

Echoes of Crisis: The Student National Medical Association Releases Insights from the Landmark Survey - A Vital Pulse Check for National Health

Dismantling Medical School Diversity, Equity, and Inclusion Efforts Threaten to Increase Physician-Patient Gap: Largest Study of U.S. Underrepresented Medical School Students Reveals Urgent Concerns

PRESS RELEASE APRIL 30, 2024

STUDENT NATIONAL MEDICAL ASSOCIATION





The Student National Medical Association is the oldest and largest student-run organization focused on the needs and concerns of medical students of color. Established in 1964, the SNMA is dedicated to increasing the number of clinically excellent, culturally competent, and socially conscious physicians, with a particular emphasis on addressing health disparities in underserved communities.

Image Source: Nneoma Nzeduru

STUDENT NATIONAL MEDICAL ASSOCIATION



The Student National Medical Association (SNMA) has conducted the largest-ever national survey to date, shedding light on critical challenges facing underrepresented medical students across the United States.

1,603
Total Responses
Received

Landmark Survey Details

- Distributed from March 28th to April 4th, 2024.
 - Disseminated at the SNMA Annual Medical Education Conference and via Social Media Platforms
- Statistical Significance
 - The survey is statistically significant using standard analytical measures including but not limited to measurements of P value and confidence intervals (<0.05 and 95% respectively)

Attitudes Toward Diversity, Equity, and Inclusion Climate

SNMA AMEC 2024

A SURVEY CONDUCTED BY THE
STUDENT NATIONAL MEDICAL ASSOCIATION

STUDENT NATIONAL MEDICAL ASSOCIATION

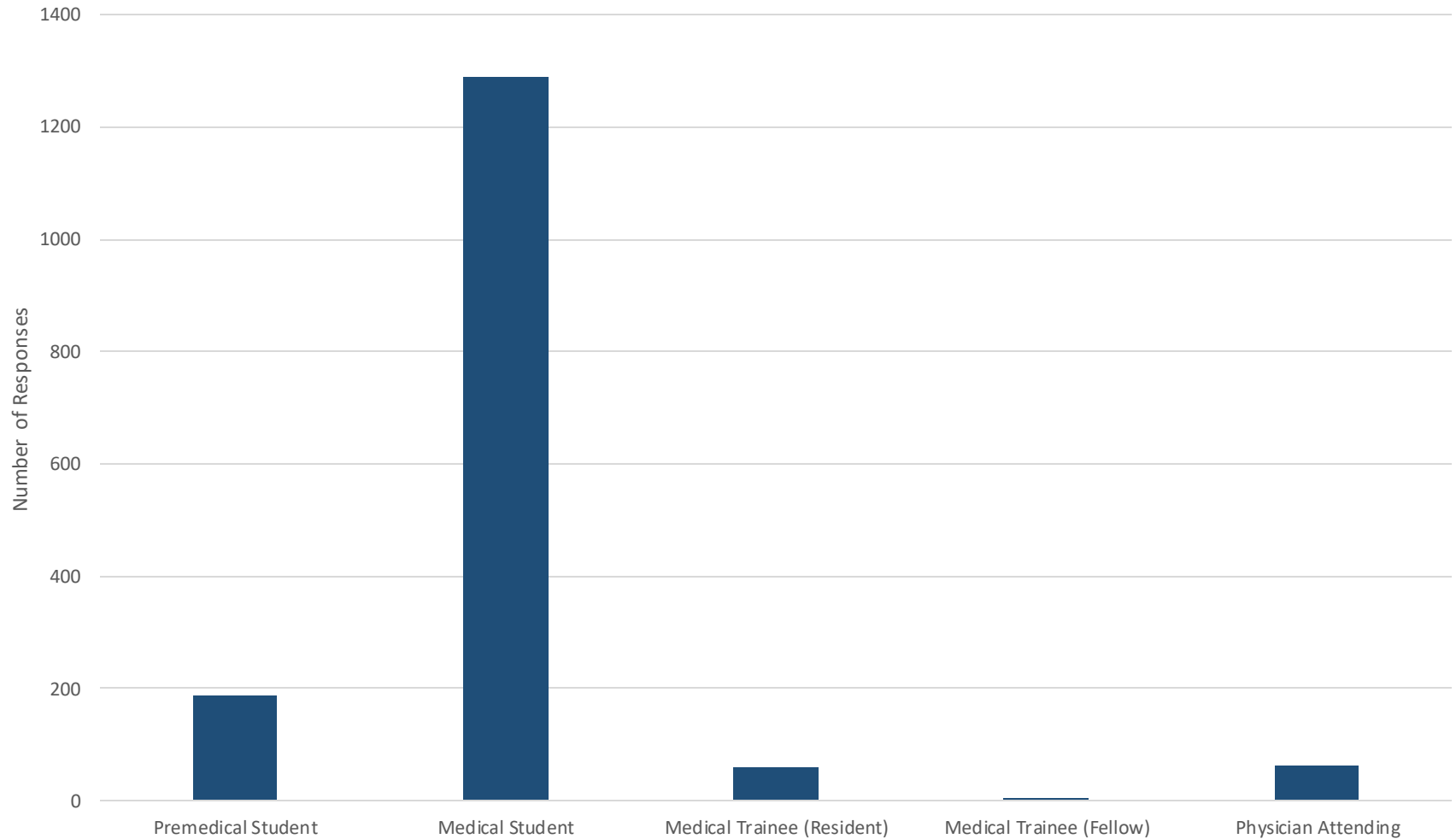


1. What is your current level of training?

- A. Premedical Student
- B. Medical Student
- C. Medical Trainee (Resident)
- D. Medical Trainee (Fellow)
- E. Physician Attending



