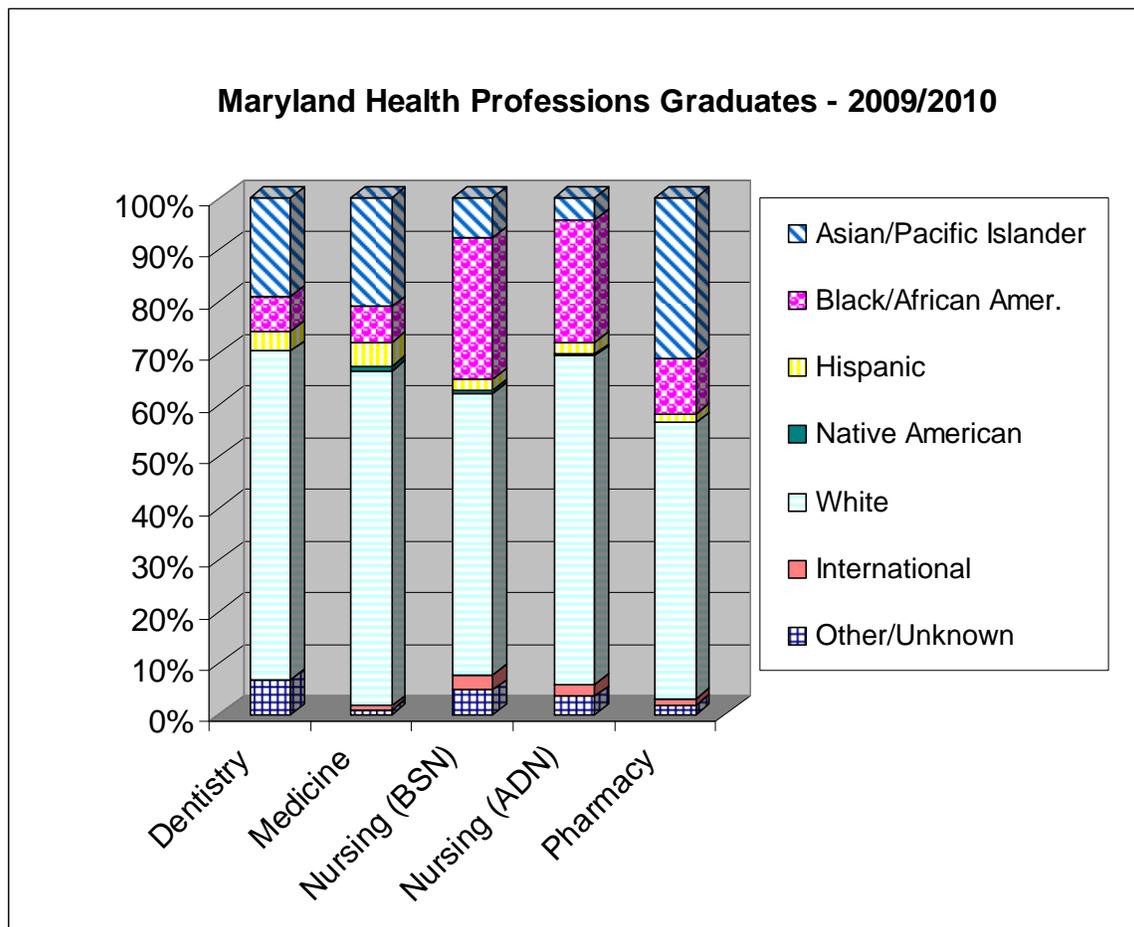# Diversity in the Health Professions

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According to the most recent Maryland population statistics (2010), more than one-third of Marylanders are African American, Hispanic or Native American; yet these particular race/ethnicity groups are under-represented among the state's health professional graduates. For example, African Americans, Hispanics, and Native Americans represent only 10% of dental school graduates, 13% of medical school graduates, 28% of baccalaureate nursing graduates, 27% of associate nursing graduates, and 16% of pharmacy school graduates in Maryland. Moreover, Asian/Pacific Islander sub-populations may also be under-represented among Maryland's health professions graduates.

Strides must be taken to ensure the adequate representation of both men and women health professionals from racial and ethnic minority communities in the state. Efforts to increase diversity among the state's health professionals play an important role in addressing health disparities, particularly as Maryland's communities of color continue to grow.

Maryland Health Professions Graduates - 2009/2010

Sources: American Dental Education Association (2008/2009 dental graduate data), Association of American Medical Colleges (2009/2010 medical graduate data), American Association of Colleges of Pharmacy (2009/2010 pharmacy graduate data), and Maryland Higher Education Commission (2009/2010 nursing graduate data).

Maryland Population and
Health Professions Graduates by Race/Ethnicity*

(2009/2010)

	Maryland Population (%)		Health Professions Graduates				
			Dentistry	Medicine	Nursing (BSN)	Nursing (ADN)	Pharmacy
Asian/Pacific Islander	6%		19%	23%	8%	4%	31%
Black/African American	29%		7%	7%	28%	24%	11%
Hispanic (White and non-White)	8%		4%	5%	2%	2%	2%
Native American	<1%		0%	1%	<1%	<1%	0%
White	55%		64%	69%	55%	64%	54%
International	N/A		0%	1%	3%	2%	1%
Other/Unknown	N/A		7%	1%	5%	3%	2%
Total % Minority	45%		30%	36%	38%	31%	44%
Total % of Under-Represented Minorities*	37%		11%	13%	30%	26%	13%

NOTES
* Maryland population and health profession categories may not total 100% due to rounding and multiple race/ethnicity category selection by individuals.
** The term "under-represented minorities" (URMs) refers to Black/African American, Native American and Hispanic/Latino health profession graduates, as these populations are under-represented in the health professions relative to their proportion of Maryland's general population. Although MHHD recognizes that several Asian/Pacific Islander sub-populations may also be under-represented among Maryland's health professions graduates, adequate sub-population data is not available to allow for further analysis.