

# 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

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## Why I gave up my dream of leading diversity efforts in medicine

KALI CYRUS, MD, MPH

AUGUST 10, 2020

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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.

FIRST OPINION

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

By UCHÉ BLACKSTOCK / JANUARY 16, 2020

Reprints



HYACINTH EMPINADO/STAT



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

# 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.



# 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

**THE POWER TO  
HEAL**  
**CIVIL RIGHTS,  
MEDICARE,  
AND THE STRUGGLE TO  
TRANSFORM AMERICA'S  
HEALTH CARE SYSTEM**  
DAVID BARTON SMITH

## CITATIONS & RESOURCES

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