1. What is your current level of training?

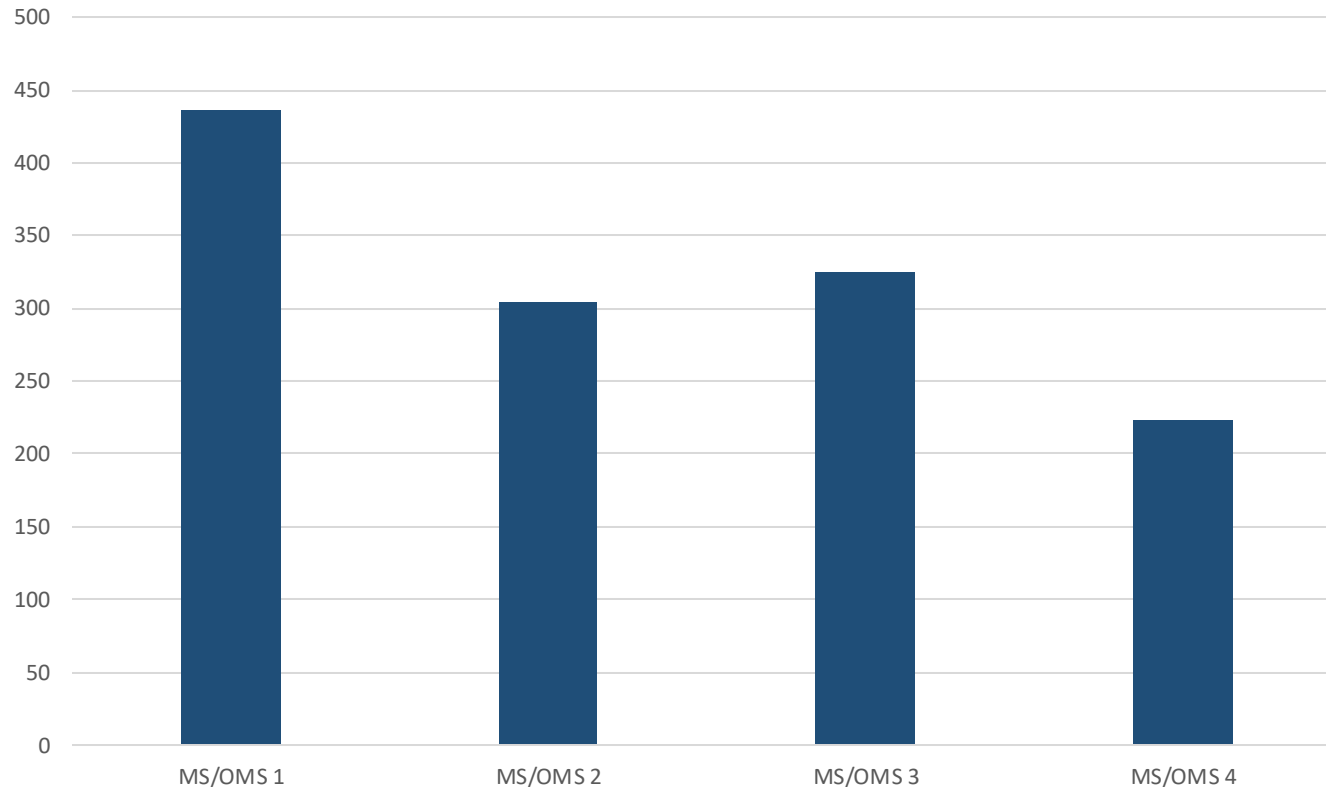


2. If you selected "medical student", please select your specific stage in training.

- A. MS/OMS 1
- B. MS/OMS 2
- C. MS/OMS 3
- D. MS/OMS 4



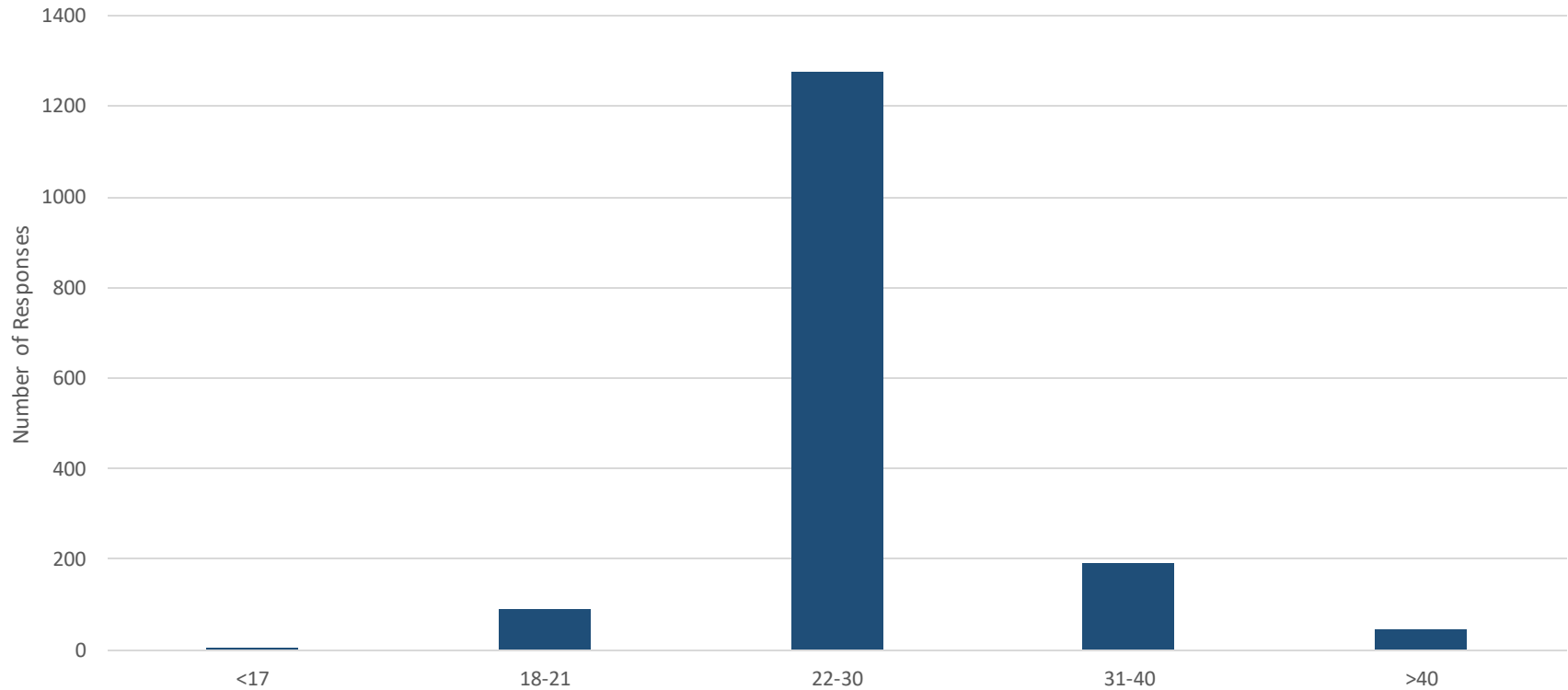
2. If you selected "medical student", please select your specific stage in training.



3. Please select your age range.

- A. <17
- B. 18-21
- C. 22-30
- D. 31-40
- E. >40

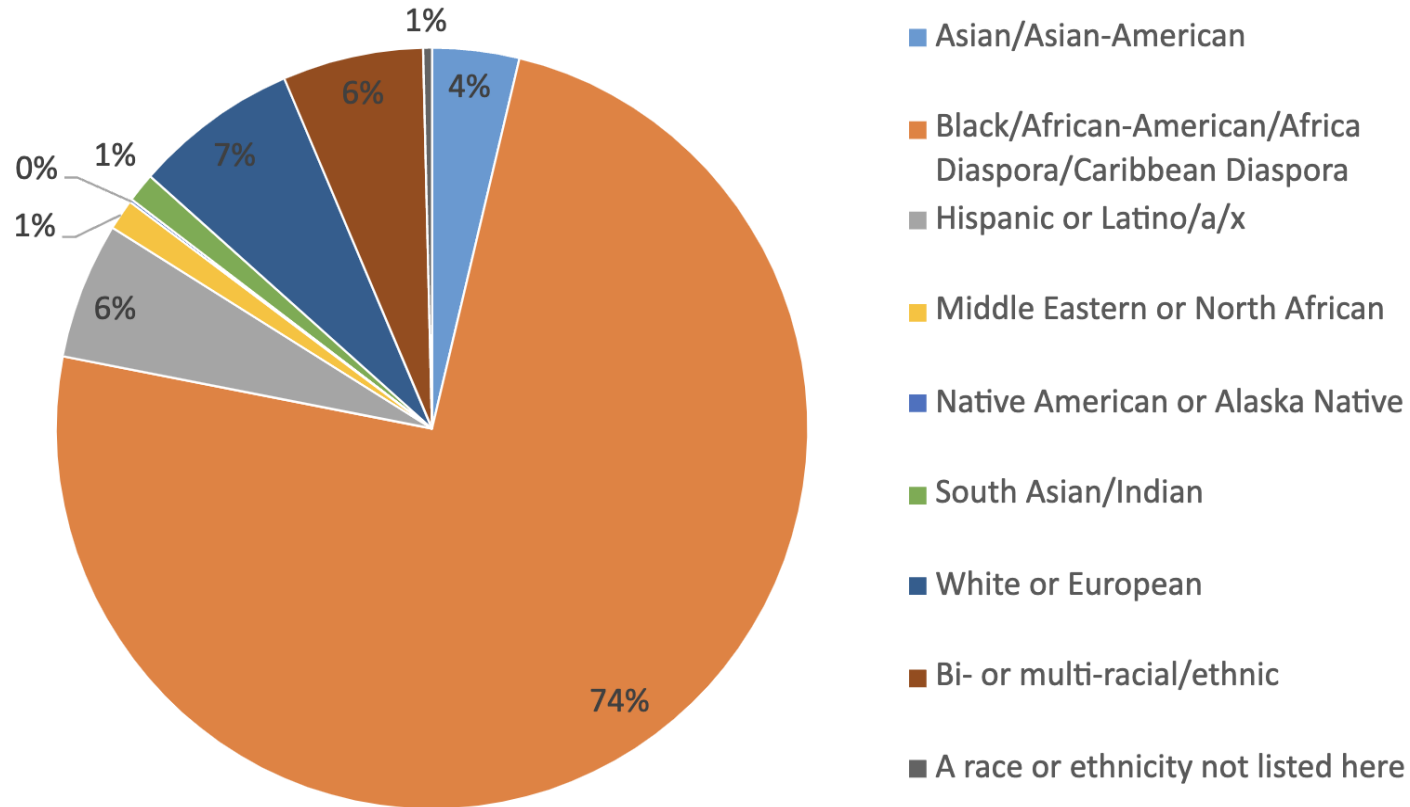
3. Please select your age range.



4. Please select the race/ethnicity or races /ethnicities that you feel best describe you.

- A. Asian/Asian-American
- B. Black/African-American
- C. Black/Africa Diaspora
- D. Black/Caribbean Diaspora
- E. Hispanic or Latino/a/x
- F. Middle Eastern or North African
- G. Native American or Alaska Native
- H. South Asian/Indian
- I. White or European
- J. Bi- or multi-racial/ethnic
- K. A race or ethnicity not listed here

