



THE SULLIVAN ALLIANCE

**Planning for a Florida Alliance  
June 18-19, 2007**

**Louis W. Sullivan, M.D.  
President Emeritus, Morehouse School of Medicine**

**The Sullivan Alliance:  
A National Strategy to Diversify the Health Professions**

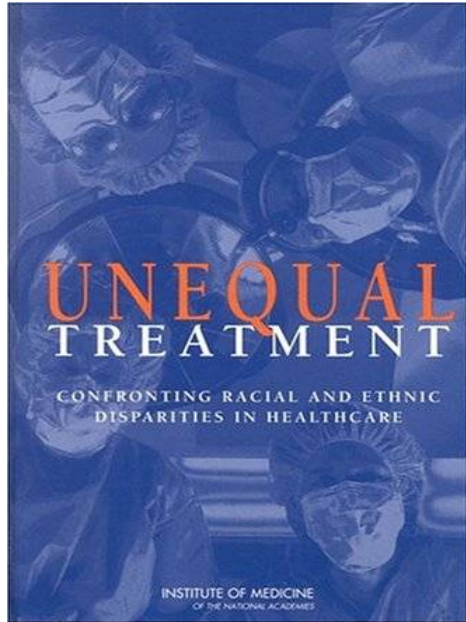
Marriott Residence Inn  
Tallahassee, Florida

# America's Changing Colors

- While African Americans, Hispanic Americans and Native Americans make up more than **25 percent of the U.S. population**, they represent only
  - 9% of nurses
  - 6% of physicians
  - 5% of dentists



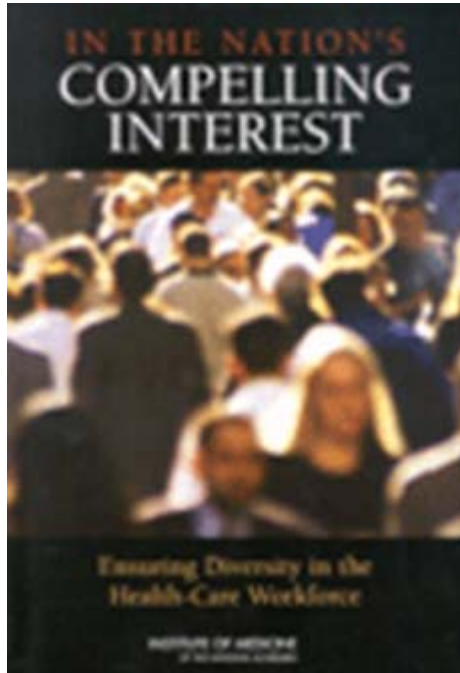
# Congressionally-Mandated IOM Report (2002)



5 Major Findings + 19 Recommendations, including:

- Finding: Racial and ethnic minorities tend to receive a lower quality of healthcare than non-minorities, even when access-related factors, such as patient's insurance status and income, are controlled.
- ***Recommendation 5-3:***  
***Increase the proportion of underrepresented U.S. racial and ethnic minorities among health professionals.***

# In the Nation's Compelling Interest (IOM, 2004)



- Report addresses benefits of greater diversity among health professionals and provides strategies that may increase diversity in five areas, including:
  - admissions policies and practices of health professions education institutions;
  - public (e.g., state and federal) sources of financial support for health professions training;
  - standards of health professions accreditation organizations pertaining to diversity;
  - the "institutional climate" for diversity at health professions education institutions; and
  - the relationship between Community Benefit principles and diversity.

**MISSING PERSONS:  
MINORITIES IN THE  
HEALTH PROFESSIONS**

---

A REPORT OF THE SULLIVAN COMMISSION ON  
DIVERSITY IN THE HEALTHCARE WORKFORCE



THE SULLIVAN COMMISSION

September 2004

# The Sullivan Commission

- Established in April 2003, and charged by the W.K. Kellogg Foundation with identifying and understanding the barriers to achieving diversity in the health professions and then to find solutions.
- Under the leadership of former U.S. Secretary of Health and Human Services Louis W. Sullivan, M.D., the Commission comprised 16 leaders in health, education, civil rights, and business. Former U.S. Senate Majority Leader Robert Dole and former U.S. Congressman & Congressional Health Subcommittee Chairman Paul Rogers served as Honorary Co-Chairs.



