

**The Effect of National and State Politics on Recruitment and Retention Efforts of Black Physicians**

Robert C. Salinas, MD  
Assistant Dean, Access and Community Engagement  
Professor, Department of Family Medicine  
The University of Oklahoma College of Medicine

Chris McNeil, DO  
Resident Physician, Emergency Medicine  
Oklahoma State University

**EXPLORE**  
HEALTHCARE SUMMIT

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**The delivery of healthcare**

- Improved provision and distribution of health services to a patient population
- Typically include healthcare providers, insurers, and government regulators
- Measured in terms of cost, method of payment, regulation, and quality of care

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**Health and Health Care Disparity**

- **Health disparity** generally refers to a higher burden of illness, injury, disability, or mortality experienced by one population group relative to another group.
- **Health care disparity** typically refers to differences between groups in health coverage, access to care, and quality of care.




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**2023 Scorecard on State Health System Performance**

- Historically high rates of premature death
- Reproductive care and women's health
- Health care access and affordability




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**2023 Scorecard on State Health System Performance**

Health Outcomes and Behaviors	Reproductive Care and Women's Health	Health Care Access Healthy
South Carolina	South Carolina	Arizona
Alabama	Alabama	New Mexico
<b>Oklahoma</b>	Arizona	Florida
Tennessee	Georgia	Arkansas
Louisiana	Arkansas	Nevada
New Mexico	<b>Oklahoma</b>	Mississippi
Arkansas	Alaska	Georgia
Kentucky	Texas	Wyoming
Mississippi	Mississippi	<b>Oklahoma</b>
West Virginia	New Mexico	Texas




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**A Value to the Health of All: Diversity, Equity, and Inclusion in Medical Education, Research, and the Physician Workforce**

- Enhance the learning environment
- Increasing access to care for medically underserved areas
- Improving Health care encounters, trust, and communication, and adherence to medical advice
- Enhancing diversity in research to lead to the next medical discovery



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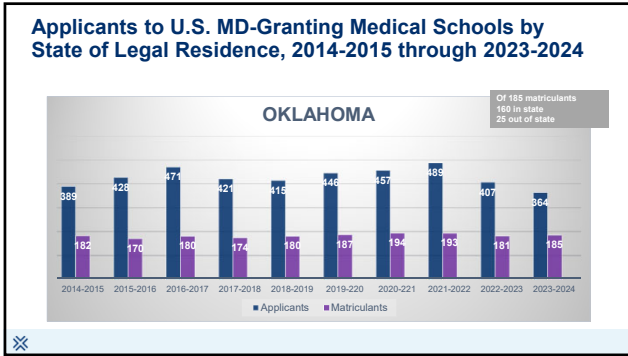
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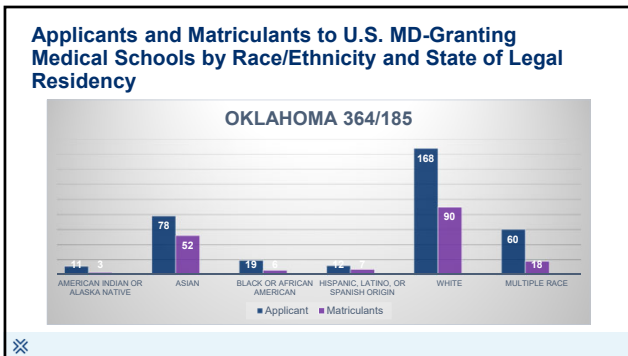
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### National Pending Legislation

- **EDUCATE Act, HR 7725:** Embracing Anti-Discrimination, Unbiased Curriculum, and Advancing Truth in Education: Murphy (North Carolina)
  - The bill would prohibit medical schools from receiving federal funding if they adopt policies and requirements relating to diversity, equity, and inclusion.
  - Companion bill in the US Senate: Kennedy (Louisiana)
- **HR 1180:** Recognizing the importance of diversity, equity, and inclusion efforts in medical education: Beatty (Ohio) and Castor (Florida)
  - Affirms the importance of a healthcare workforce representative of communities
  - Recognizes the importance of DEI efforts in medical education

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**Oklahoma Office of the Governor Executive Order 2023-31**

**State agencies shall not utilize state funds, property, or resources to:**

1. Grant support DEI positions, departments, activities to the extent they grant preferential treatment
2. Mandate any person to participate, listen to, or receive any education...grants preference based on one person's particular race or color
3. Mandate any person swear or certify, or agree to any loyalty oath
4. Mandate any person certify or declare agreement to any particular political, philosophical, religious, or ideological viewpoint
5. Mandate any applicant for employment provide DEI statement
6. Mandate any person to disclose their pronouns




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**Oklahoma Office of the Governor Executive Order 2023-31**

**Institutions of higher education, shall initiate a review of DEI positions, departments, activities**

Highlights the agency's work in supporting:

- a. first-generation college students, or
- b. students from low-income families, or
- c. students with unique abilities, or
- d. underserved student populations; or

2. Certifies compliance with applicable anti-discrimination laws, rules, and regulations.




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**in every  
CHALLENGE**

**lives a greater  
OPPORTUNITY**

Jeffrey Benjamin




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# The Future of Medicine in Oklahoma