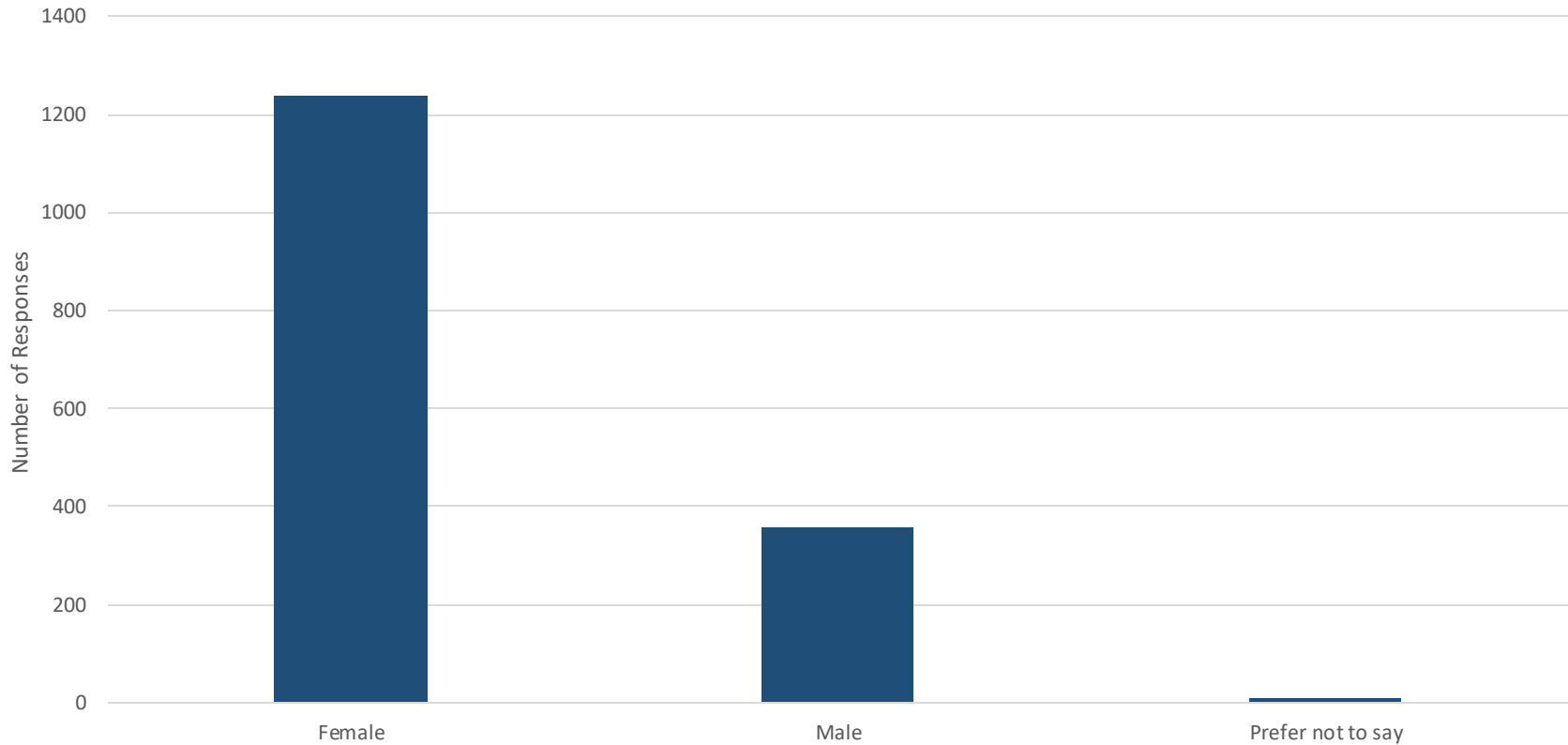
4. Please select the race/ethnicity or races /ethnicities that you feel best describe you.



5. Biological sex at birth?

- A. Female
- B. Male
- C. Prefer not to say

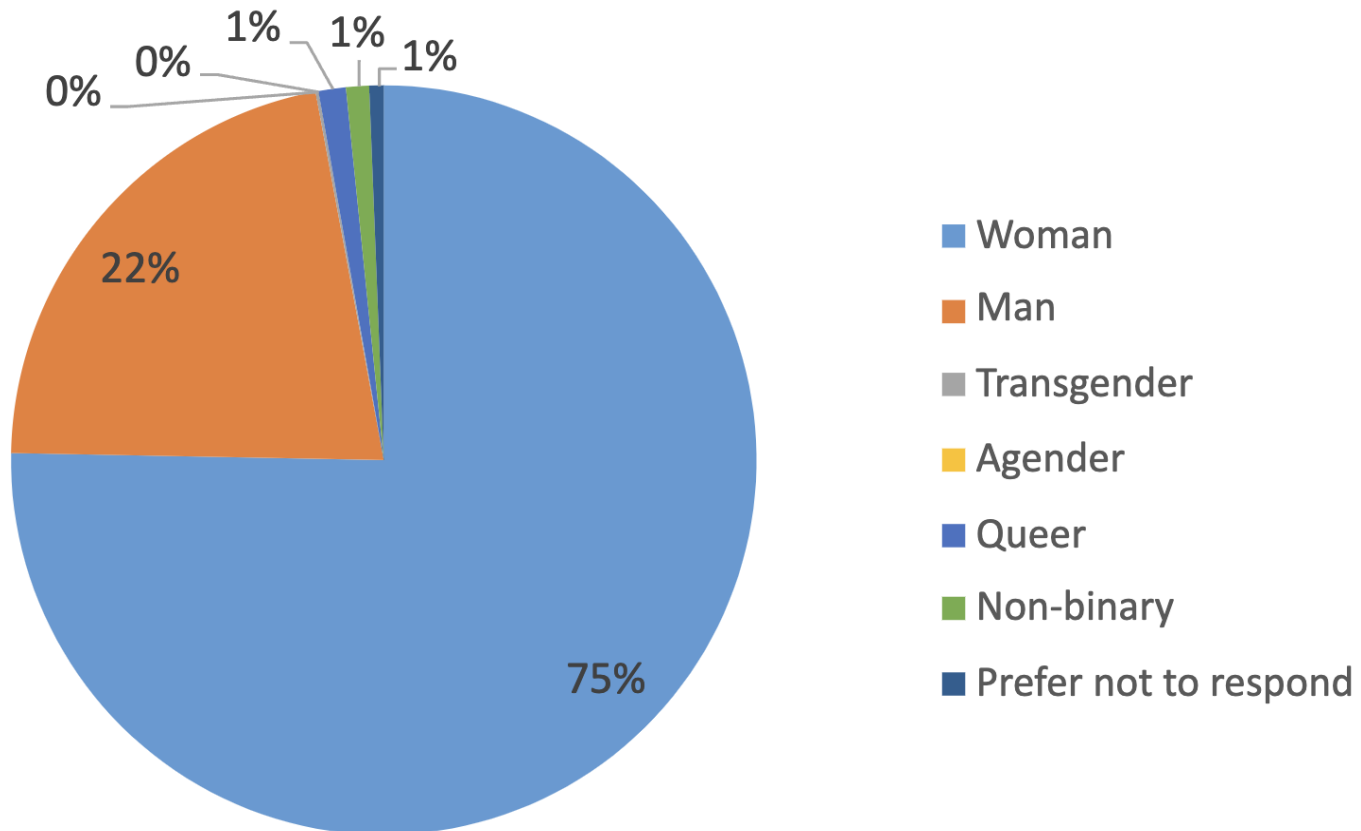
5. Biological sex at birth?



6. What is your gender identity?

- A. Woman
- B. Man
- C. Transgender
- D. Agender
- E. Queer
- F. Non-binary
- G. Prefer not to respond

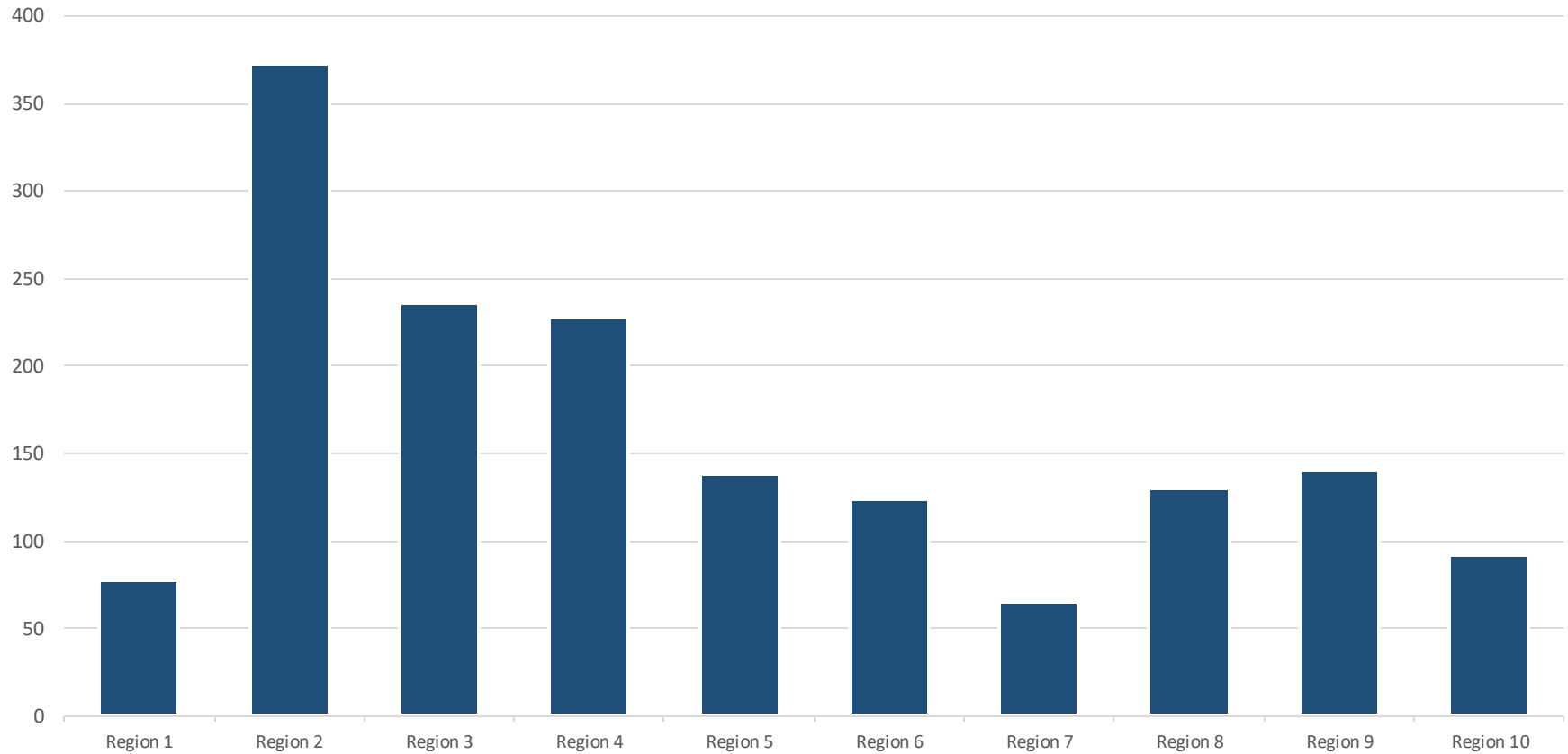
6. What is your gender identity?



