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BACKGROUND

- Health disparities are a healthcare system and societal crisis¹
- An essential step in reducing racial disparities is having a diverse health care workforce reflective of the patient population it serves.
- The impact of structural racism is further illustrated within higher education by the racial inequities in health professional education.
- The marked drop-off in admission and enrollment of people of color as you progress in academic credentials is evident²
- Salsberg and colleagues (2021), provide examples of health professional educational programs requiring advanced credentials, translating to decreased number of graduates of color³
- The advanced credential must remain in critical discussions of strategies to increase diversity, as a consistent recommendation to reduce health disparities by scholars is to increase the number of underrepresented minorities in the health professions⁴

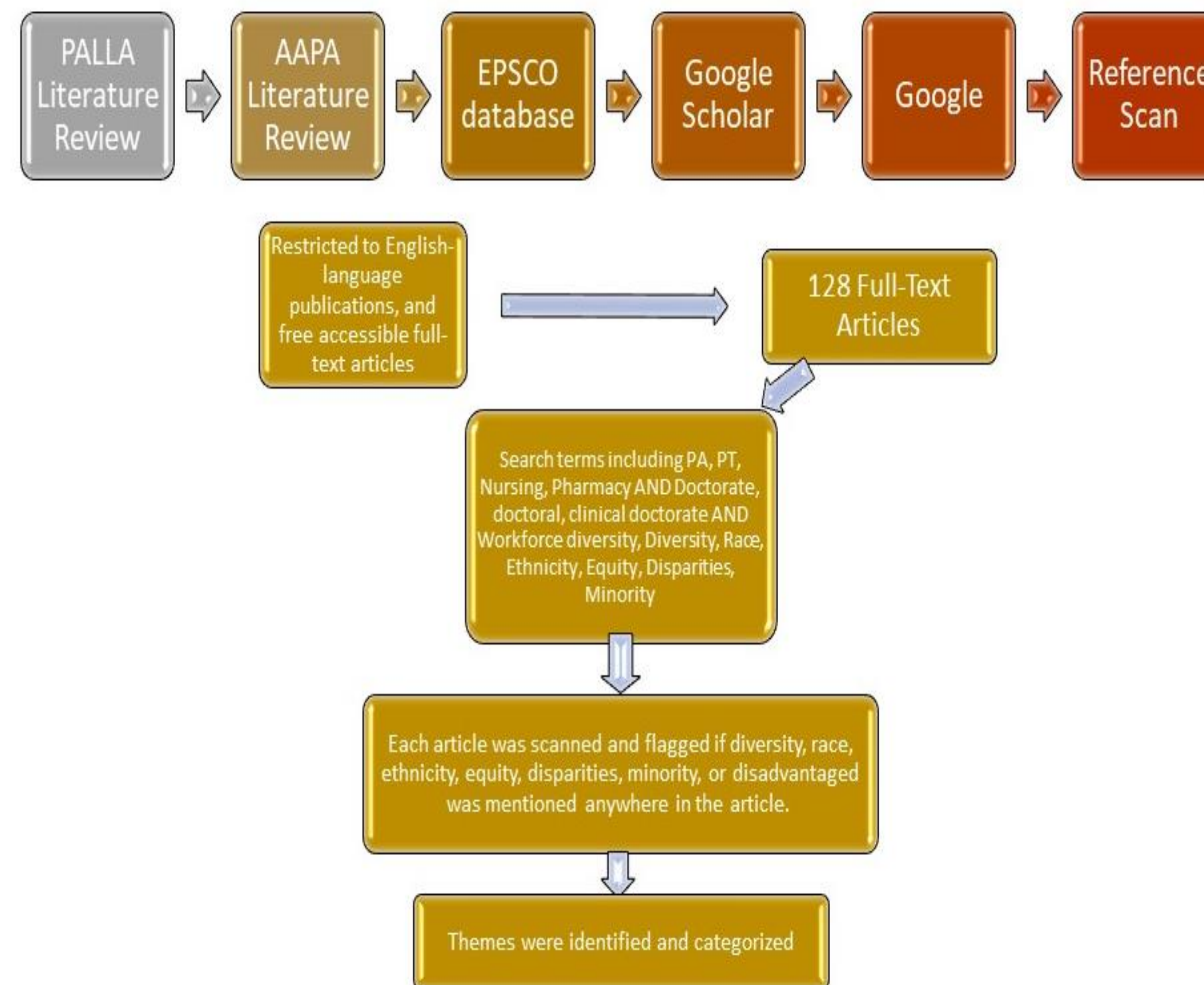
PURPOSE

- To provide the results of an extensive literature review of health professional clinical doctorate literature exploring the impact of transitioning to a doctoral degree on workforce diversity
- This poster should particularly benefit health professional educators advocating and strategizing on increasing workforce diversity within a profession with advancing academic credentials.

