

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

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



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
 - Brave 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](#)
 - [Violence Intervention Program](#)
 - [The Community Violence Response Team](#)
 - [Faster Paths to Treatment](#)
 - [Center for Transgender Medicine and Surgery](#)
 - [Preventive Food Pantry at Boston Medical Center](#)
 - [BMC Rooftop Farm](#)
 - [BMC Teaching Kitchen](#)
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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](#)