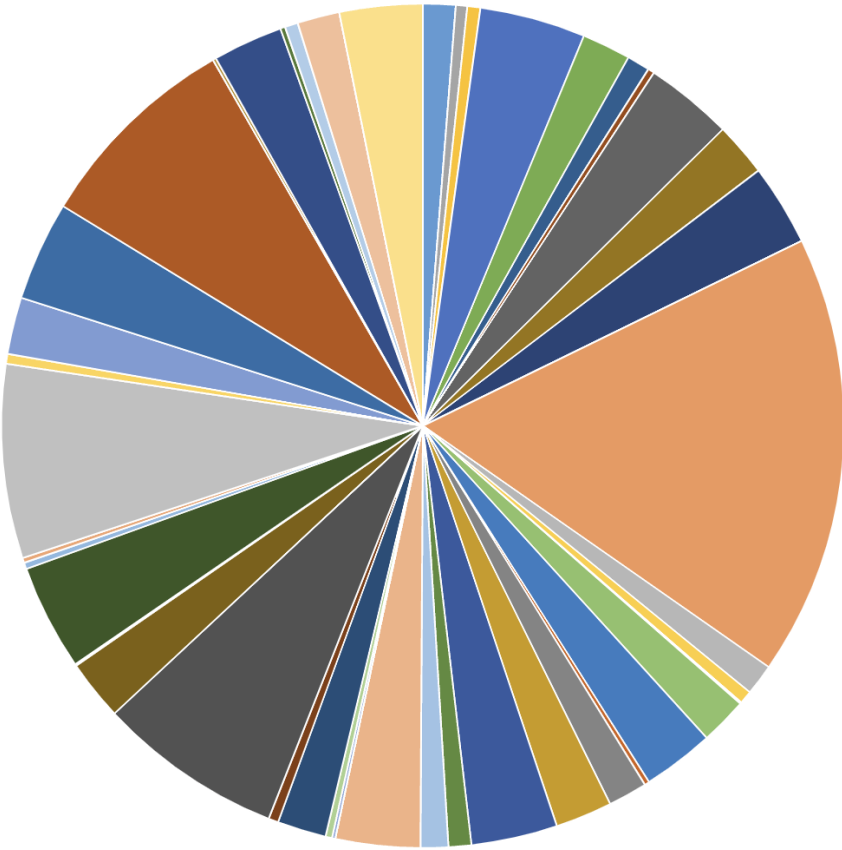
7. What SNMA region is your institution in?

- A. Region 1: California, Nevada, Oregon, Washington, Arizona, Montana, Utah, Idaho, Hawaii, Alaska
- B. Region 2: Nebraska, Wyoming, South Dakota, Iowa, Wisconsin, Illinois, Missouri, North Dakota, Minnesota, Kansas
- C. Region 3: Oklahoma, Texas, Colorado, New Mexico, Arkansas, Mississippi, Louisiana
- D. Region 4: Georgia, Alabama, Florida, North Carolina, South Carolina and the Caribbean
- E. Region 5: Ohio, Indiana, Michigan
- F. Region 6: District of Columbia, Maryland, Virginia
- G. Region 7: Maine, Vermont, New Hampshire, Connecticut, Massachusetts, Rhode Island
- H. Region 8: Pennsylvania, West Virginia, Delaware
- I. Region 9: New Jersey, New York
- J. Region 10: Kentucky, Tennessee

7. What SNMA region is your institution in?



8. What state is your institution in?



- Alabama 1.2%
- Alaska 0%
- Arizona 0.4%
- Arkansas 0.5%
- California 4%
- Colorado 1.9%
- Connecticut 0.9%
- Delaware 0.3%
- District of Columbia 3.4%
- Florida 2.1%
- Georgia 3.1%
- Hawaii 0%
- Idaho 0%
- Illinois 17%
- Indiana 1.2%
- Iowa 0.5%
- Kansas 0.1%
- Kentucky 1.8%
- Louisiana 2.7%
- Maine 0.2%
- Maryland 1.5%
- Massachusetts 2.2%
- Michigan 3.3%
- Minnesota 0.9%
- Mississippi 1.1%
- Missouri 3.2%
- Montana 0%
- Nebraska 0%
- Nevada 0.1%
- New Hampshire 0.2%
- New Jersey 1.9%
- New Mexico 0.4%
- New York 7.1%
- North Carolina 2.3%
- North Dakota 0.1%
- Ohio 4.1%
- Oklahoma 0.3%
- Oregon 0.2%
- Pennsylvania 7.4%
- Rhode Island 0.4%
- South Carolina 2.2%
- South Dakota 0%
- Tennessee 3.8%
- Texas 8%
- Utah 0%
- Vermont 0.1%
- Virginia 2.7%
- Washington 0.2%
- West Virginia 0.5%
- Wisconsin 1.6%
- Wyoming 0%
- Not in the United States: Caribbean 3.2%

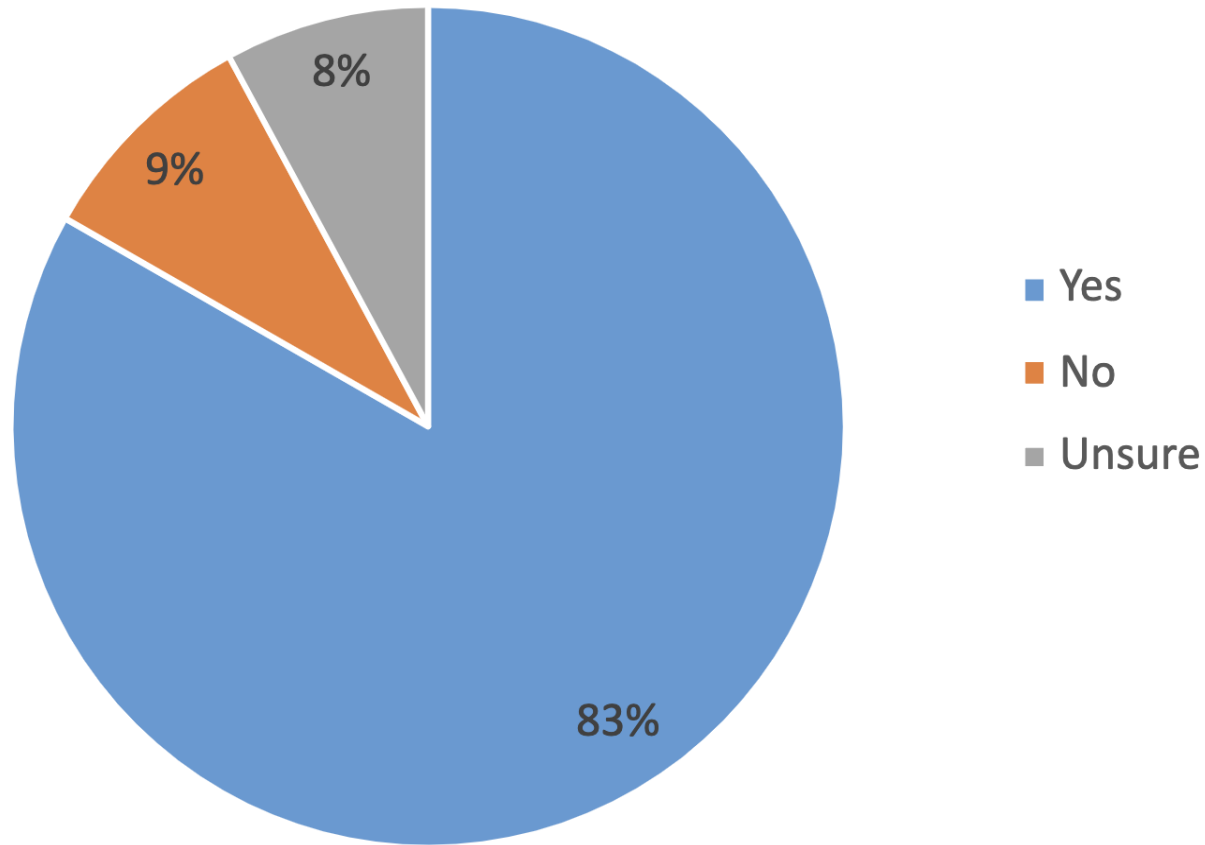
States with Greatest Representation



9. Does your institution have an office or employee/staff person designated to support Diversity, Equity and Inclusion (DEI)?

