Resetting the Clock of Racial and Cultural Disparities

Personal Factors
- Conscious Bias
- Unconscious Bias
- Personal Experience

Institutionalized Factors
- Pipeline of Clinicians
- Retention of Clinicians
- Promotion of Clinicians
- Location of Institutes
- Culture of Institution

Systemic Factors
- Pipeline of Clinicians
- Healthcare Laws & Regulations
- Policies of Access
- Professional Organizations
- Historic Inequities