

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

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HEALTHCARE SUMMIT

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HEALTHCARE SUMMIT

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



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.



2023 Scorecard on State Health System Performance

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



The
Commonwealth
Fund



2023 Scorecard on State Health System Performance

Health Outcomes and Behaviors

South Carolina
Alabama
Oklahoma
Tennessee
Louisiana
New Mexico
Arkansas
Kentucky
Mississippi
West Virginia

Reproductive Care and Women's Health

South Carolina
Alabama
Arizona
Georgia
Arkansas
Oklahoma
Alaska
Texas
Mississippi
New Mexico

Health Care Access Healthy

Arizona
New Mexico
Florida
Arkansas
Nevada
Mississippi
Georgia
Wyoming
Oklahoma
Texas





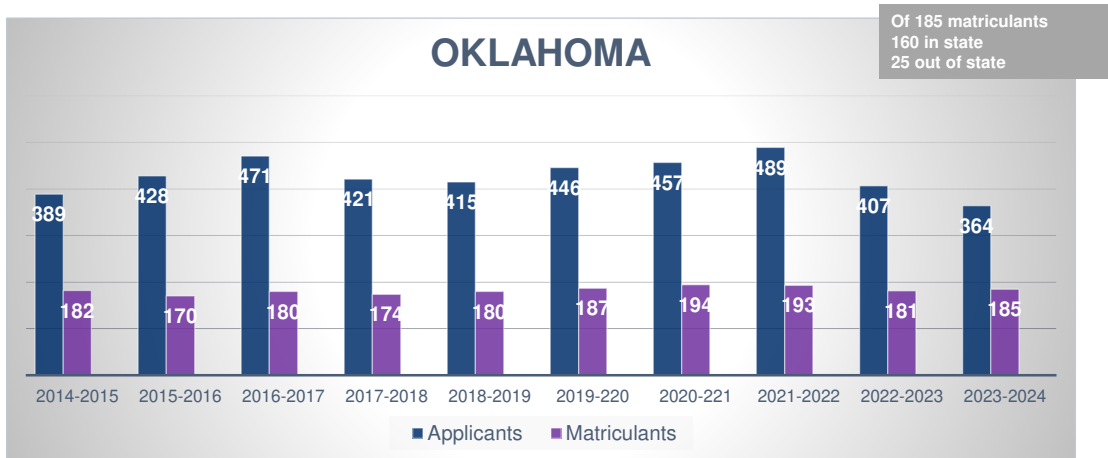
A Value to the Health of All: Diversity, Equity, and Inclusion in Medical Education, Research, and the Physician Workforce

- 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

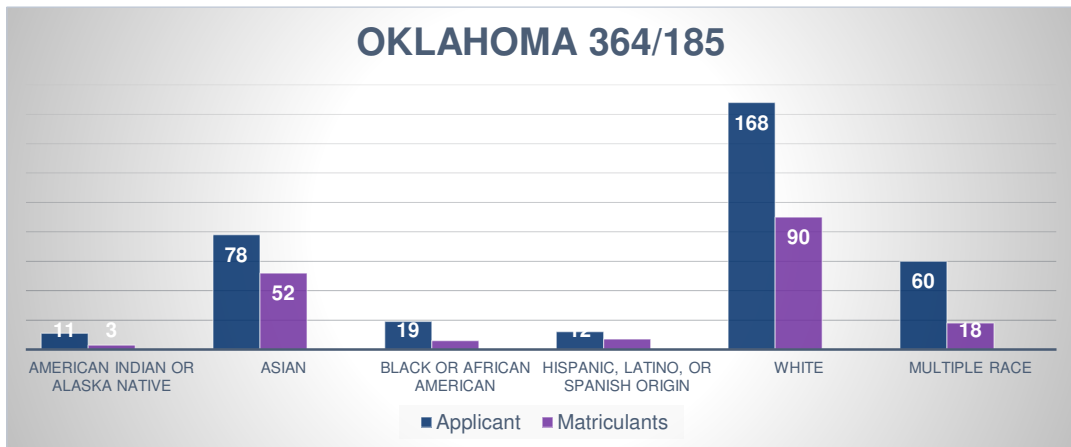




Applicants to U.S. MD-Granting Medical Schools by State of Legal Residence, 2014-2015 through 2023-2024



Applicants and Matriculants to U.S. MD-Granting Medical Schools by Race/Ethnicity and State of Legal Residency



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



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



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.