- A. Yes
- B. No
- C. Unsure

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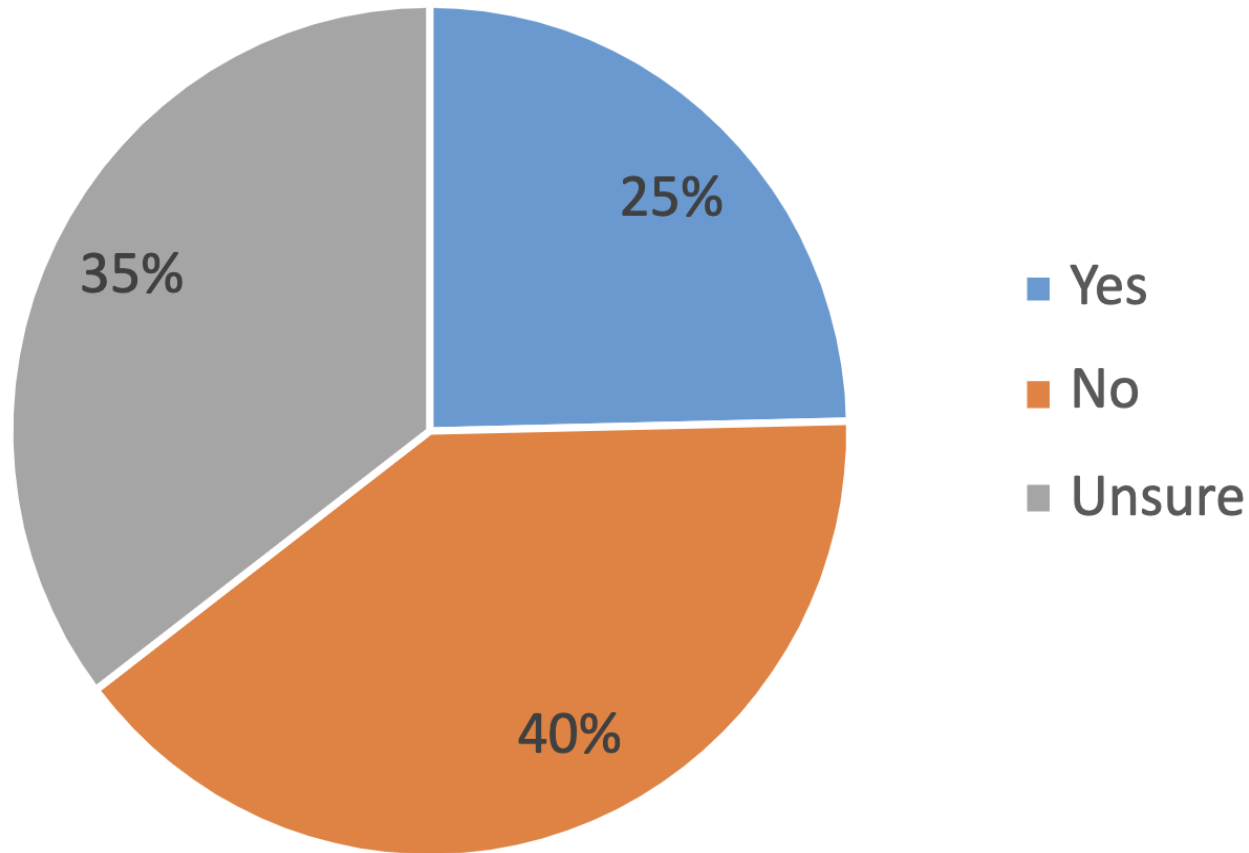


10. Has there been any elimination, reductions, de-emphasis of DEI at your institution?

- A. Yes
- B. No
- C. Unsure



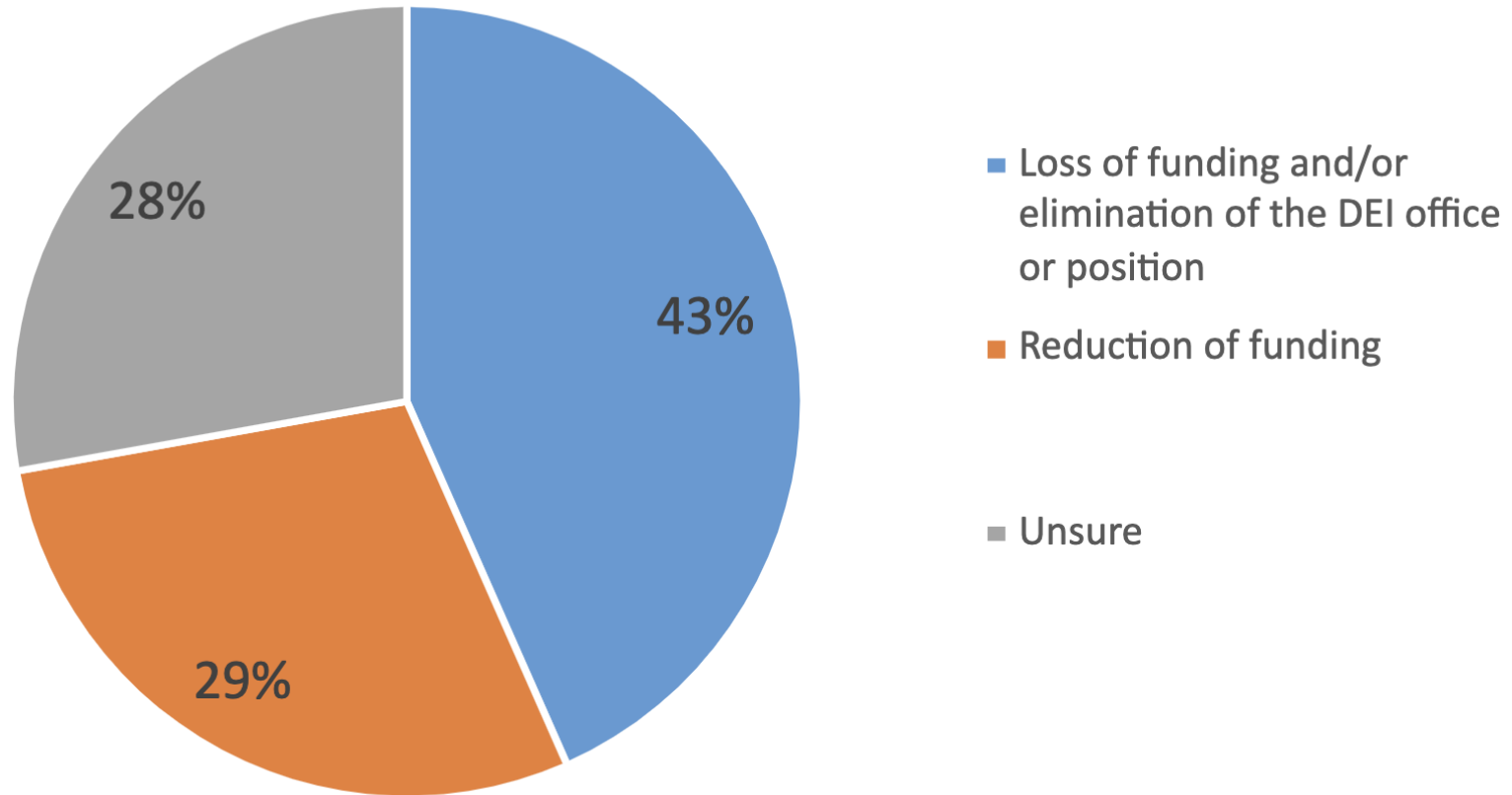
10. Has there been any elimination, reductions, de-emphasis of DEI at your institution?



