

Support for equitable admissions policies provides foundation for legislative changes to increase student diversity

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Diversity is essential in healthcare & education



Both amongst students and health professionals

- improved quality of education
- increased readiness for the role of healthcare provider in a diverse society
- improved quality of healthcare and medical research
- increased patient satisfaction

Clayborne et al 2021; Grafton-Clarke 2016; Marrast et al 2014; Alexander et al 2017

However, the student population is not representative nor diverse

In university health professions education (HPE) programs,

± 80% of students have at least one parent with a top-20% income

> 70% of students are female

Students with a Turkish, Moroccan, Surinamese or Dutch Caribbean migration background are underrepresented



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Underrepresented applicants experience significant disadvantages in selection

Especially applicants

- without BIG-registered parents
- without parents who belong to the wealthiest 10% of the population
- who have a migration background
- who are male



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We investigated support for equitable admissions policies

Using the evidence-based Formal Consensus Method, we collected data on

- underrepresentation of different student groups
- international experience with equitable admissions (through interviews and literature)

We worked with 17 experts and 38 stakeholders



Participants

Expert group:

- 14 representatives of all selection committees of Medicine, Clinical Technology, Pharmacy and Dentistry
- 3 experts on diversity in healthcare & higher education

Stakeholder group:

- (HPE) student and study associations
- associations of healthcare professionals
- representatives of potential target groups
- high school deans and study counsellors
- hospital patient councils
- university hospital board
- researchers
- Ministry of Education
- Inspectorate of Education
- Social and Economic Council
- Advisory Committee on Medical Manpower Planning



We found majority support for Contextualized Admissions

Especially to increase the admission of applicants

- with a low or average socio-economic status
- with parents on social welfare
- with an underrepresented migration background
- who are asylum status holders



Expert group proposal: **Bonded Medical Places for Dutch Caribbean applicants**, to combat inequities in access to healthcare and higher education in the Caribbean parts of the Kingdom

To make this possible, legislative changes are required



This research was supported by



For references & more information:
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