**in every
CHALLENGE**

**lives a greater
OPPORTUNITY**

Jeffrey Benjamin



References

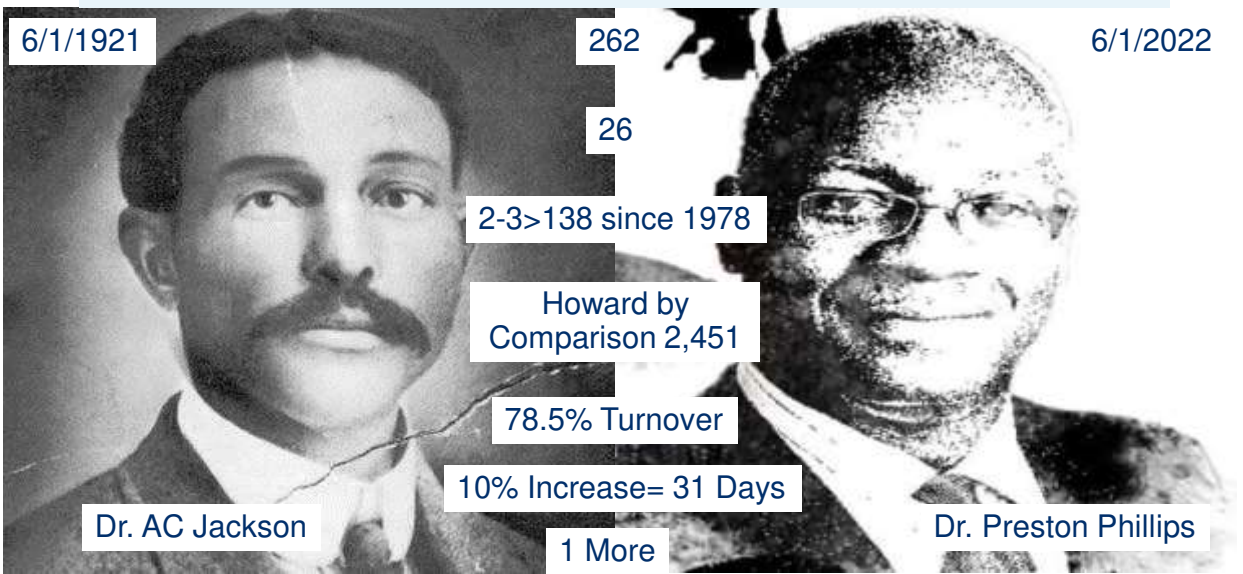
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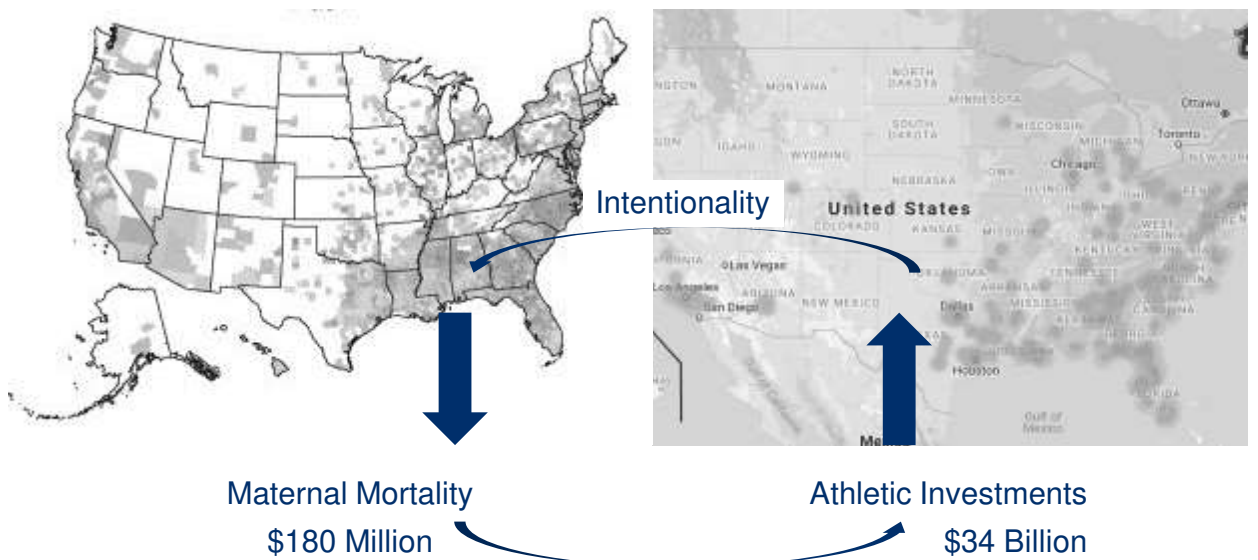
The Future of Medicine in Oklahoma