11. If yes, specifically has there been:

- A. Loss of funding and/or elimination of the DEI office or position
- B. Reduction of funding
- C. Unsure

11. If yes, specifically has there been:



12. VOLUNTARY QUESTION: Please list the name of your institution.

1,130
Responses Received

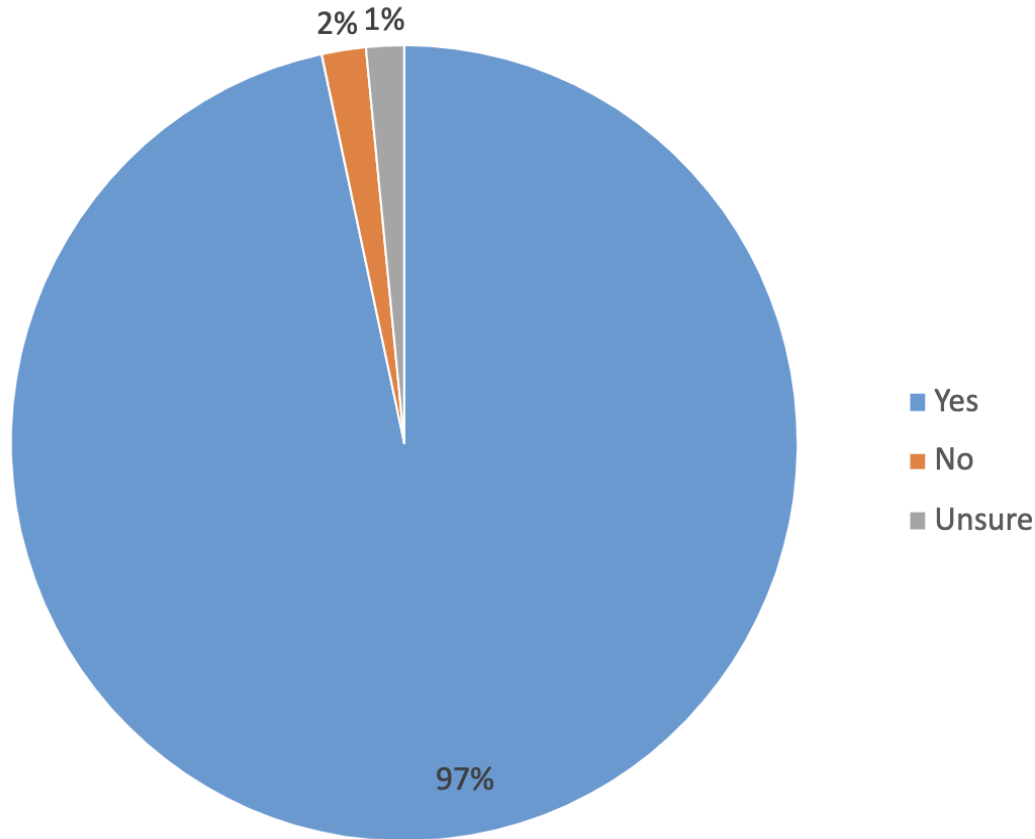
12. VOLUNTARY QUESTION: Please list the name of your institution.

- Rush College
- Harvard University
- Texas A & M University
- University of Pennsylvania
- The University of Texas Health Science Center San Antonio Long School of Medicine
- University of Michigan
- Eastern Virginia Medical School
- Southern Illinois University School of Medicine
- Eastern Virginia Medical School
- University of Wisconsin-Madison
- The College of New Jersey
- University of Rochester
- Saint Louis University School of Medicine
- William Carey University College of Osteopathic Medicine
- Burrell College of Osteopathic Medicine
- Meharry Medical College
- UC Irvine
- UCLA
- Johns Hopkins University
- Lewis Katz School of Medicine at Temple University
- Albany State University
- Penn State College of Medicine
- AT Still University - Kirksville College of Osteopathic Medicine
- UC Davis School of Medicine
- The George Washington University School of Medicine and Health Sciences
- University of Chicago Pritzker School of Medicine
- Wayne State University
- University of Pittsburgh
- Children's Hospital of Philadelphia
- Howard University College of Medicine
- University of South Carolina School of Medicine Greenville
- St George's University School of Medicine
- Morehouse School of Medicine
- Cleveland Clinic Lerner College of Medicine
- UCSF
- And many more institutions!

13. Do you believe that DEI efforts are essential in your education and training as the next generation of physicians who will treat a diverse patient population?

- A. Yes
- B. No
- C. Unsure

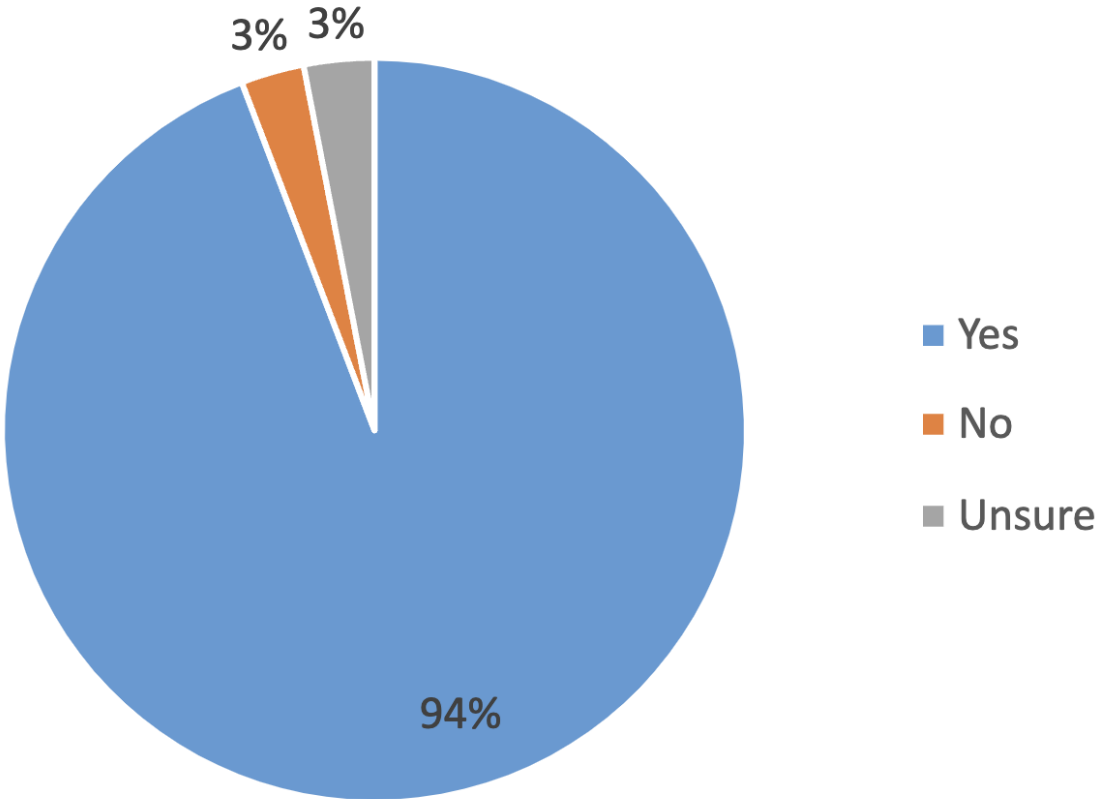
13. Do you believe that DEI efforts are essential in your education and training as the next generation of physicians who will treat a diverse patient population?



14. Do you believe that the lack of, elimination and/or reduction of a medical schools DEI initiatives will negatively impact your education and training?

- A. Yes
- B. No
- C. Unsure

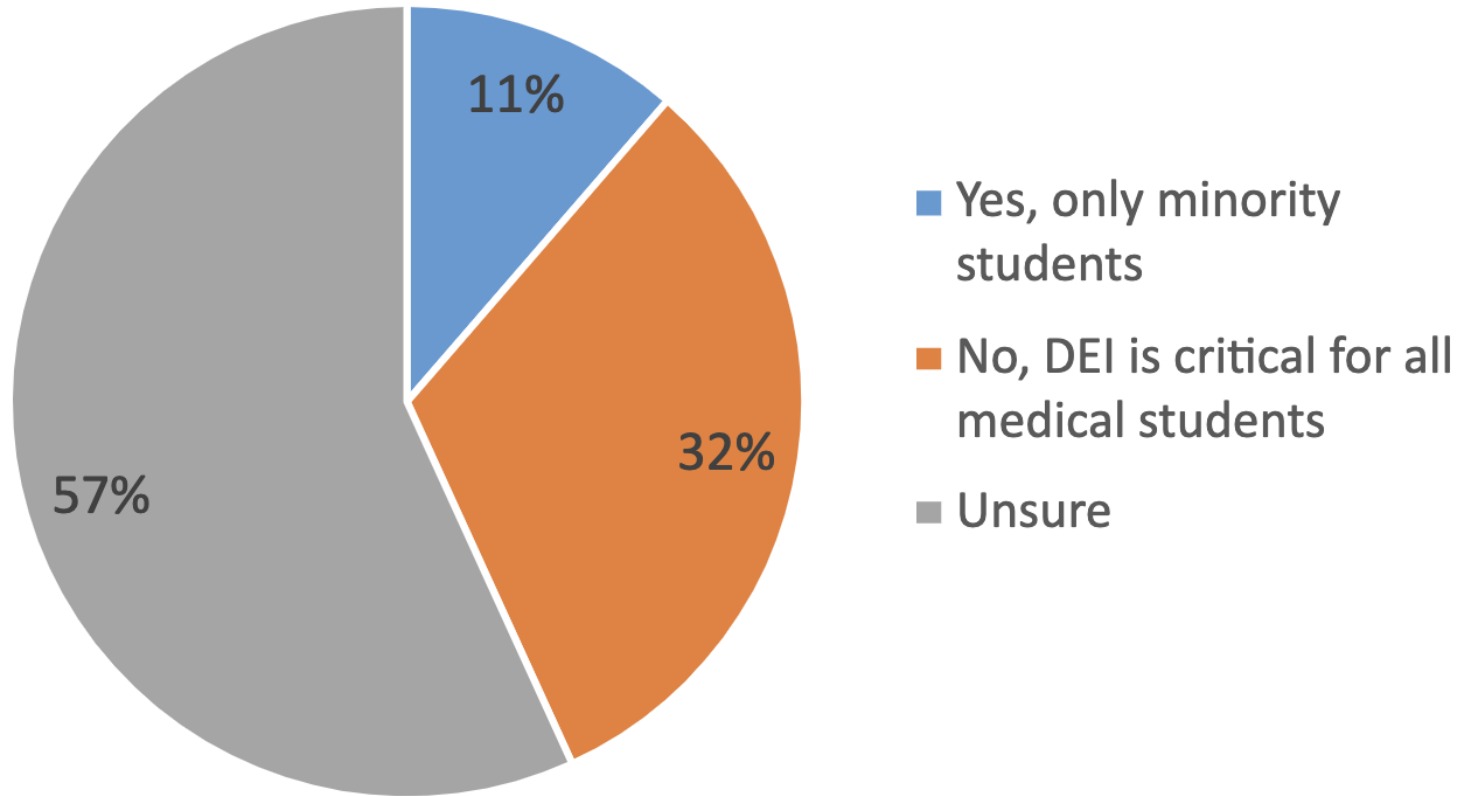
14. Do you believe that the lack of, elimination and/or reduction of a medical schools DEI initiatives will negatively impact your education and training?