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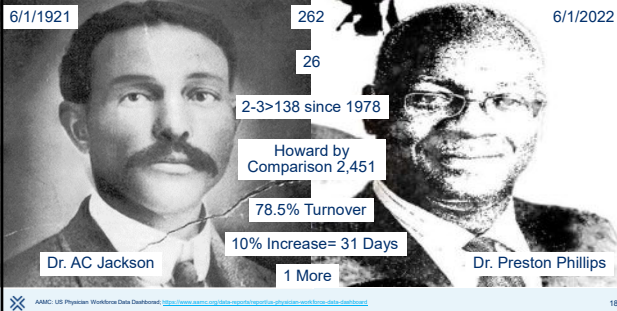
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## History = Data



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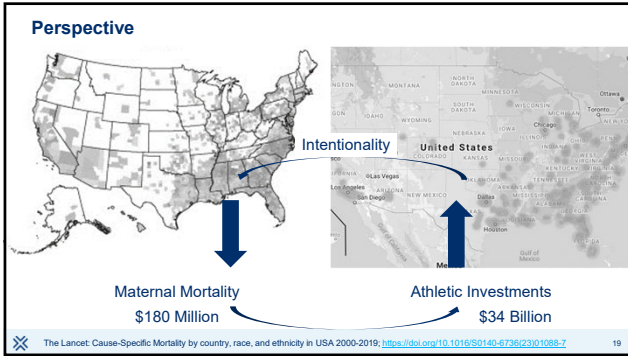
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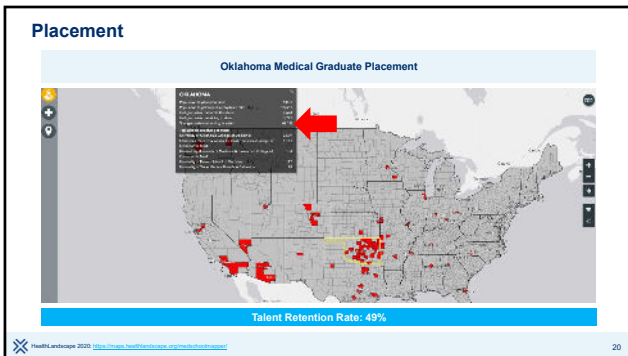
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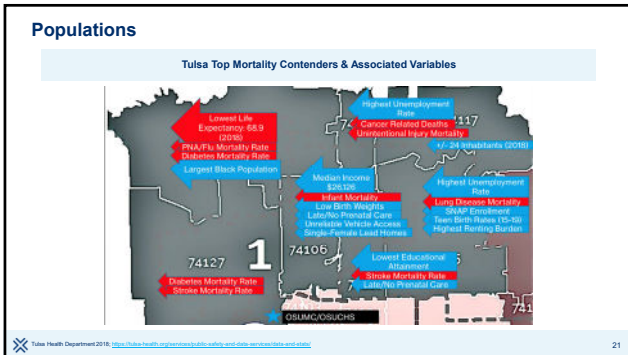
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**Performance**

Strategic Longitudinal Investments

**VISION**  
TO HAVE \$100 MILLION INVESTED INTO OKLAHOMA NEIGHBORHOODS FROM RECRUITED OCCUPATIONS AND RETAINED TALENT.



AMA: Each Oklahoma Physician brings a net impact of \$2million/community served

AMA Physician Economic Impact 2018: <https://www.ama-assn.org/practicing/physicians/economic-impact> / YMM 2024

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**EVIDENCE-BASED RECRUITMENT: INTENTIONALITY**

**GATHER PROSPECTS**  
In 2021, 536 Black Children had an interest in Biomedical Sciences as early as 3rd grade through what after school programs were offered.

**536** **HR 1775**

**GAUGE INTERESTS**  
By 8th grade in the same year that same number drops to 28 from lack of course offerings and underutilization of formative assessments like ICAP.

**28** **EQ 2023-21**

**CONDUCT EVALUATIONS**  
Surveys conducted at Universities show underrepresented students who had not had a positive experience with Chemistry prior to college were likely to change their major from pre-med following the college Chemistry experience.

**2**

**EXTEND OFFERS**  
From 2016 to 2023, one large university reports 276 Black and 386 Hispanic students who declared premed but never matriculated into medical programs in Oklahoma.

**0** **50 100**

**SIGN TALENT**  
In 2022-2023, 78.5% of our Black medical trainees matriculating from medical school to residency resided in Oklahoma.

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**SUMMER SUMMIT 2024**

**8 CITIES**

**12 SPECIALTIES**

**115 RECRUITED**

**56 VOLUNTEERS**

**\$1500** IN SCHOLARSHIP OPPORTUNITY

**38 PARENTS**

**18 SCHOOL DISTRICTS**

**8 NONPROFITS COLLABORATING**

**3 HOSPITALS PROVIDING JOB OPPORTUNITIES**

YMM 24




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**Thank You!**  
Christopher McNeil DO, CSCS, MSE



**Get Involved Today  
with  
Evidenced-Based  
Recruitment**

Volunteer  
Tell Your Story  
Learn More



**DEVELOPING THE FUTURE HEALTHCARE PROFESSIONALS OF TOMORROW**

**MISSION**  
To provide a pipeline of healthcare professionals to the workforce.

**VISION**  
To create a pipeline of healthcare professionals to the workforce.

**DATA BASED RECRUITING**  
To provide a pipeline of healthcare professionals to the workforce.

**MEDICAL CONFERENCES**  
To provide a pipeline of healthcare professionals to the workforce.

CRADLE TO CAREER COMMUNITY COLLABORATION

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