



→ THE PROBLEM

The US Healthcare System is in crisis,

and the COVID-19 pandemic has just exacerbated this crisis. Our frontline workers are mentally, emotionally, and financially exhausted. If we do not act now, the BIPOC and female professional medical practitioner pipeline will continue to be depleted, adversely impacting access to healthcare across the country.



SHARED HARVEST FOUNDATION

@SHAREDHARVESTFUND

OUR MISSION

Shared Harvest is a mission-driven benefit corporation dedicated to spreading compassion through wellness, service, and student debt relief. **OUR GOAL** is to transform the culture of healthcare by combating structural racism, addressing workforce inequities, as well as increasing access to a diverse community of medical practitioners who have improved emotional well-being. Shared Harvest supports BIPOC (Black, Indigenous, and People of Color) and female-identified medical practitioners in achieving financial freedom and fulfilling professional goals. **WE BELIEVE** that by enhancing access to, and providing support for BIPOC and female-identified medical practitioners, we will advance health equity, sustain the healthcare workforce, and advance overall health outcomes for all.



THE PROBLEM

RESEARCH INDICATES THAT THE MOST PROMINENT ISSUES IMPACTING OUR HEALTHCARE WORKFORCE ARE:

FINANCIAL INSECURITY

58% of all student loan debt belongs to women, and it takes women an average of 2 years longer to pay off their student loans.¹ Additionally, the graduate school student loan debt of Black graduates is 40% – nearly double that of White graduates (22%).² The pay gap and debt inequities that exist between BIPOC and female-identified practitioners and their counterparts also contribute to protracted financial insecurity and overall indebtedness.

ACCESS INEQUITIES

Although women outpace men in higher education, systemic race and gender discrimination remain pervasive. Inequitable access to financial aid, practice development, fair wages, and individualized support for BIPOC and female-identified medical practitioners results in women losing a combined total of nearly \$1.6 trillion every year due to the wage gap, on average. The gap³ is even larger for BIPOC women.⁴

BURNOUT

Medical practitioners, including physicians and nurses, have some of the highest rates of burnout among any profession. Medical practitioners reach a breaking point due to long hours, high-pressure situations, and trauma. Burnout leads to frequent turnover and high rates of stress-related health issues. It is estimated that physician burnout costs the U.S. healthcare system \$4.6 billion a year.⁵

MENTAL HEALTH

Mental health concerns are experienced by numerous medical practitioners, including depression, anxiety, racial trauma, and social isolation. Although BIPOC and female-identified practitioners experience higher rates of mental health issues, they have subpar access to the support needed to address their mental wellness. In one study, 69% of physicians reported experiencing depression, and 13% had thoughts of suicide.⁶



Shared Harvest created **Project #RESUS**, a \$20M retention initiative, in direct response to the alarming research—and based on what our founders saw and experienced firsthand. We must do better for our BIPOC and female-identified medical practitioners. **SHARED HARVEST HAS A SOLUTION!** A Universal Basic Guaranteed Loan Relief program for the frontline health professionals within the network. Practitioners are guaranteed up to \$1000 a month in financial payments toward their student loan debt and resources designed to institutionalize radical self care.



I AM NOT YOUR HERO

Is a timely film directed by Kelley Kali, produced by Shared Harvest as part of the VERCIS Docuseries. I AM NOT YOUR HERO delivers a message inspired by Black women physicians who need to be heard – NOW! The film follows a medical doctor through her own tribulations while serving patients during the pandemic. The film spotlights the unique mental and emotional toll experienced by BIPOC and female-identified medical doctors facing the COVID pandemic, financial disparities, and racial bias, often experienced while caring for their own families and communities. If you would like to host a screening and/or receive an educational guide, please contact our producers at hero@sharedharvestfund.org.



THE SOLUTION: PROJECT #RESUS

Together we can RESUScite the pipeline of medical practitioners.
THE GOALS OF PROJECT #RESUS 2023 ARE TO:



ENGAGE

in measurable work that advances health equity and provides access to a diverse community of medical practitioners.

+



RETAIN

thriving practitioners by strengthening access to free and autonomous mental health and wellness services for BIPOC and female-identified medical practitioners.

+



ENHANCE

BIPOC and female-identified medical practitioners are afforded the tools to successfully practice via opposing structural racism and improving access to advanced technology, clinical workspaces, and business mentors.

THE FOUR PILLARS OF PROJECT #RESUS, WHICH ARE OUTLINED BELOW, EPITOMIZE WHAT NATIONAL RESEARCH AND BEST PRACTICE TELL US WORKS:



FINANCIAL SECURITY

Shared Harvest works with non-profit community organizations and for-profit social enterprises to offer project-based volunteer and/or employment opportunities for BIPOC and female-identified medical practitioners. Network members are guaranteed up to \$1000 a month in financial payments toward their student loan debt. Medical practitioners can pay off up to \$100,000 in student loan debt over the course of the three-year pilot program via Project #RESUS.



EMOTIONAL WELLBEING

Shared Harvest works with a network of clinical behavioral health providers to offer free AND confidential mental health and wellness services. Services are accessible 24/7, both in-person and virtually. Furthermore, clinical behavioral health providers are available without the burden of the practitioner's employer finding out, giving them the opportunity to access support whenever and wherever is best for them.



PRACTICE DEVELOPMENT

Shared Harvest offers mentorship and educational opportunities with experts from an array of healthcare fields that help to support practitioners' career goals and professional development. Practitioners who participate gain valuable insight, develop leadership skills, engage in interactive career development opportunities, and receive continuing education credits.



PEER-TO-PEER LEARNING

Shared Harvest creates safe spaces for BIPOC and female-identified medical practitioners to network, share information, gain support, develop personal connections, create opportunities, and learn from one another to advance their careers. Networking forums are available in-person and virtually through the use of online membership groups, resource libraries, and soon-to-be shared clinical workspaces nationwide.



HERE IS HOW YOU CAN HELP



Partner with Us

Partners sponsor our community volunteer practitioners along their journey toward paying off their student loan debt. Partner sponsorship levels start at \$33,000. This level of commitment supports the equity work of one volunteering community health practitioner for one year. We encourage cohort investments of 5 or more practitioners at a time.

Give an In-Kind Gift

In-kind supporters donate gifts of time, marketing, PR and other professional resources to the campaign and our practitioner participants. These gifts may include professional workshops and webinars, discounted software services, capital equipment and supplies, pro bono professional services, clinical co-working space, and career coaching.



Join our Network

We offer a human resources networking platform that connects practitioners with businesses and community organizations that are recruiting for both paid and volunteer positions. For-profit businesses who advertise and recruit on our job board agree to offer student loan debt repayment as one of their offered benefits to the hired practitioner, and nonprofit organizations agree to participate in the Student Loan Debt Rewards (SLDR) program. Shared Harvest manages the benefit and reward programs.



Your support will help us RESUScite and revitalize the medical pipeline and ensure that we can even the playing field for BIPOC and female-identified healthcare practitioners. For more information please contact us at people@sharedharvestfund.org.

REFERENCES

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6. [Physician Burnout & Moral Injury: The Hidden Health Care Crisis, The National Institute for Health Care Management Foundation, https://nihcm.org/publications/physician-burnout-suicide-the-hidden-health-care-crisis](https://nihcm.org/publications/physician-burnout-suicide-the-hidden-health-care-crisis)