15. Do you believe that **ONLY** students from underrepresented minority populations (URMs) will be impacted?

- A. Yes
- B. No
- C. Unsure

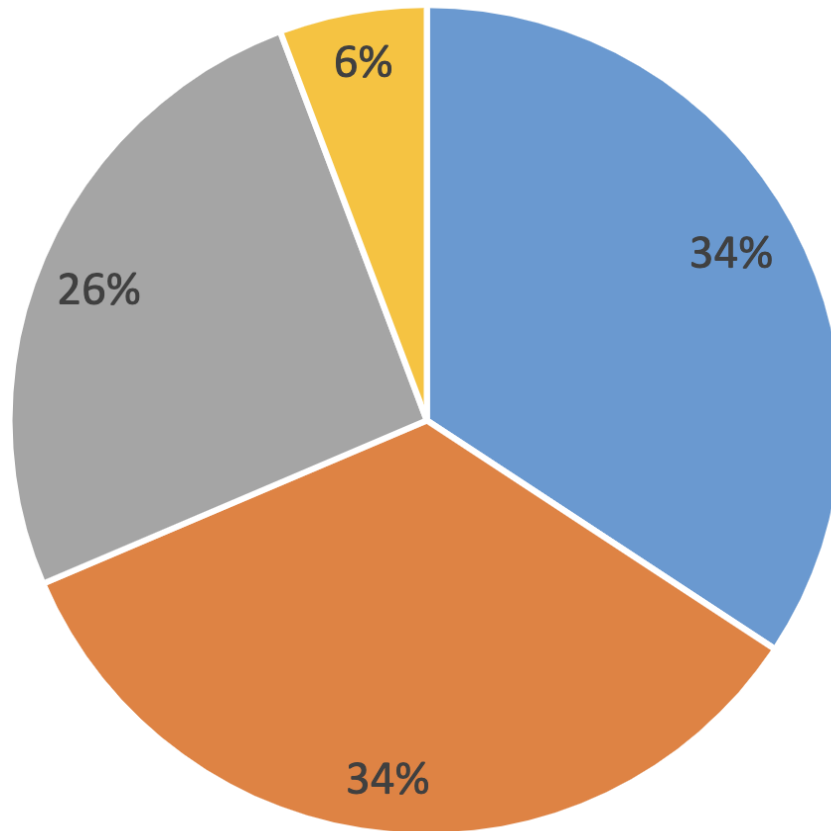
15. Do you believe that **ONLY** students from underrepresented minority populations (URMs) will be impacted?



16. DEI is critical for all medical students, why? (check all that apply)

- A. All medical students and future and current physicians should be equipped to treat all patients from various backgrounds.
- B. Lack of a diversity healthcare and physician workforce can impact delivery of patient care.
- C. It is problematic for patient care, if DEI awareness and cultural competency training is not in the fabric of medical school training.
- D. Other

16. DEI is critical for all medical students, why? (check all that apply)

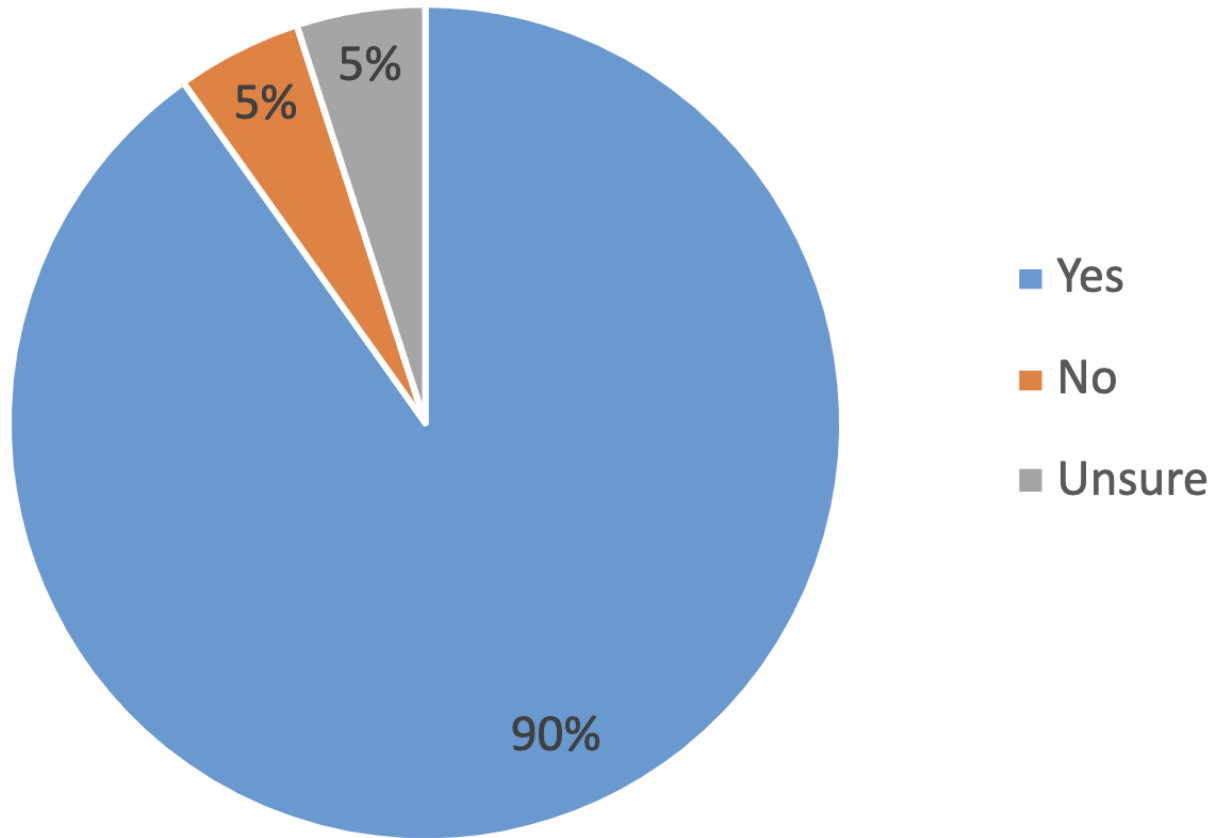


- All medical students and future and current physicians should be equipped to treat all patients from various backgrounds.
- Lack of a diversity healthcare and physician workforce can impact delivery of patient care.
- It is problematic for patient care, if DEI awareness and cultural competency training is not in the fabric of medical school training.
- Other

17. Do you believe that elimination of DEI positions and offices at a medical school will impact the number of enrolled and matriculating medical students and ultimately physicians in the USA?

- A. Yes
- B. No
- C. Unsure

17. Do you believe that elimination of DEI positions and offices at a medical school will impact the number of enrolled and matriculating medical students and ultimately physicians in the USA?

