Doctor Diversity and Demand for Healthcare in Oakland

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Marcella Alsan with
Dr. Owen Garrick and Grant Graziani
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Background
Diversity among U.S. Medical Doctors

• Current Statistics
  • Black and Hispanic physicians under-represented
  • Over the last 30 years number of Black male doctors has remained stagnant at about 500 matriculants per year out of class of 21,000, comprising <=35% of all African-American matriculants and 2.5% of all matriculants
  • Only 6 percent of physicians and surgeons are black

• Arguments for Status Quo
  • Quality metrics

• Arguments for Diversity
  • Better representation among the population trying to serve
  • Reduce health disparities
Recommendation 1: Increase the Racial and Ethnic Diversity of the U.S. Physician Workforce

The AMA works to increase the number of minority physicians to reflect the diversity of the U.S. population through its policies and advocacy work.

The healthcare workforce and its ability to deliver quality care for racial and ethnic minorities can be improved substantially by increasing the proportion of underrepresented U.S. racial and ethnic minorities among health professionals.
Experimental Design
Design

Recruited men from East Bay Barbershops

Performed a survey with socio-demographic and health questions

Distributed a free clinic coupon to be redeemed at a clinic we set up and where we offered free clinical services

Uber donated ride-sharing services
Coupon for Free Men's Health Screening

- See a doctor about a free health screening and receive $50

- Receive free health screening for:
  1. Diabetes
  2. Cholesterol
  3. Height and Weight (Body Mass Index)
  4. Blood Pressure

Clinic Address: (See Map on back)

Clinic Hours: 11am-5pm Saturdays only (List dates here)

Subject ID______________________
Your assigned doctor for today is Dr. ____. On the next page, you will be asked to select the services you wish to receive from Dr. ____. Dr. ____ will administer all of the services that you choose.

Dr. ____ is a medical doctor and is licensed to practice in the state of California. He currently practices in the Bay area.

Below is a list of services available to you today. All services are optional.

Select all services you wish to receive:
- Blood pressure measurement
- Weight and height measurement
- Cholesterol screening (requires finger prick)
- Diabetes screening (requires finger prick)
- None of the above
Results
Panel A. Post percent differences by preventives

Post selection: black versus non-black (percent)

Invasive

Non-invasive

BP  BMI  Diabetes  Flu no $  Chol
Mechanisms

- Mechanisms
  - No evidence of discrimination by either doctors/patients
  - No evidence of quality or effort differentials across doctors
  - Evidence consistent with better communication within race-concordant pairs

- Back of the envelope health calculation
  - Could translate into ~20% lower gap in Black white male Cardiovascular mortality if “treatment” was expanded
  - Conditional on having a more diverse healthcare workforce
Thank you

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<thead>
<tr>
<th>JPAL Health Care Delivery Initiative</th>
<th>Alameda County DPH</th>
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<tr>
<td>Uber</td>
<td>Dr. and Mrs. Lenoir</td>
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<tr>
<td>Staff at MIT and Stanford</td>
<td>Faculty at Berkeley, Pascaline Dupas</td>
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<tr>
<td>Study Doctors</td>
<td>Participants</td>
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<td>Study Staff, Morgan Foy</td>
<td>+ many more</td>
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