History = Data



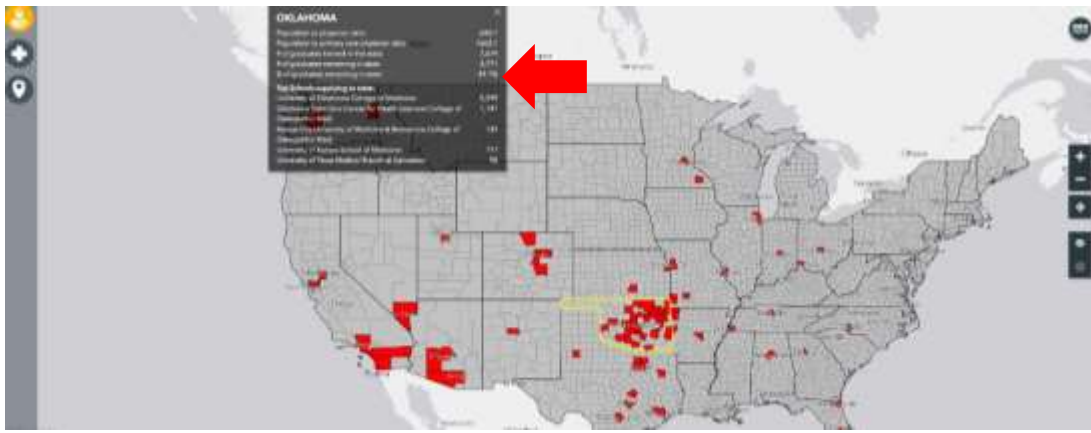
Perspective



The Lancet: Cause-Specific Mortality by country, race, and ethnicity in USA 2000-2019; [https://doi.org/10.1016/S0140-6736\(23\)01088-7](https://doi.org/10.1016/S0140-6736(23)01088-7)

Placement

Oklahoma Medical Graduate Placement



Talent Retention Rate: 49%

Populations

Tulsa Top Mortality Contenders & Associated Variables



Tulsa Health Department 2018; <https://tulsa-health.org/services/public-safety-and-data-services/data-and-stats/>

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



SUMMER SUMMIT 24

8 CITIES

12 SPECIALTIES

73
IN ATTENDANCE

115
RECRUITED

56
VOLUNTEERS

\$1500
IN SCHOLARSHIPS GIVEN AWAY

38 PARENTS

12 SCHOOL DISTRICTS

9 NONPROFITS COLLABORATING

3 HOSPITALS PROVIDING JOB OPPORTUNITIES

YMM

Thank You!

Christopher McNeil DO, CSCS, MSE



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DEVELOPING THE FUTURE HEALTHCARE PROFESSIONALS OF TOMORROW.

MISSION
To provide Oklahoma's underserved communities with the best young medical professionals to improve healthcare outcomes.

COMMUNITY EVENTS
[Icons for various community events]

FELLOWSHIPS
[Icons for various fellowship programs]

AFTER-SCHOOL PROGRAMMING
[Icons for various after-school programs]

MENTORSHIP BY MEDICARE

DATA BASED RECRUITING
100+ COLLETS IN YOUR COUNTY WILL INTERVIEW WITH US. HOW MANY WILL JOIN US? COLLEGE, HIGH SCHOOL, TRACK FOOTBALL.

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

MEDICAL CONFERENCES SUMMIT
GET TO KNOW US AND SEE WHAT WE'RE UP TO. JOIN US FOR OUR NEXT MEDICAL CONFERENCE. WE'LL BE THERE TO MEET YOU.

CRADLE TO CAREER COMMUNITY COLLABORATION