THE STRUCTURAL DETERMINANTS OF THE MINORITY TAX

Robert Rock, MD

THE MINORITY TAX & THE URM EXODUS

- Necessary Work
- The Minority Tax "extra responsibilities placed on minority faculty in the name of efforts to achieve diversity…"
 - Responsibility for achieving diversity efforts
 - Racism
 - Isolation
 - Mentorship
 - Clinical Inequalities
 - Promotion inequities
- Stunted Professional Growth
- The URM Exodus from Academia

FIRST OPINION

Why Black doctors like me are leaving faculty positions in academic medical centers

By UCHÉ BLACKSTOCK / JANUARY 16, 2020



I loved mentoring students of color, lecturing about implicit bias, and creating courses that promoted health equity. But I couldn't manage it all. Schools need to provide more funding if they want to create truly inclusive and supportive environments.

INSIGHTS | DIVERSITY AND INCLUSION | MEDICAL EDUCATION

KALI CYRUS, MD, MPH AUGUST 10, 2020

Why I gave up my dream of leading

diversity efforts in medicine



y in gender equity movements at the Time's Up Convening on Pay Equity in September 2019

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FINANCIAL DRIVERS OF THE MINORITY TAX

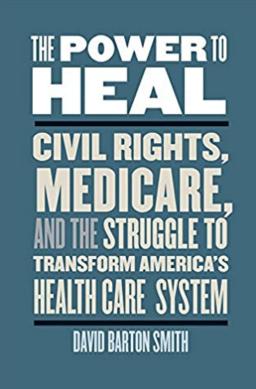
- Unvalued Labor
- Not seen as academic productivity
- The Majority Subsidy
 - DEI work is assigned to minority faculty in a way that provides those without minoritized identities time to devote to their career advancement that others do not have.
- DEI should be everyone's responsibility and institutions should be evaluated according to it.



Rodríguez et al BMC Med ED 2015

LEVERAGE TO ALIGN INCENTIVES WITH JUSTICE

- Beyond statements of anti-racism
 - Backing statements with policy and the requisite resources to address the problem
- Historical precedents for legal mandates and financial incentives
 - Desegregation of American hospitals
 - Community Health Needs Assessments
- Levers of change
 - Accreditation
 - Tax Exempt Status



CITATIONS & RESOURCES

- I. Rodríguez JE, Campbell KM, Pololi LH. Addressing disparities in academic medicine: what of the minority tax? *BMC medical education*. 2015;15:6.
- Blackstock U.Why Black doctors like me are leaving faculty positions in academic medical centers. 2020; <u>https://www.statnews.com/2020/01/16/black-doctors-leaving-faculty-positions-academic-medical-centers/</u>. Cyrus K.Why I gave up my dream of leading diversity efforts in medicine. 2020; <u>https://www.aamc.org/news-insights/why-i-gave-my-dream-leading-diversity-efforts-medicine</u>.
- 3. Ziegelstein RC, Crews DC. The Majority Subsidy. Annals of internal medicine. 2019;171(11):845-846.