# The Sullivan Commission Report: *Missing Persons: Minorities in the Health Professions*

## Brought together:

- Findings from testimony
- Health sciences literature
- Commissioned studies
- Considerable expertise and experience of the members of the Commission



# The Sullivan Commission Report: *Missing Persons: Minorities in the Health Professions*

The Commission put forth **37 recommendations** based upon three overarching principles:

1. To increase diversity in the health professions, the **culture** of health professions schools must change;
2. **New and nontraditional** paths to the health professions should be explored; and
3. **Commitments** must be at the highest levels of our government and in the private sector.



# A Blueprint for Change

- To support diversity and cultural competence in the health workforce, leadership is needed from all sectors in our society – from business, labor, government and educational institutions.
- Health professions schools should have specific goals, standards, policies and accountability mechanisms to assure diversity and cultural competence in their graduates.
- Admissions policies and procedures should be more holistic and individualized to insure diversity and cultural competence in health professions students and graduates.

# A Blueprint for Change

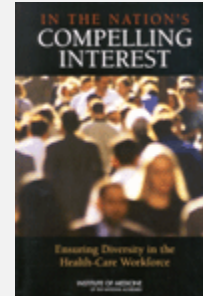
- Multilingual competence should be enhanced in health professionals.
- Substantial increases in student funding programs are needed, with an emphasis on scholarships, loan forgiveness, and tuition reimbursement programs, in preference to loans.
- Accrediting bodies for health professions education programs should embrace diversity and cultural competence as requirements for accreditation.



