# Diverse Patients Need Diverse Providers



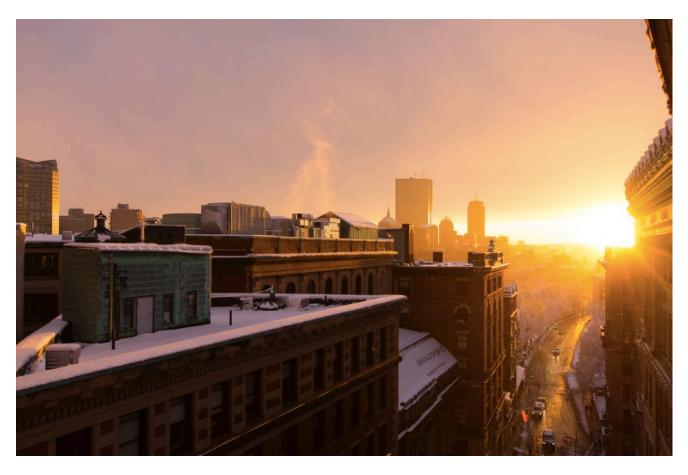
"Time and again, those interviewed said they also found solace when they received care by people who looked like them." - Boston Globe, 12/2017



# **Boston Demographics** (2010 Census)

- Black or African American: 25.26%
- Hispanic or Latino of any race: 19.36%
- Native American: 0.37%
- Asian: 9.48%
- •Two or more: 4.95%

NYC for comparison: 25.1% black, Hispanics of any race 27.5%, 11.8% are of Asian descent



# **BMC Patient Demographics:**

"Blacks account for half of Boston patients at the former Boston City Hospital -- by far the most of any hospital in the city." - Boston Globe, 12/2017

70% Black or hispanic

30% do **NOT** speak English as their primary language >50% have annual household income <\$20,400

# **BMC Resident Demographics**:

"A Globe survey of 12 Boston hospitals found that only BMC and Carney match or exceed the national average." - Boston Globe, 12/2017

**6.1%** Black/African American

**5.5%** Hispanic/Latino

5.1% Multi-racial

## Percent of black doctors at Boston hospitals

Carney Hospital	6.4% (out of 47 doctors)
Boston Medical Center	5% (772)
Percent of US doctors who are black	4.1%
* Boston Children's Hospital	4% (175)
** Brigham and Women's Hospital/Faulkner Hospital	3.1% (1,842)
New England Baptist Hospital	3% (34)
Massachusetts General Hospital	2.8% (2,349)
Dana-Farber Cancer Institute	2.2% (359)
St. Elizabeth's Medical Center	2.1% (195)
Beth Israel Deaconess Medical Center	1.9% (1,078)
Tufts Medical Center	1.1% (641
Massachusetts Eye and Ear	.5% (192

Children's data includes only doctors employed directly by the hospital, which is 8 percent of its physicians.
 \*\* The Brigham and Faulkner share physicians.

#### Boston Globe, 12/2017

**12.3%** LGBTQ 2



#### **Resident/Hospital organizations and initiatives:**

- URM Steering Committee: resident led committee focused on supporting the BMC URM resident community and mentorship of URM medical students.
- BMC Men in Black: A space for black male resident physicians at BMC to fellowship.
- Brave Spaces series through the Office of Minority Recruitment: Rich conversations with diverse providers.
  - Past Topics:
    - Brave Space: A Conversation on being LGBT in the Workplace
    - Brace Space: Religion and Spirituality
- Networking and social events hosted by the Office of Minority Recruitment
- Student National Medical Association in conjunction with BU medical school and the Office of Minority Recruitment
- Latino Medical Student Association in conjunction with BU medical school and the Office of Minority Recruitment
- BUSM STEP program low-income high school sophomores in Dorchester and Roxbury interested in sciences/medicine



#### **BMC Resources and Initiatives**

- Project ASSERT
- <u>Violence Intervention Program</u>
- The Community Violence Response Team
- <u>Faster Paths to Treatment</u>
- Center for Transgender Medicine and Surgery
- Preventive Food Pantry at Boston Medical Center
- BMC Rooftop Farm
- BMC Teaching Kitchen

### **Networking and Meetup Groups:**

- -LiteWork Events
- -Boston Young Black Professionals
- -Black Economic Council of Massachusetts
- -BlackTech Boston Meetup
- -The Boston Chapter of the Links
- National Society of Black Accountants
- Boston NAACP, Young Adult Committee
- Boston Queer Women of Color and Friends

#### **Boston Community Organizations:**

- Concerned Black Men of Massachusetts
- National Urban League, Young
  Professionals Network of the Urban
  League of Eastern Massachusetts
- New England Blacks in Philanthropy
- <u>Association of Latino Professionals for</u> <u>America - Boston Chapter</u>
- <u>East Boston Ecumenical Community</u> <u>Council (EBECC)</u>
- La Alianza Hispana
- <u>Association of Latino Professionals for</u> America
- Sociedad Latina
- Greater Boston Latino Network
- NAAAP Boston National Association of Asian-American Professionals
- Asian Community Development Corporation
- Asian Women for Health
- Boston Asian Youth Essential Service
- <u>Boston Chinatown Neighborhood</u> <u>Center</u>
- Fenway Health: one of the largest LGBTQ health centers in the country
- Boston Alliance of Gay, Lesbian, Bisexual, and Transgender Youth
- Boston Healthcare for the Homeless Program
- Greater Boston PFLAG
- The LGBT Aging Project
- The Massachusetts Commission on LGBT Youth
- Massachusetts Transgender Political Coalition

