



BUILDING DIVERSITY IN MEDICINE

Reports from 2015-2019 have highlighted California's ongoing need to increase the number and diversity of primary care physicians to address impending workforce shortages and worsening racial disparities in health outcomes. Formed in 2016, the California Medicine Coalition (CMC) holds a vision for a California in which communities underrepresented in medicine are healthy and have access to quality, culturally dynamic health care. To that end, CMC has served as an incubator, catalyst and champion for solutions that seek to diversify and increase the supply of California's primary care physician workforce.



California Medicine Scholars Program



DESIGNING A SOLUTION FOR CALIFORNIA'S DIVERSE PHYSICIAN SHORTAGE CRISIS

From 2016 to 2021 CMC convened over 200 higher education and health leaders to design and secure state and philanthropic support for the [California Medicine Scholars Program \(CMSP\)](#). Now, under the Foundation for the California Community Colleges, the CMSP operates with four regional collaborations of community colleges, undergraduate institutions, medical schools and health centers to prepare cohorts of community college students for transfer towards medical school admission.

Remaining Gaps in Need

Despite these gains and other investments in the health workforce, California ranks 46th in medical school enrollment seats per 100,000 population. As such California sees a disproportionate exodus of future physicians out of state, with no systematic path to return for residency. High costs of living and medical education, and federal loan caps set significant financial barriers for students seeking to pursue careers in medicine. Across the state, gaps in access to quality care are widest for low-income communities of color, and especially to primary care. These realities in patient demand and the state's limited training infrastructure require unprecedented cross-state collaboration.

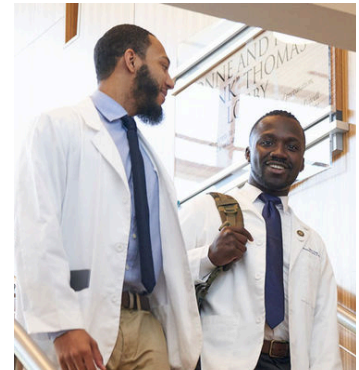
GME Pathways Back to California: 2025-2028

With secured support from the California Health Care Foundation and the University of California CMC will research, design and test a set of systematic mechanisms for California students enrolled in out of state HBCU or HSI medical schools to return to the state for clinical rotations and/or residency in health professional shortage areas. This effort is engaging the following strategies:

- **Convening a Cross-State Network of Experts & Allies.** CMC has brought together an Advisory Committee to lead the “back to California” design, with three public, multi-stakeholder convenings to gather further input and strengthen partnerships.
- **Understand “The Match,” Student Perspectives and Initiatives to Address Workforce Gaps.** With various research consultants and the National Resident Matching Program CMC is exploring levers and pain points in learnings, data trends, student input and “the Match”.
- **An HBCU-Southern California GME Regional Pilot.** In partnership with Charles R. Drew University of Medicine and Science, the CMC “Back to California” concept will be put to the test. CMC and CDU will build a collaborative of out-of-state HBCU medical schools and primary care residency programs serving Los Angeles and San Bernardino counties and test a set of residency preparation activities to increase diverse GME residents in SoCal.

Cross-State Partnerships to Prepare California's Doctors

Building from the successes of other cross-state initiatives, CMC is exploring a partnership with Alameda Health Services to bring a Meharry Medical College Regional Campus to the San Francisco Bay Area. This opportunity builds on the More in Common Alliance model, a partnership between the Morehouse School of Medicine and CommonSpirit Health to place Morehouse trainees at CommonSpirit sites in Bakersfield, Santa Cruz County and other health professional shortage regions.



CMC is excited to work in collaboration with medical schools, residency programs, associations, teaching health centers and hospitals to design this new path. Building upon the blueprint of initiatives like the More in Common Alliance and the UC Davis School of Medicine / Oregon Health Science University's COMPADRE program, this new effort seeks to forge new partnerships and alliances to formulate an aligned, systematic approach to residency placement for students who seek to return to the state for GME.

CMC's next convenings with key stakeholders will be held in April and September 2026. To learn more about this effort, support or sponsor a convening please reach out to info@calmedicine.org.

CMC SUPPORTERS AND LEADERSHIP

Over the past 10 years, the success of CMC is indebted to the innumerable amount of support from its Board, convening attendees, and partners from across California and beyond.

Current and Past Supporters The Office of Senator Hurtado, the Office of Congresswoman Barbara Lee, the California Community Colleges Chancellor's Office, the University of California Office of the President, the Marcus Foster Education Institute, Butte Community College District, the Foundation the California Community Colleges, California Wellness Foundation, the California Health Care Foundation, The California Endowment, UC Davis School of Medicine and the UC Davis STEM Strategies, Charles R. Drew University of Medicine and Science, AltaMed Health Services, Physicians for a Healthy California, Clinica Sierra Vista and many others.

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