



California Institute of Behavioral  
Neurosciences & Psychology

# International Medical Graduates: Catalysts for a Globalized US Healthcare System

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### Objective

Highlighting International medical graduates' (IMGs') role in addressing healthcare disparities and promoting diversity for improved healthcare access, both nationally and globally.

### Introduction

International medical graduates provide much-needed diversity in GME. Since most IMGs remain in the U.S. after training, this diversity can lead to

- a richer training environment
- increased access to health care, and better health care outcomes.

### Methodology

- Conducted a comprehensive review of relevant literature on the impact of International Medical Graduates (IMGs) in the US healthcare system.
- Data was gathered from previously published papers. This data included findings, statistics, and insights related to IMGs' contributions, experiences, and outcomes within the US healthcare context.
- Collected data was rigorously analyzed to identify trends, gaps, and key factors shaping IMGs' involvement in healthcare delivery.

### Discussion

- IMGs have a lower probability than USMGs of being considered for an interview and subsequently being accepted into a residency program, when it comes to speciality programs.
- The workforce in medicine is relatively homogenous, despite serving diverse populations. However health disparities are not.
- The health care system faces significant challenges matching patients' beliefs, attitudes, expectations, and care customization to an appropriately diverse workforce.
- Segments of populations are affected differently by different diseases. Accordingly, approaches and treatments may vary across these segments and thus require customized care
- Therefore, it stands to reason that a lack of diversity in the health care system can negatively affect patients.
- Professionals from different cultures and backgrounds bring unique perspectives to share with colleagues and patients alike as they strive to better understand and respond to patients' needs.
- Specific to the COVID-19 context, research suggests that diversity-oriented leadership could improve employees' knowledge-sharing, promote professional collaborations, and help reach marginalized and hard-to-reach communities

### Conclusion

International medical graduates currently represent a quarter of the physician workforce and physicians in training. They have long been an integral part of the US healthcare system, contributing substantially to primary care disciplines and providing care in underserved populations. As the US healthcare system continues to evolve, leaders must recognize the important role that IMGs fill.

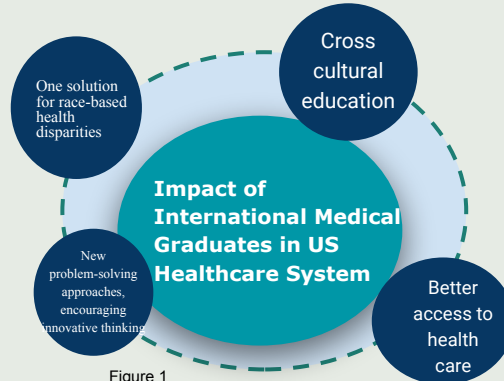


Figure 1

Investment in  
Organizational  
Level Diversity  
and Inclusion  
Processes



Better Science



Better Treatments



Improved Patient Trust

• Leads to improved recruitment & retention

Figure 2 from *Enhancing Diversity and Inclusion in Clinical Trials*. Amy Corneli. 11 January 2023

### References

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