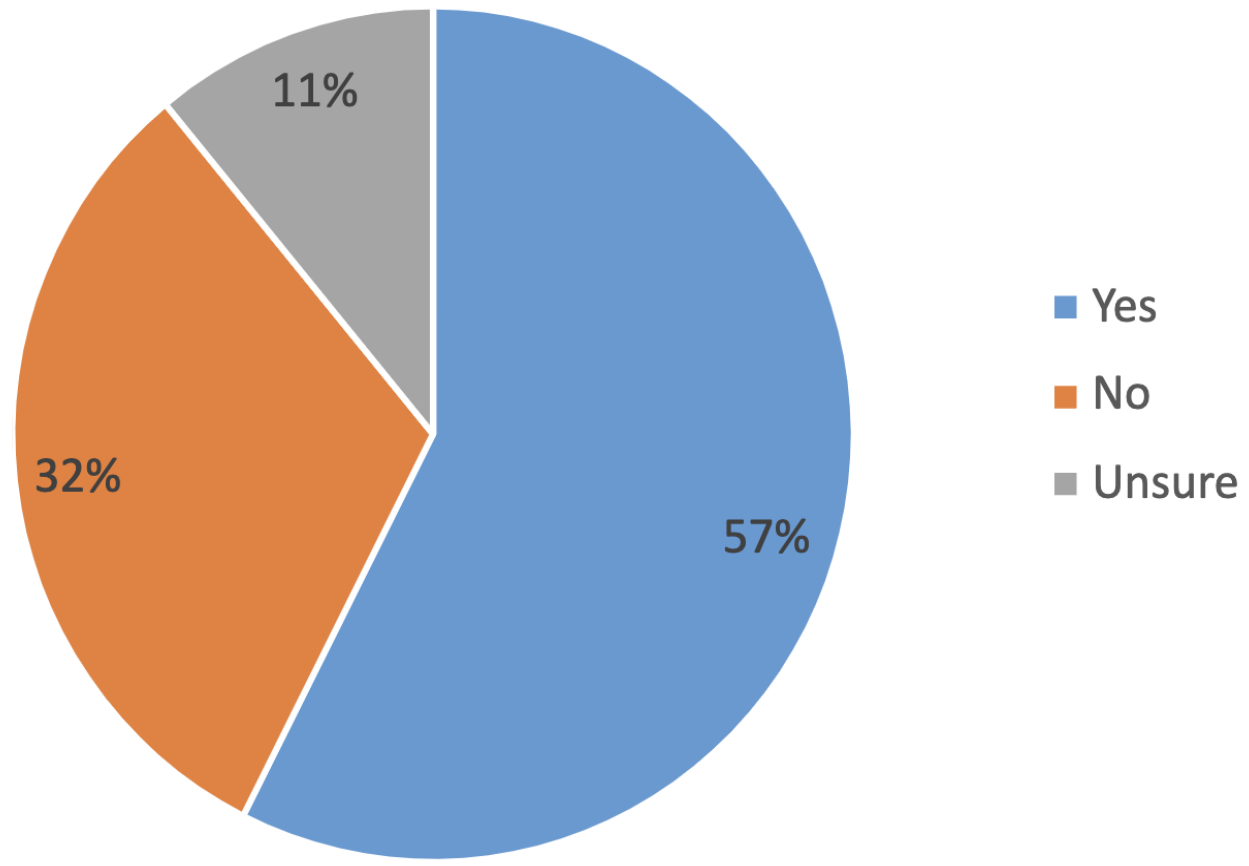


18. Have you personally experienced racism, bias, ableism, sexism, or any other forms of discrimination during your medical education?

- A. Yes
- B. No
- C. Unsure



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19. VOLUNTARY: Please provide comments/explanations.

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Responses Received

19. VOLUNTARY: Please provide comments/explanations.

I have been subjected to the minority tax, under compensated for my time and effort in doing DEI work. I have been subjected to attack for bringing the message of DEI to colleagues who did not value the importance of what I was trying to accomplish and did not act accordingly; rather, inaction and obstruction have been actions related to my requests of them.

I had an attending say to me "You're lucky, you're one of the 'right kind of minority', my kids would never be able to get into schools nowadays.

Being attacked in an on call room for "not being a physician" (was assumed to be environmental services). Being chased down in the parking deck asked for ID after parking in Physician only spot.

I was told by my gen chem professor that I will never be enough because of my accent

Patients not wanting to see me because I'm Black

I have been told I look like a "gangster" by residents while shadowing due to me hair being in braids Black

19. VOLUNTARY: Please provide comments/explanations.

As the only black pre-health org on our campus we promote opportunities for black/minority students. Once the new DEI law was passed they made us change our org constitution to state we did not cater to black/minority students specifically.

Another student stated that she didn't think it was fair for me to have gotten an Excellence in Diversity Scholarship.

I have been told of beneficial research opportunities at later dates than others resulting in myself and others not qualifying.

Stopped by security in the emergency room while searching for a patient. Frequently called a nurse. Instances when my merit are questioned.

I've received biased comments regarding my last name, and as a black immigrant, some patients (usually Caucasian) have made very disturbing comments about African immigrants which had made my experience trying to care for these patients very difficult knowing that they feel that way about people like me. Similar comments have been made by faculty members as well

20. **VOLUNTARY:** Use this space to share any experiences that you have had with the changes in the DEI Climate.

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Responses Received

20. VOLUNTARY: Use this space to share any experiences that you have had with the changes in the DEI Climate.

I have experienced subtle acts of exclusion and insensitivity to minoritized perspectives. I have experienced invisibility and alternatively excessive, unwarranted need for supervision/observation.

I have faced blatant discrimination to the point I am seeking an employee attorney. It's a dangerous and stressful time for people of color in healthcare.

Microaggressions! Our introduction to clinical medicine course where we talk about racism, LGBT+, and providing equitable care. Myself and other black classmates have been gaslit and our experiences dismissed by others.

Increased questioning of my credentials and classmates excessively celebrating every DEI loss.

The hostility around DEI initiatives has caused a subsequent hostility towards students of color and underrepresented minorities. I have felt less respected and more observed as a result of this climate change.

We are no longer allowed to do outreach to prospective students based on racial identity or sexual orientation.

20. VOLUNTARY: Use this space to share any experiences that you have had with the changes in the DEI Climate.

Black physicians who match are less than 5% of students who match per year and yet make up 50% of residents who get dismissed. This is indicative that we have a long ways to go with inclusion and tolerance. Getting rid of DEI programs will further drive down that 5% and drive up the 50%.

Had no support in organizing/ advertising our school's black history fair. Faculty refused to be associated with the event.

Working with our DEI faculty and other minority medical students is my only safe space in school.

Less willingness to support previous pipeline programming and activities that have historically supported students of color.

My school never had a DEI office, but I feel if we had one, the Black students at my school would have been more successful academically, in addition to helping us better maintain our physical and mental health.

Local organizations feel they are losing support by the phasing out of DEI.

20. VOLUNTARY: Use this space to share any experiences that you have had with the changes in the DEI Climate.

There is a lot of anxiety among my class regarding our access to support services from the DEI department and whether we will continue to be protected from discrimination and retaliation when we defend diversity and inclusion for students and patients. We fear losing funding to our multicultural student orgs which are instrumental to making sure students are welcome and supported at school

Concern for ongoing discrimination against many types of individuals is going ignored and/or de-emphasized which will contribute to ongoing burnout amongst physicians and impact patient care

Feeling unsafe and not valued as an equal member.

I have noticed less support for DEI initiatives by students to get involved since 2020. We also recently had affirmative action removed so I am sure that will play into admissions as well.

DEI does not exist anymore and now it's called the "Office of student empowerment". Funding has been cut, especially for conferences like AMEC

With the SCOTUS decision I've felt that our college has reduced their efforts to recruit students of color

Ja'Nia McPhatter

National President | Student National Medical Association

MD Candidate 2026 | University of Pittsburgh School of Medicine



"The EDUCATE Bill states that the bill is not to be constricted to restrict or prohibit “the operations of student organizations at such institutions”, but it fails to address how the loss of funding of DEI offices will impact specific organizations such as the SNMA."

The Student National Medical Association

Media requests and inquiries should be directed to:

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202.882.2881 ext. 101

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Acknowledgements

1. Ja'Nia McPhatter, National President, University of Pittsburgh School of Medicine
2. Brianna Blake, Past Speaker of the House of Delegates, Membership Committee Co-Chairperson, University of Pittsburgh School of Medicine
3. Miracle Rogers, National President-Elect, University of Pittsburgh School of Medicine
4. Anastacia Azor, External Affairs Committee Co-Chairperson, St. George's University School of Medicine
5. Sydney Baltimore, External Affairs Committee Co-Chairperson, American University of Antigua College of Medicine
6. Kritica Joshi, MPH, Past National Secretary, Lake Erie College of Osteopathic Medicine
7. Alexis Mbakwe, MS, Past Diversity Research Committee Co-Chairperson, West Virginia School of Osteopathic Medicine
8. Erin Johnson, PhD, Past Diversity Research Committee Co-Chairperson, Tulane University
9. Toriana Haydel, Past Health Policy and Legislative Affairs Committee Co-Chairperson, Edward Via College of Osteopathic Medicine-Louisiana
10. Karina Wang, Past Health Policy and Legislative Affairs Committee Co-Chairperson Nova Southeastern University College of Osteopathic Medicine
11. Love Anani, MD, Past Professional Board Member to the Executive Committee, SCP Health
12. Sharon Allison-Otley, MD Chair Emeritus
13. Mika R., Carlden Inc.

