Strategies to Increase DEI among Healthcare Professionals and Caring for Vulnerable Populations

Natasha Bray, DO, MSEd
Dean – OSUCOM Cherokee Nation Campus
Assoc. Dean Accreditation - OSU-CHS
Clinical Professor Rural Health
Physician Wellness & The Quintuple Aim

• How does increasing diversity and representation of the physician workforce
  • Improve Physician Wellness
  • Advance the Quintuple Aim

01 Patient Experience
02 Population Health
03 Reducing Costs
04 Care Team Well-being
05 Health Equity
## Matriculant Race / Ethnicity Responses 2022-2023

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>AAMC (MD Schools)</th>
<th>AACOM (DO Schools)</th>
<th>U.S. Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.2%</td>
<td>0.1%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>24.7%</td>
<td>25.9%</td>
<td>6.3%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>8.2%</td>
<td>3.8%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Hispanic, Latino, or of Spanish Origin</td>
<td>6.4%</td>
<td>8.0%</td>
<td>19.1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.3%</td>
</tr>
<tr>
<td>White (not Hispanic)</td>
<td>42.3%</td>
<td>54.4%</td>
<td>58.9%</td>
</tr>
<tr>
<td>Other (2 or more)</td>
<td>2.2%</td>
<td>4.0%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Unknown Race / Ethnicity</td>
<td>2.8%</td>
<td>2.8%</td>
<td></td>
</tr>
</tbody>
</table>
• 23.8% Native Americans
• 31.9% URM
• 86.7% Oklahoma Residents
• 50% Rural Oklahoma Communities
WIDESPREAD PRIMARY CARE SHORTAGES

Designated Primary Care HPSA Facilities
- IHS, Tribal Health, and Urban Indian Health Organizations
- FQHC (including Look-a-Likes)
- Correctional Facility
- Rural Health Clinic

Primary Care HPSA Designation Type
- Geographic
- Population
- High Needs Geographic
- Non-HPSA

77 HPSA Counties
3 counties with 1 PCP
6 counties with no PCPs
74.2 active PCPs per 100,000 population
Strategies for Developing a Physician Workforce to Care for Vulnerable Populations

- K-12 Undergraduate Education
- Medical School
- Graduate Medical Education
What are the opportunities to partner with communities to inspire youth to pursue healthcare related education?

We want to inspire dreams, hope, and goals.

Partners:
- Schools
- Churches
- Boys / Girls Clubs
- Youth Organizations
- Other?
PATHWAY PROGRAMS: HIGH SCHOOL

What do high school students need / want?
1. Be Inspired
2. Learn
3. How Do I Get There?
4. College Readiness

High School
- Operation Orange
- OK Stars / Native OK Stars
- Dr. Pete’s Immersion Camp
- Blue Coat to White Coat
- Pre-Health Roundup

Native American
- Native Explorers
- Southwest Oklahoma Tribal Health Internship

Underrepresented Minorities
- Youth Mentorship Program
- Black Men in White Coats
URIM Students lost interest in being pre-med in the first 2 years of college than their White and Asian colleagues. (Barr, Acad Med. 2008)
THE UNDERGRADUATE EXPERIENCE

K-12

Undergraduate Education

Medical School

Graduate Medical Education

Med-Xtavaganza
Pre-Admission Workshops (MAPS, NAPA)
Virtual Information Sessions
A Day in the Life of an OSU Student
Research Opportunities (Paid)
Pre-Admission Advising

Professional Development for Pre-Health Advisors (Workshops, Echo Model)
The Application Process is “overwhelming, difficulty & expensive.”

~ Hadinger, 2017

<table>
<thead>
<tr>
<th>Medical School</th>
<th>Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCAT Preparatory Course</td>
<td>$500 - $3,000</td>
</tr>
<tr>
<td>MCAT Registration</td>
<td>$320</td>
</tr>
<tr>
<td>Medical School Admission Requirement Database</td>
<td>$28</td>
</tr>
<tr>
<td>Primary Application Fee</td>
<td>AMCAS: $170 (1st), $40 for each additional</td>
</tr>
<tr>
<td></td>
<td>AACOMAS: $195 (1st), $45 for each additional</td>
</tr>
<tr>
<td>Secondary Application (if requested by medical school)</td>
<td>$40 - $100</td>
</tr>
<tr>
<td>Transcript Fee</td>
<td>$10 per school</td>
</tr>
<tr>
<td>Interviews</td>
<td>$500 - $3,000 per school</td>
</tr>
<tr>
<td>Interview Attire</td>
<td>$100 - $500</td>
</tr>
<tr>
<td>Admittance Visit</td>
<td>$500 - $3,000</td>
</tr>
<tr>
<td>Nonrefundable Acceptance Deposit</td>
<td>$500 - $3,000</td>
</tr>
</tbody>
</table>
ALTERNATIVE ADMISSION PATHWAYS

- UC Davis – AvenueM
  - https://avenuem.ucdavis.edu/
- Stanford Summer Community College Premedical Program (SSCCPP)
  - https://med.stanford.edu/odme/pre-med-students/summer-pre-med-programs.html

US Medical School Graduates who attended Community College were more likely to training in Family Medicine.

