

Introduction

- Medical scribing has the potential for being a pathway to increase diversity in medicine.
- Current physician makeup (56% White, 64% Male) is less diverse than that of the U.S population.
- There are well-recognized benefits of having a diverse physician workforce.
- Despite efforts to increase diversity in medicine, the percentage of physicians who are Black has declined over the past 25 years.
- Scribing could be a critical route to recruit more under-represented individuals in medicine into the profession.

Purpose

- To determine whether medical scribes perceive the scribing experience as positive.
- To evaluate if there are any differences in scribes' experiences based on race/ethnicity or gender.
- To explore whether there are negative aspects of scribing that may be related to a scribe's identity.

Methods

- A 12-item survey was sent to 248 scribes employed by ScribeAmerica in PA + MD.
- The survey focused on scribe perceptions of the quality and value of the scribing experience.
- Non-parametric tests Kruskal-Wallis with multiple pairwise was used to analyze the demographic variables of education, length of time scribing, race and ethnicity, and income.

Results

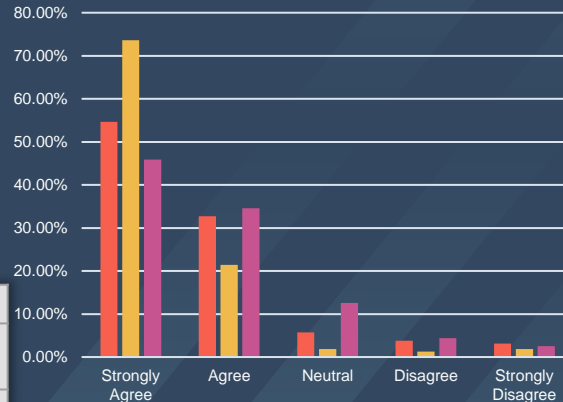
Scribe Race/ Ethnicity	Asian Black or African American Hispanic or Latino White or Caucasian	34/159 18/159 14/159 83/159 10/159	21.4% 11.3% 8.8% 52.2% 6.3%
Scribe Self- Identified Gender	Female Male Non-binary	120/159 36/159 3/159	75.5% 22.6% 1.9%
Professional Interests	Physician Physician Assistant Other Nurse Nurse Practitioner Physical Therapist	106/148 44/148 11/148 7/148 7/148 3/148	71.6% 29.7% 7.4% 4.7% 4.7% 2%

Table 1: Scribe Demographics

Perceived Value	Asian	Black	Latino	White	Other
Scribing reinforced their commitment to pursue a career in medicine	89%	84%	100%	87%	90%
Scribing gave me valuable insight into practicing medicine	94%	95%	100%	96%	90%
As a scribe, I have received valuable mentoring from healthcare providers	80%	79%	79%	84%	70%

Table 2: Percentage of Participants that "Agree" or "Strongly Agree" With Each Statement

Overall Perceived Value of Scribing



- Scribing reinforced my commitment to pursue a career in medicine
- Scribing gave me valuable insight into practicing medicine
- As a scribe, I have received valuable mentoring from healthcare providers

Discussion

- Overall, respondents reported that scribing was a positive experience.
- Scribing reinforced the desire to pursue a career in medicine, with 72% of scribes reporting interest in becoming a physician.
- Our sample included larger percentages of underrepresented in medicine individuals (Black 11.3% and Latinx 8.8%) compared to the general population.
- The present findings showed no associations based on race/ethnicity or gender.
- Respondents from under-represented groups were not subject to micro-aggressions related to the scribing experience.
- These findings suggest that scribing is a positive experience irrespective of race/ethnicity.

Implications

- Our results suggest that scribing as a pathway into medicine has few identified downsides.
- Recruiting underrepresented minorities to work as scribes has potential for improving diversity in medicine.