Gender Minority PA Applicants and Matriculation Likelihood

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Background

- Gender minority is an undermeasured diversity component of PA programs
- Since the start of centralized application (CASPA) applicants have been able to self-identify as only 3 categories:
  - Male, Female, and Decline to answer
  - 2020-2021 Cohort
  - 8 Gender Identity Options

Methods

- Participants included all applicants in the 2020-2021 CASPA cycle
- Logistic regression utilized to investigate associations between self-identified gender minority status and likelihood of program matriculation
- Bivariate and multivariable regression models controlled for important potential confounders including:
  - Total undergraduate GPA
  - Race/ethnicity
  - Patient care experience
  - Number of Programs Applied

Results

- Of 30,123 applicants, 63 (0.21%) self-identified as a gender minority
- Of total applicant pool, 8,325 (27.64%) were ultimately matriculated into a PA program compared to 13 (20.63%) of gender minority applicants
- Unadjusted models: gender minority status associated with non-significant lower likelihood of matriculation (OR: 0.68, 95% CI: 0.37, 1.25)
- Unchanged in fully-adjusted models controlling for academic achievement, age, race/ethnicity, experience, (OR: 0.83, 95% CI: 0.51, 1.35)

Discussion

- Finding 0.21% of PA program applicant pool self-identifying as gender minority possible concern
- Current estimates of population prevalence of gender minorities in the US are between 0.7-2.0%3
- Gen Z prevalence up to 10x higher than prior gen4
- Reluctance to disclose?
- Gender minority in lower prevalence in applicant pool?
- Equal access for this group?
- Flaw in demographic question?

<table>
<thead>
<tr>
<th>Gender Identity Options</th>
<th>Matriculated</th>
<th>Non-matriculated</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>6418 (77.09)</td>
<td>16165 (74.16)</td>
<td>22583 (74.97)</td>
</tr>
<tr>
<td>Male</td>
<td>1878 (22.56)</td>
<td>5528 (25.36)</td>
<td>7406 (24.59)</td>
</tr>
<tr>
<td>Minority</td>
<td>13 (0.16)</td>
<td>50 (0.23)</td>
<td>63 (0.21)</td>
</tr>
<tr>
<td>Decline to answer</td>
<td>16 (0.19)</td>
<td>55 (0.25)</td>
<td>71 (0.24)</td>
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