- University, Regional Colleges, Community College
- 3+1 Program
- Post- Baccalaureate Programs (Bridge Programs)
- Guaranteed Interview Programs
- Guaranteed Admissions Programs
What does it take to create a learner-centered environment?

1. Belonging
2. Academic Support
3. Emotional Support
4. Financial Support
5. Career Advising

### Hidden Cost

<table>
<thead>
<tr>
<th>Cost Category</th>
<th>Cost Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Equipment (Stethoscope, Ophthalmoscope)</td>
<td>&gt; $1,000</td>
</tr>
<tr>
<td>Textbooks</td>
<td>$1,000 - $3,000</td>
</tr>
<tr>
<td>Board Exam Test Prep</td>
<td>$1,000 - $5,000</td>
</tr>
<tr>
<td>Licensing Exams</td>
<td></td>
</tr>
<tr>
<td>USMLE (NBME)</td>
<td>$660 / $660 / $915</td>
</tr>
<tr>
<td>Step 1 /Step 2CK /Step 3</td>
<td></td>
</tr>
<tr>
<td>COMLEX (NBOME)</td>
<td>$715 / $715 / $910</td>
</tr>
<tr>
<td>Level 1 /Level 2CE /Level 3</td>
<td></td>
</tr>
<tr>
<td>USMLE / COMLEX Transcript Fee</td>
<td>$80</td>
</tr>
<tr>
<td>Residency Application Process</td>
<td></td>
</tr>
<tr>
<td>ERAS (avg MD 68 programs; DO 92 prog)</td>
<td>$99 - ?</td>
</tr>
<tr>
<td>Match (NRMP, San Francisco, Urology, etc)</td>
<td>$70 - ?</td>
</tr>
<tr>
<td>Interviews</td>
<td>???</td>
</tr>
</tbody>
</table>

Note: All financial aid tied to being in good academic standing, a student who needs to take time off or extra time to prepare for loans risk losing scholarships and loan eligibility.
LEARNING ENVIRONMENT

CELEBRATE NATIVE AMERICAN HERITAGE MONTH

HeART Kit

November's project: corn bead necklaces
pick up a free kit in the medical library
November 7th
(while supplies last)

Talking Leaves
MEDICAL EDUCATION TRACKS (Rural, Tribal, Urban Underserved)

LEADERSHIP OPPORTUNITIES
- Native American Students of Osteopathic Medicine (NASOM)
  - National Rural Health Association

RESEARCH OPPORTUNITIES
- Guided, tribal or rural health-focused research project

ENHANCED CLINICAL TRAINING

TRIBAL & RURAL CLINICAL TRAINING
- Clinical rotations at tribal & rural community-based primary care residency sites in 3rd & 4th years

EARLY CLINICAL EXPERIENCE
- Summer Tribal or Rural Externship
  - Early Research Experience

Ample hands-on training opportunities
- More 1-on-1 focused instruction

SUB-INTERNSHIP
- At least 2 residency auditions

SELECTIVE ROTATIONS
- At least 3 selective specialty rotations
Our Students Train Where They Will Practice
Despite 20% of Americans living in rural and frontier locations:

- Only 1% of residents train in rural areas
- Only 4% of family medicine and 5% of internal medicine training sites are in community-based health clinics
- Only 6% of family medicine, 1% of internal medicine, and 2% of general surgery sites are in rural settings
RURAL & TRIBAL RESIDENCY PROGRAMS
2023 SNAPSHOT

4 tribal healthcare residency programs, 60 residency slots

- Cherokee Nation (Tahlequah): 54 slots (family, internal medicine & pediatrics)
- Chickasaw Nation (Ada): 12 slots (family medicine)
- Choctaw Nation (Talihina): 15 slots (family medicine)
- Lawton: 28 slots (family & emergency medicine)
- McAlester: 12 slots (family medicine)
- Norman: 24 slots (emergency medicine)
- Stillwater: 15 slots (Internal medicine)

10 rural residency programs, 160 residency slots

Graduate Medical Education
Oklahoma’s Rural Residency Programs: 77% Retained in Oklahoma

(↑ 90% for OSUCOM Graduates)
Dr. Dustin Beck

- Hometown: Wagoner (population 7,846)
- Undergraduate: Northeastern State University
- Medical School: Oklahoma State University College of Osteopathic Medicine (2011)
  - IHS Scholarship (4 years)
- Current Job: Program Director – Cherokee Nation Family Medicine (since 2022)

Dr. Ashton Clayborn

- Hometown: Porum (population 607)
- Undergraduate: Northeastern State University
- Medical School: Oklahoma State University College of Osteopathic Medicine (2014)
  - Rural Health Option and Rural Medical Track
- Residency: Choctaw Nation Family Medicine (2017)
- Current Job: Program Director – Choctaw Nation Family Medicine (since 2022)
THANK YOU

Natasha Bray, DO, MSEd, FACP, FACOI

Dean, OSUCOM Cherokee Nation Campus
Clinical Professor Rural Medicine
Associate Dean of Accreditation, OSU Center for Health Sciences

O | 918.280.1844 
C | 918.817.2576 
E | natasha.bray@okstate.edu 
Twitter: @drbray

19500 E. Ross St.
Tahlequah, OK 74464

Medicine.okstate.edu