

SMHS biomedical research workforce diversity

Enhancing diversity in our biomedical workforce remains an important goal, as African American, Latinx and indigenous people make up about 30% of the US population but represent only about 10% of biomedical professionals. While the national proportion of natural science baccalaureates (approximately 17%, [NSF](#)) and natural science PhDs (approximately 12%; [NSF](#)) and MDs (about 12%; [AAMC](#)) earned by individuals from underrepresented racial and ethnic groups each year has risen steadily, disparities continue at each educational level, and their impact is cumulative.

Diversity benefits both our educational and research work environments ([NIH](#)). Students from diverse groups offer new perspectives and raise new questions, and enhance the cognitive development, satisfaction, and leadership abilities of all students. Diversity fosters scientific innovation and discovery and increases the likelihood that outcomes will benefit individuals from health disparity populations. Diversity is important.

The university [dashboard](#) and administrative offices provide a snapshot of current representation at SMHS and Ross Hall, below. We further value engagement by researchers from sexual minority groups (about 10% of the District's population identifies lesbian, gay, bisexual or transgender), as well as individuals with physical disabilities and those from disadvantaged socio-economic groups, although we have no systematic data on the representation of these individuals in our biomedical workforce.

Our Students

- The MD program (2017-2020 classes; n=717) is 57% female, 43.3% White, 28.8% Asian, 9.8% African American and 10.3% Hispanic
- The PhD program (2020 IBS; n= 60) is 67% female, 58% White, 13% Asian, 6.7% African American, 12% Hispanic
- Physical Therapy (2018 and 2019; n=270) is 75.6% female, 72% White, 9.6% Asian, 2.6% African American, 4.8% Hispanic
- Physician's Assistant (2018 and 2019; n=288) is 72% female, 56.6% White, 17.4% Asian, 3.1% African American, 8.3% Hispanic

Our Staff

- The Ross Hall employee group (n= 235) is 66% female, 48% White, 23% Asian, 17% African American, 5% Hispanic. The Research Full-Time subset (2020; n =87) is 65% female, 41% White, 41% Asian, 4.7% African American, 11.5% Hispanic. The Staff Full-Time subset (2020; n=84) is 82% female, 47.6% White 6% Asian, 38% African American.

Our Faculty

- Faculty (SMHS total regular faculty, 2020, n= 1161) are affiliated with a variety of institutions such as CNH (52%), the GW Medical Faculty Associates (30%), SMHS (10%), the Veterans Administration (5%) and other organizations. Overall, the regular faculty is 55% female, 57.5% White, 20.4% Asian, 8.4% African American; 3.5% Hispanic.

SMHS programs and plans to enhance diversity in the biomedical workforce

Strategies to enhance diverse representation in our research programs are based on conceptual models for academic persistence that include hands-on STEM experiences to build science self-efficacy and identity. GW and CNH have numerous pipeline programs described [here](#) to build diversity in research and medicine at the pre-college, college and graduate medical levels that stimulate biomedical careers. At the professional level, efforts emphasize enhanced health equity, with cultural humility educational programs, research strategies for community-

sensitive research, as well as appointments, promotions and tenure processes to recruit and retain faculty.

Many efforts are coordinated at the university level by Caroline Laguerre-Brown JD, the GW Vice Provost for Diversity, Equity and Community Engagement, who is joined by Yolanda Haywood, MD Senior Associate Dean for Diversity and Inclusion at SMHS, and Denice Cora Bramble MD, Chief Medical Officer/Chief Diversity Officer at CNH.