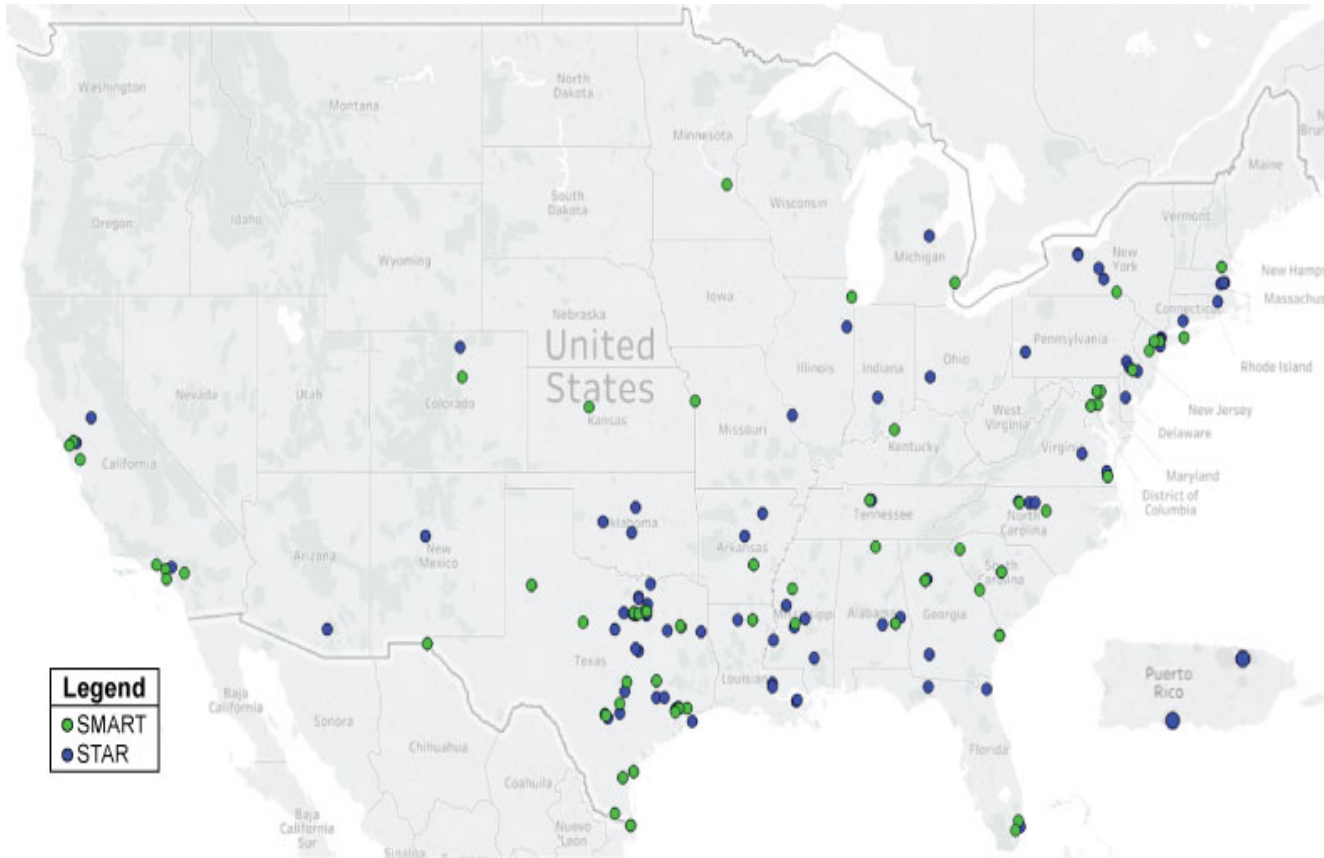


Inclusion of diverse populations in the biomedical health profession workforce will require eliminating racial bias and institutionalized barriers

- Creating an understanding around differences
- Effectively communication helps recognize the value of differing perspectives
- Eliminates bias and stereotype threat
- Identify similar, complementary ideals, value-added, opportunities



UNTHSC Efforts toward diversifying the biomedical and health profession workforce





National Efforts to Diversifying the Biomedical and Health Professional Workforce

- National Research Mentoring Network (NRMN)
- National Institutes on Minority Health and Health Disparities (NIMHD)
- National Institutes General Medical Sciences (NIGMS)
- National Science Foundation (NSF)
- Cancer Prevention & Research Institute of Texas (CPRIT)



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