



Week of July 27, 2020

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## LIVING & WORKING IN PRIMARY CARE DURING COVID-19

A research study to understand how  
the primary care professional is  
personally affected during this crisis

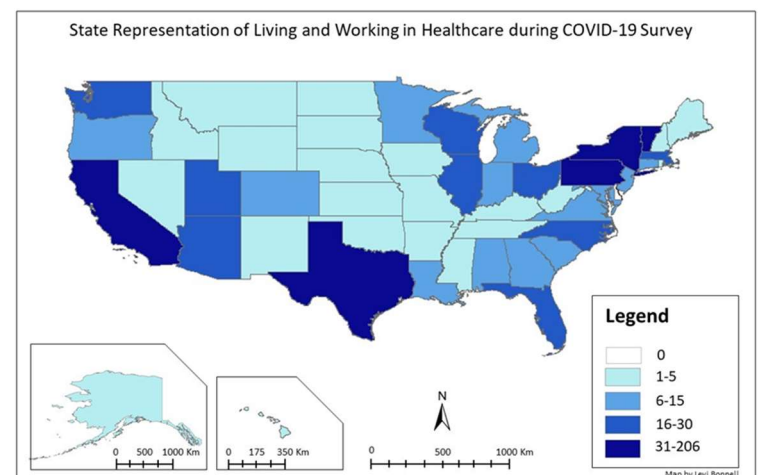


**Week 11:** We continue to examine occupational burnout and discrimination. Participants were asked the following: "On your job, do YOU feel in any way discriminated against for any reason" and "On your job, have you WITNESSED discrimination against a coworker or patient for any reason." Nearly a **quarter** of respondents endorsed feeling discriminate against on the job (n = 129) whereas over a **third** endorsed witnessing discrimination at work (n = 82).

The results from this survey are on the higher end compared to previous findings examining discrimination in the general workforce (11% to 25%; [Fekedulegn et al., 2019](#)), and lower when examining findings specific to healthcare professionals (21% to 78%; [Syed et al., 2018](#); [Nunez-Smith et al., 2009](#); [Adesoye et al., 2017](#)). Discrimination at work has been associated with turnover, job dissatisfaction/attitudes, health, burnout, etc. This appears to be a topic that may be understudied in primary care across roles. Based on this, we will continue to ask questions related to discrimination in future surveys.

**Methods:** REDCap online survey was distributed starting May 18, 2020 to primary care professionals and organizations nationally, including: NAPCRG, AAFM, CFHA, SGIM, UVM Medical Center, Kaiser Northern California, California Nurses Association, reddit, twitter, etc. Recruitment efforts will continue throughout the COVID-19 crisis. Participants can choose to complete the survey once or several times. The survey occurs weekly and is dyanmic in order to include pressing questions.

**Participants:** Thank you everyone for your participation and for sharing your experiences during this challenging time in history. As of August 3, 2020, we have recruited 692 respondents from all 50 states (see graphic) and a few outside the U.S.. Including 38% physicians, 9% nurse practitioners and physician assistants, 17% nurses, 8% medical assistants, 17% behavioral health providers, 6% administrative support staff, and 5% other; 78% of participants are women, 83% white, and the average years working in their current role is 10 years (median; 0.1 to 70 years).



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Note: These preliminary results should be interpreted with caution. The small sample size makes the current findings not generalizable. Meaning that we cannot assume these data represent all primary care professionals. The number of respondents change based on the questions posed for the week. For tips/resources on coping with distress during a pandemic, click [here](#).