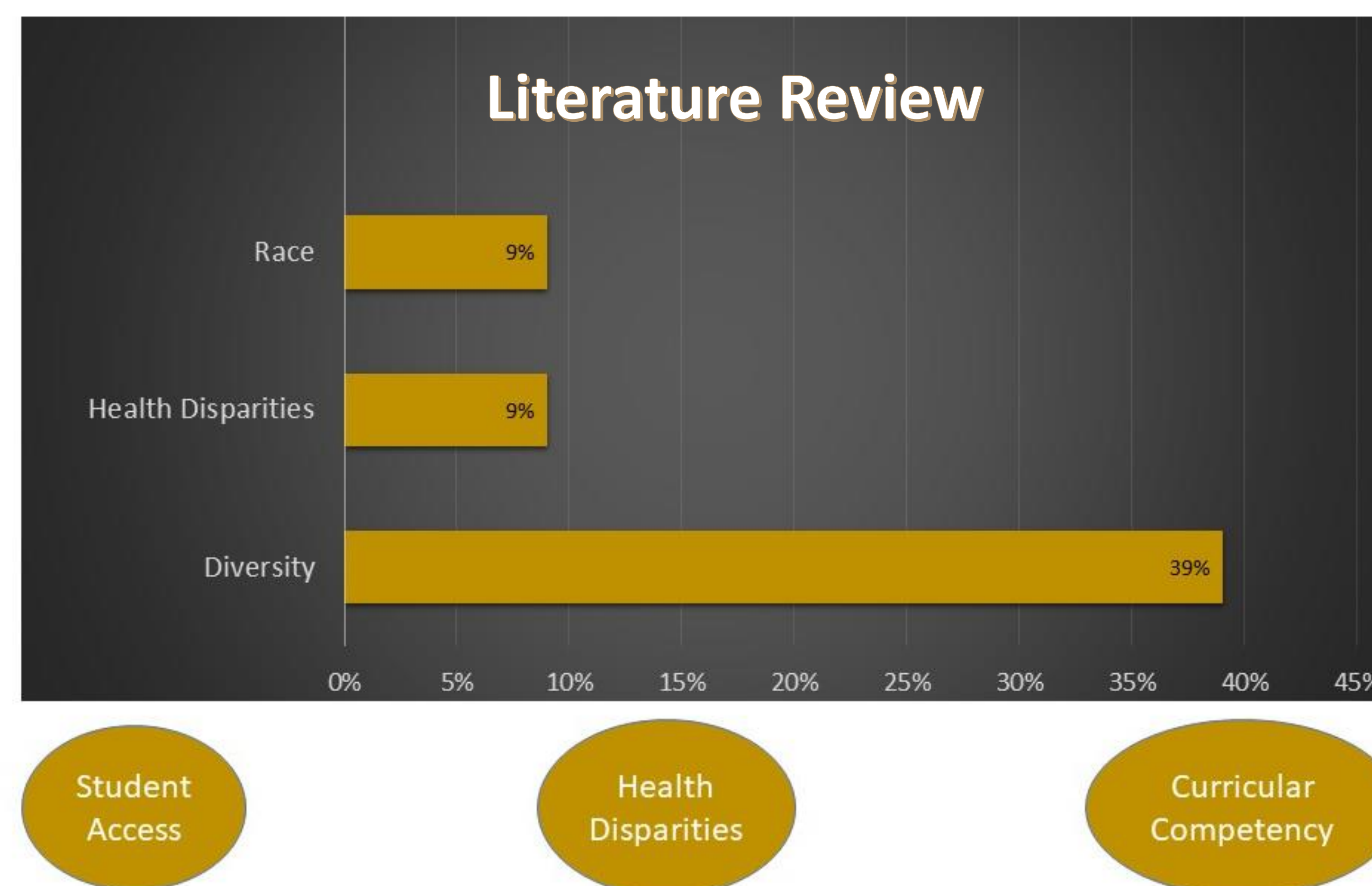
RESEARCH QUESTION

- Does transitioning to a higher academic credential affect diversity in health professions?

METHODOLOGY



RESULTS



KEY FINDINGS

- 50 articles (39% of the total) addressed diversity,
- 12 articles (9% of the total) mentioned health disparities
- Only 12 articles (9% of total) articles explicitly used the term of race
- **Curriculum**
 - Diversity was identified as a key curricular competency with health professions programs
 - There was intentionality developing programs and learning modules addressing cultural diversity, health disparities, social determinants of health, and caring for vulnerable populations.
- **Decreased Student Representation**
 - Potential reduction in the number of programs
 - Increased length and cost of programs,
 - Lack of sufficient diversity in the applicant pool and faculty,
 - Limited accessibility.
- **Increased Student Representation:**
 - Students of color expressed increased interest and a more positive attitude in pursuing an advanced degree
 - Increases career pathways, expansion of roles, and training opportunities may increase interest for students from diverse backgrounds.
- **Health Disparities**
 - Could impact the retention of nurses which could threaten the ability to adequately address disparities in health care
 - Current health system continues to perpetuate health disparities and that the advanced credential could foster new innovative practices, increase knowledge and skill, which could help address health disparities more effectively.
- Many of the references simply provided opinions of those within the profession and were not attached to evidence-based research methodology.

REFERENCES

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