Lucy Ogbu-Nwobodo, MD, MAS, MS
lucy.ogbu-nwobodo@ucsf.edu

Advancing Diversity at San Francisco Department of Public Health Behavioral Health Services

Background
- Expanding healthcare workforce diversity is critical to addressing health inequities within systems serving diverse populations.
- Despite projections that individuals from minoritized backgrounds will make up more than half of the U.S. population by 2060, the physician workforce does not represent these demographic trends.

Objectives
- To understand the demographics of the psychiatric prescriber workforce in the San Francisco Department of Public Health (DPH)'s Behavioral Health Services (BHS).
- To explore recruitment, retention, and DEI factors impacting the workforce.

Methods
- Expert consultation and review of research on current evidence-informed/best practices for curating an equity-minded demographic survey of behavioral health prescriber (DOs, NPs, MDs).
- Community & stakeholder input on survey content and reflections on the project through participation in meetings with prescribers and medical directors within the system.
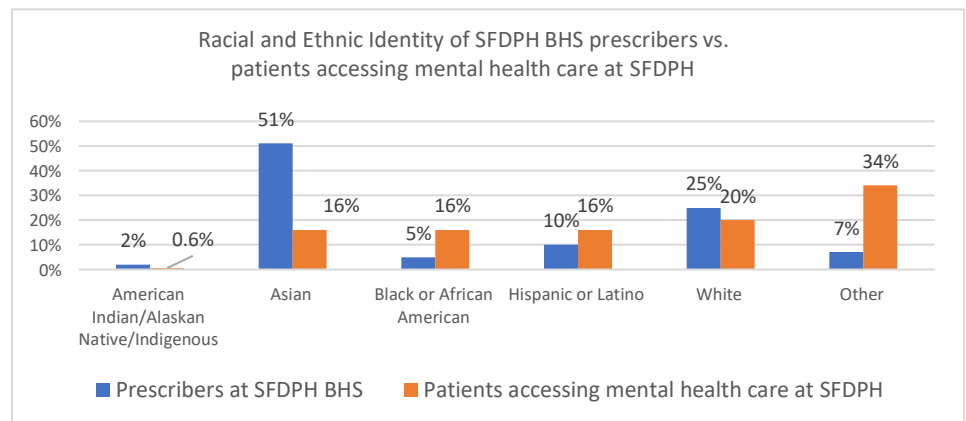
The "Good"
- Most prescribers at SFDPH BHS are satisfied with their work.
- There are some consistencies in recruitment and retention factors (figure 1).
- Access to opportunity and cultural competency were factors that were significantly associated with satisfaction in working at SFDPH BHS. [1]

Figure 1: Top 5 Recruitment & Retention Factors

	Reason for joining	Reason for staying
Opportunity to work with specific population or area of interest	83%	75%
Benefits (medical/life insurance, PTO)	56%	75%
Colleagues/Social/Cultural Environment	56%	73%
Salary/Pay rate	31%	54%
Workload expectations	31%	50%

The "Growth"
- Black prescribers are under-represented in comparison to Black clients accessing care at SFDPH BHS.
- Higher need for linguistic diversity especially around Spanish language access.
- Concerns around systemic ability to handle issues around discrimination.

Racial and Ethnic Identity of SFDPH BHS prescribers vs. patients accessing mental health care at SFDPH

American Indian/Alaskan Native/Indigenous: Prescribers 2%, Patients 0.6%
Asian: Prescribers 51%, Patients 16%
Black or African American: Prescribers 5%, Patients 16%
Hispanic or Latino: Prescribers 10%, Patients 16%
White: Prescribers 25%, Patients 20%
Other: Prescribers 7%, Patients 34%

■ Prescribers at SFDPH BHS   ■ Patients accessing mental health care at SFDPH

Next Steps/Recommendations
- There should be systemwide intentional disaggregation of client/patient ethnoracial data to better understand the need for culturally congruent care.
- Expanding structural resources and community awareness of available infrastructure focused on handling issues around discrimination.

[1] Person, SD, Jordan, CG, Allison, JJ, Fink Ogawa, LM, Castillo-Page L, Conrad S, Nivet MA, Plummer DL. Measuring Diversity and Inclusi on in Academic Medicine: The Diversity Engagement Survey. Acad Med. 2015 Dec;90(12):1675-83.