# Transforming Health Professions



Sullivan Commission on Diversity  
in the Health Professions



Institute of Medicine Panel on  
Health Professions Diversity



THE SULLIVAN ALLIANCE

January 2005

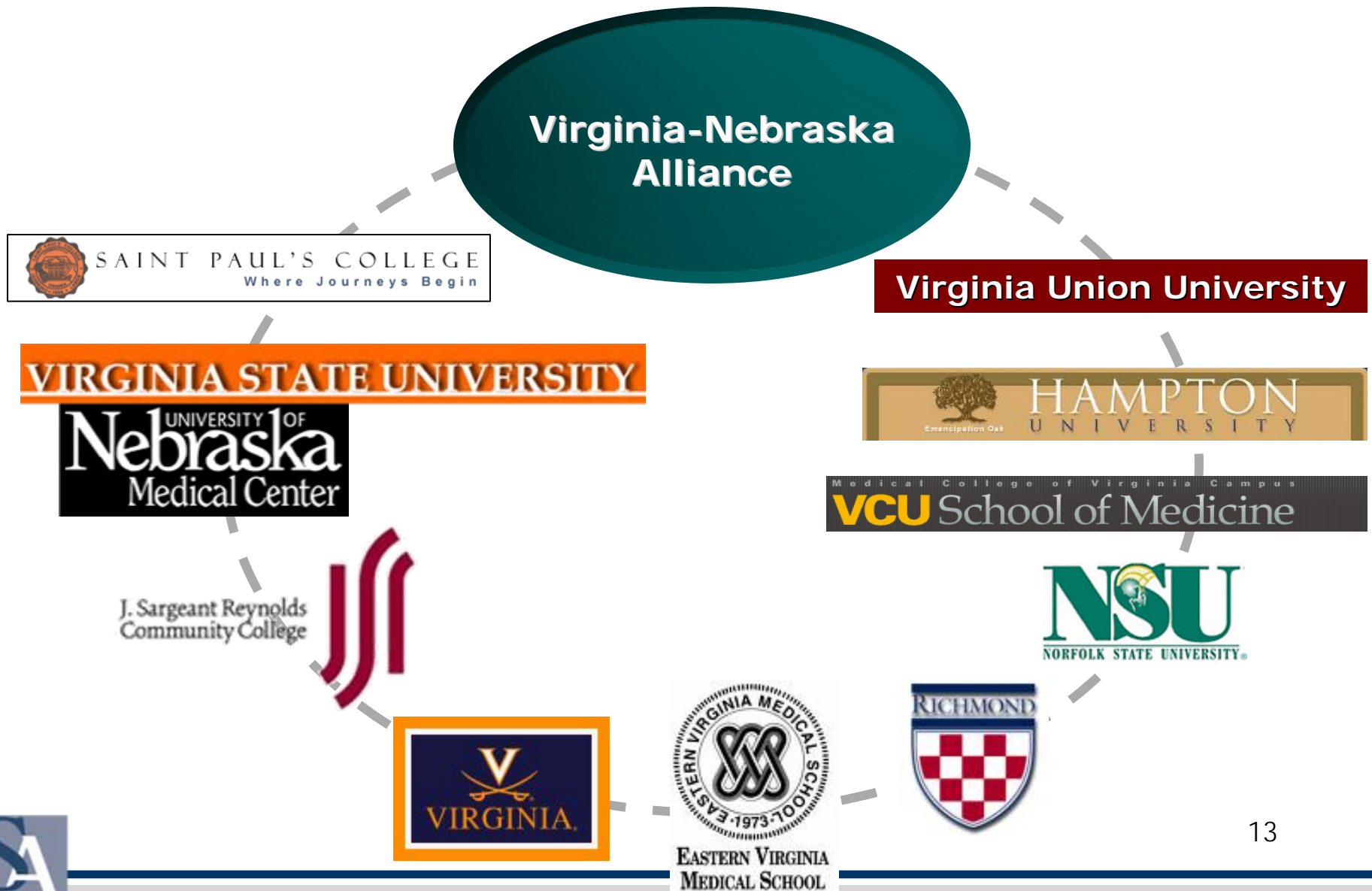




THE SULLIVAN ALLIANCE

**Transforming America's  
Health Professions**

# The Virginia-Nebraska Alliance



# The Commission to End Health Care Disparities

## Commission to End Health Care Disparities



- **American Physical Therapy Association (APTA)**

In January 2006, APTA's Commission on Accreditation approved a policy that emphasizes the need for diversity among physical therapists. This action resulted from the reports of the Sullivan Commission (*Missing Persons: Minorities in the Health Professions*) and the Institute of Medicine (*In the Nation's Compelling Interest*).

- **ADEA's Policy on Diversity and Inclusion**

ADEA Board in September 2006 approved a new statement of **Policy on Diversity and Inclusion** that strongly endorses the continuous use of practices that achieve excellence through diversity and inclusion.





# Building Momentum

- **Targeted speaking engagements nationwide**
  - Keynote address, Grantmakers In Health Annual Conference 2006
  - American Dental Education Association
  - National Medical Association
  - Council on Higher Education Accreditation
  - University of North Texas, Conference on Health Disparities
  - American Association of Colleges of Nursing
  
- **Foundation outreach**
  - W.K. Kellogg Foundation
  - California Endowment
  - California Wellness Foundation
  - Robert Wood Johnson Foundation



National Leadership Symposium on Health Professions Diversity  
March 13, 2007, Washington, DC

- The Sullivan Alliance brought together approximately 55 leaders from the more successful health professions institutions to:
  - (1) identify the most important lessons learned from effective strategies for increasing diversity in the health professions; and
  - (2) build a foundation for ongoing dialogue and resource sharing to enhance diversity.
- Three themes emerged:
  - 1) Leadership and Accountability
  - 2) Pipeline Programs
  - 3) Accreditation Standards



# Capturing Best Practices

- Leadership and Accountability
  - Leaders need to demonstrate a commitment to diversity by engaging the community, creating a culture within the institution which supports the implementation of a strategic plan that establishes goals for success and mechanisms for accountability, dissemination of best practices and outcomes, and development of resources to support the financial requirements of related programs.
  - Leaders should be accountable to others, including boards, constituencies, and the community.



# Capturing Best Practices

- Pipeline Programs

- Pipeline programs at every level are critical, as are programs that ensure teacher preparation, support for quality K-12 science and math programs, the vital role of community colleges, community hospitals, teaching hospitals, and health care systems, in efforts to increase health professions diversity.
- These programs should include all disadvantaged minority groups, especially African American programs, which in some areas are in jeopardy.



# Capturing Best Practices

- Accreditation Standards
  - The concept of excellence should include a racially and ethnically diverse population; and efforts to recruit and graduate diverse health professionals must be viewed as a nationwide goal, as well as a specific goal of individual institutions.
  - Accreditation standards can play a key role in ensuring a broad commitment to diversity of students and faculty.



- A summary of the Symposium's proceedings and findings is being disseminated to health professions schools, colleges and universities, community colleges, community groups, corporations, foundations, and policy-makers.
- The Sullivan Alliance will host regional conferences with faculty, executives and administrative officers of colleges, universities and health professions schools to provide a forum to further review and share effective strategies for achieving diversity in the health professions.



# Moving Forward

- Spotlight best practices in recruitment and retention of underrepresented minorities in the health professions.
- Establish statewide alliances between higher education institutions, following the Virginia-Nebraska Alliance model.
- Advocate for programs that will provide additional scholarships and low-interest loans for health professions students.
- Develop bridging initiatives for high schools, community colleges, baccalaureate institutions, and health professions schools.





THE SULLIVAN ALLIANCE

# Transforming America's Health Professions