

## RESOLUTION

Subject: Supporting Recruitment and Engagement of Underrepresented Groups Within Medical Specialty Societies

Submitted by: Greater Louisville Medical Society

Referred to: Reference Committee

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WHEREAS, Kentucky ranks in the bottom half of all states for primary care doctor availability and for overall physicians,<sup>1</sup> and female,<sup>2,3,4</sup> rural<sup>3,4</sup> and minority medical students<sup>5</sup> are more likely to pursue primary care specialties; and

WHEREAS, as of 2020, only 32.2% of the active physicians in Kentucky were female, and in surgical specialties, females made up less than 13% of orthopedic surgeons and neurological surgeons, 15% of thoracic surgeons and 10% of urologists<sup>1</sup>; and

WHEREAS, from a study in 2019, there was a national 15-year decline in the number of rural medical students, culminating in rural students representing less than 5% of all incoming medical students in 2017<sup>6</sup>; and

WHEREAS, 40.6% of Kentucky's population lives in rural populations<sup>7</sup> but only 25.2% of Kentucky physicians practice in rural counties<sup>8</sup>; and

WHEREAS, Hispanic and Black or African American people make up 2.7% and 3.2% of active physicians in Kentucky,<sup>1</sup> but comprised 3.9% and 7.2% of the Kentucky population,<sup>9</sup> respectively; and

WHEREAS, an inclusive representation of all groups across all medical specialties is needed to address health disparities and minority physicians are more likely to practice in underserved areas and treat patients from minority communities<sup>10</sup>; and

WHEREAS, a physician workforce that mirrors the diversity of the patient population it serves is linked to enhanced healthcare outcomes and fosters health equity<sup>11,12,13,14,15,16</sup>; and

WHEREAS, societies such as the American Medical Association,<sup>17,18</sup> Student National Medical Association,<sup>19</sup> and American Academy of Family Physicians<sup>20</sup> implement various programs, scholarships, mentorship opportunities, and advocacy efforts locally, regionally and nationally aimed at increasing and retaining underrepresented groups within the medical profession; now, therefore, be it

RESOLVED, that KMA supports initiatives in medical professional societies that comply with legal standards and aim to create a more inclusive and representative medical workforce by recruiting and engaging underrepresented groups.

## References

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