Doctor diversity and demand for health care in Oakland

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Our Work
Mentoring in Medicine & Science (MIMS) is an Oakland based non-profit organization with a mission to diversify the health workforce through mentorship, career exposure and leadership development. In our 13 years of operations, we have worked with over 2,500 youth and young adults who are underrepresented in health and trained dozens of health professionals as mentors.
• **Health Scholars** – school-based program serving young men of color and alternative school youth at two public schools in Oakland. Program seeks to “meet students where they are” by providing health career exposure and mentorship in a real-world and relatable format.

• **Summer Internship** – 4-week full-time immersive program serving high school and post-secondary individuals. Includes hospital-based research and shadowing opportunities.

• **Mentor Program** – 12-month program that matches post-secondary students and college graduates with a health professional or graduate school mentor.
Pipeline programs like MIMS are dedicated to exposing young people who are traditionally underrepresented in the health workforce to the breadth of health careers.

Mentorship is foundational to the work that we do. Students need more than just exposure to health careers and our programs seek to provide participants with relevant mentorship and advising.
Diversity in Health
Physicians

- Hispanic: 19%
- Black: 6%
- Asian: 5%
- American Indian/Alaska Native: 1%
- Native Hawaiian and Other Pacific Islander: 2%
- Multiple/Other Race: 67%
In order to best serve the health care needs of our diverse population, the health workforce must become more diverse. A diverse health workforce will provide more culturally and linguistically responsive care to all. This improved care will lead to better health outcomes for marginalized communities.

Further, these are high-demand careers with high earning potential. Many of our students are first-generation and come from low income and families and under-resourced communities.
Implications of the Study
Community Centered Approach

What resonates most with MIMS is the authentic inclusion of community members in the project. Specifically, community members were central to, and key decision makers in, the design and implementation of the study.
Application in “Real World” Setting

The study empirically supports the value of a diverse health workforce. Institutions like UCSF can further evaluate the real world implications of a more diverse health workforce on health outcomes.