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

12.3% LGBTQ

Percent of black doctors at Boston hospitals

<table>
<thead>
<tr>
<th>Hospital</th>
<th>Percent of Black Doctors</th>
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<tbody>
<tr>
<td>Carney Hospital</td>
<td>6.4% (out of 47 doctors)</td>
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<tr>
<td>Boston Medical Center</td>
<td>5% (772)</td>
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<tr>
<td>Boston Children’s Hospital</td>
<td>4% (175)</td>
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<tr>
<td><strong>Brigham and Women’s Hospital/Faulkner Hospital</strong></td>
<td>3.1% (1,842)</td>
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<tr>
<td>New England Baptist Hospital</td>
<td>3% (34)</td>
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<tr>
<td>Massachusetts General Hospital</td>
<td>2.8% (2,349)</td>
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<tr>
<td>Dana-Farber Cancer Institute</td>
<td>2.2% (359)</td>
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<tr>
<td>St. Elizabeth’s Medical Center</td>
<td>2.1% (195)</td>
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<tr>
<td>Beth Israel Deaconess Medical Center</td>
<td>1.9% (1,078)</td>
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<tr>
<td>Tufts Medical Center</td>
<td>1.1% (641)</td>
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<tr>
<td>Massachusetts Eye and Ear</td>
<td>.5% (192)</td>
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* Children’s data includes only doctors employed directly by the hospital, which is 8 percent of its physicians.
** The Brigham and Faulkner share physicians.
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
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
- Association of Latino Professionals for America - Boston Chapter
- East Boston Ecumenical Community Council (EBECC)
- La Alianza Hispana
- Association of Latino Professionals for 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
- Boston Chinatown Neighborhood Center
- 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