



## Workforce and Academic Medicine Diversity in Dermatology

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**Received date:** 24 February, 2023, Manuscript No. CDRJ-23-93422;

**Editor assigned date:** 27 February, 2023, Pre QC No. CDRJ-23-93422(PQ);

**Reviewed date:** 14 March, 2023, QC No. CDRJ-23-93422;

**Revised date:** 22 March, 2023, Manuscript No. CDRJ-23-93422(R);

**Published date:** 30 March, 2023, DOI: 10.4172/2576-1439.1000193

### Description

Dermatology, like many medical specialties, has historically lacked diversity in both its workforce and academic medicine. The lack of diversity in the field can have negative effects on patient care, research, and the training of future dermatologists. It refers to the recognition and inclusion of diverse perspectives, experiences, and backgrounds within the healthcare system. It involves understanding and addressing the unique healthcare needs of diverse patient populations, including those from different racial, ethnic, cultural, and socioeconomic backgrounds. One of the primary reasons for the lack of diversity in dermatology is the pipeline problem, which refers to the low numbers of Underrepresented Minority (URM) medical students who pursue careers in dermatology. This may be due to a variety of factors, including limited exposure to the specialty, lack of mentorship, and implicit bias in the admissions process.

To address this issue, various organizations and initiatives have been established to increase diversity in dermatology. For example, the skin of colour society is dedicated to improving dermatologic care for people of colour, while the Women's Dermatologic Society promotes the advancement of women in dermatology. The national medical

association and the association of American Indian physicians are also working to increase representation of URM individuals in medicine. In addition, academic medicine has an important role to play in increasing diversity in dermatology. Academic institutions can implement programs and policies to support and promote Diversity, Equity, and Inclusion (DEI) in the field. These may include mentorship and pipeline programs for URM medical students, recruitment and retention of diverse faculty and staff, and DEI training for all members of the academic community.

Ultimately, addressing the lack of diversity in dermatology will require a multifaceted approach that involves collaboration between academic institutions, professional organizations, and the medical community at large. By working together, we can improve patient care, promote research and innovation, and create a more inclusive and equitable field of dermatology.

Academic medicine is a field that combines clinical medicine, research, and teaching. It involves healthcare professionals who work in academic institutions such as medical schools, teaching hospitals, and research centers. These professionals typically hold faculty positions and are involved in teaching medical students, residents, and fellows. They may also conduct research in their area of expertise, publish scholarly articles, and present their findings at conferences.

In academic medicine, the goal is to improve patient care through the advancement of medical knowledge and education. This involves the integration of research and teaching with clinical practice, with the aim of translating new discoveries into clinical applications that benefit patients. Academic medicine also plays a vital role in training the next generation of healthcare professionals. Medical students, residents, and fellows learn from experienced faculty members and gain hands-on experience in clinical settings. Through this training, they develop the knowledge, skills, and attitudes needed to provide high-quality patient care. Overall, academic medicine is an important part of the healthcare system, as it contributes to the advancement of medical knowledge and education, the development of new treatments and technologies, and the training of future healthcare professionals.

**Citation:** Díez SG (2023) Workforce and academic medicine diversity in dermatology. *Clin Dermatol Res J* 8:1.