



SCHOOL OF MEDICINE

OFFICE FOR DIVERSITY,
EQUITY & INCLUSION

EXECUTIVE SUMMARY

10.2020 - 12.2021

John Paul Sánchez, MD, MPH
Interim Executive Diversity Officer
UNM School of Medicine
and
UNM HSC Executive Associate
Vice Chancellor for Diversity, Equity
and Inclusion

Cover photos were taken during COVID and were in adherence to the masking rules in place at that time.

from top to bottom:

Photo 1: SNMA RMEC Update Meeting, Sept. 7, 2021, Meet and Greet, Home of Dr. Sánchez

Photo 2: LMSA National Board Retreat | May 22, 2021, Hosted at UNM by UNM SOM DEI & UNM HSC DEI

Photo 3: UNM HSC & UNM SOM Language Equity Summit, Oct. 2, 2021

Photos 4 & 5: Visit by Dr. Waleska Crespo, President of Universidad Central del Caribe (UCC), Puerto Rico | July 13, 2021

GROUP PHOTO (right) taken pre-pandemic (Feb. 2020)





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APPENDIX Presentation: UNM School of Medicine Committee of Chairs, Jan 2021, Topics:
Survey of DEI-Titled Representatives' Outcomes, On-Going Responsibilities, and Needs
bit.ly/DEI-COC-Jan21



Message from the Interim Dean

Michael Richards, MD, MPA

Dear learners, staff and faculty,

I want to commend the collaborative work you all have done to advance diversity, equity and inclusion (DEI) at The University of New Mexico School of Medicine. We have heard the calls for change and justice across the nation with respect to race relations and we have heard our community's expectation that we become a leader and model for change at the UNM School of Medicine.

We continue to build our school's Office for Diversity, Equity and Inclusion, and this report highlights our activities and outcomes between October 2020 and December 2021.

Last winter, under the direction of Interim Dean Martha Cole McGrew and Interim Executive Diversity Officer John P. Sánchez, an environmental scan of DEI efforts was conducted. It determined our common collective interests in enhancing DEI infrastructure and the intentional diversification of the resident, faculty and senior administrator workforces.

Since then, we have taken inventory of DEI-related efforts, started to address structural equity issues, worked to develop DEI departmental representatives and DEI metrics on annual faculty evaluations. We have also engaged local and national leaders to help guide us with the latest and best DEI practices. This includes implementing a holistic review in senior searches, providing an introduction to talent management framework, and enhancing collaboration with DEI-related national organizations.

The fact that this incredible work has continued despite enduring a global pandemic reinforces how deeply committed we are to DEI.

On behalf of The University of New Mexico School of Medicine, I applaud Dr. Sánchez, Mr. Mike Kendall, our DEI departmental representatives, and all of our engaged learners, staff and faculty members who champion and advance diversity, equity and inclusion. I look forward to the continued growth and development of this critical office, and continued DEI-related innovation and excellence in the new year.

Sincerely,

Michael Richards, MD, MPA

Interim Dean, UNM School of Medicine & Senior Vice President for Clinical Affairs, UNM Health System



Letter from the Interim Executive Diversity Officer

JOHN PAUL SÁNCHEZ, MD, MPH

December 13, 2021

Dear UNM School of Medicine Community Members,

The period between October 2020-December 2021 saw numerous advancements by The University of New Mexico School of Medicine Office for Diversity, Equity and Inclusion (SOM DEI) in partnership with our academic departments, offices and the HSC Office for DEI. These advancements came at a pivotal point as our community came together to reflect and respond to COVID-19 and systemic racism/ethnocracy while managing unprecedented transition in School and HSC leadership. Most notable were the coalition of students, faculty and learners of White Coats for Black and Indigenous Lives (WC4BIL), who championed anti-racism efforts within the School of Medicine and across the HSC.

In October-November 2020, the SOM DEI, in partnership with many of our departments and offices, conducted an environmental scan to further understand our DEI journey to date. We discovered a strong commitment by our learners', staff and faculty members' to advancing DEI, an under-appreciation of DEI-related scholarship conducted by faculty (since January 2019 approximately 70 peer-reviewed DEI-related articles) and opportunities to better align and unify departmental and unit efforts to advance DEI. Additionally, two distinct priorities emerged: 1) a need to strengthen the SOM DEI infrastructure and 2) support for increased resident and faculty diversity.

This report summarizes some of our collective progress in addressing these two priorities:

- Working with departmental leadership to address structural inequities for DEI departmental representatives:
 - Identifying DEI representative(s) in each department
 - Supporting DEI representatives in acquiring titles consistent with human resource practices
 - Advocating for DEI representatives to have S.M.A.R.T. goals
 - Advocating DEI representatives to have dedicated FTE for DEI work
 - Advocating for budgets and resources to support DEI work
- Administrative and financial support for 30 School of Medicine learners, faculty and staff to participate in diversity-related professional development conferences
- Building visibility of DEI efforts across departments through webpages and participation in regional and national conferences
- Promoting discourse of DEI metric inclusion on annual faculty evaluation forms, led by Internal Medicine (**Lana Melendres-Grove, MD and Mark Unruh, MD**) and Emergency Medicine (**Steve McLaughlin, MD**) in collaboration with the Office for Faculty Affairs and Career Development (**Bronwyn Wilson, MD, MPH**)
- Offering professional development programming led by national leaders (**Bonnie Simpson-Mason, MD, FAAOS, Grace Huang, MD, etc.**) in collaboration with the Office of Education (**Craig Timm, MD**), Office of Graduate Medical Education (**Joanna Fair, MD, PhD**) and Office of Faculty Affairs and Career Development (**Bronwyn Wilson, MD, MPH**)
- Supporting diverse resident recruitment events (e.g. medical students in Puerto Rico, GME Diversity Nights) in collaboration with the Office for GME (**Gena Dunivan, MD and Joanna Fair, MD, PhD**)
- Supporting community and leadership development for our learners, staff and faculty
 - For the first time, the UNM School of Medicine hosted the National Board retreat of the Latino Medical Student Association (LMSA) in June of 2021, in collaboration with HSC Office for DEI (**Valerie Romero-Leggott, MD**)
 - Also for the first time, the School of Medicine hosted the Regional Medical Education Conference of the Student National Medical Association (SNMA), in collaboration with HSC Office for DEI (**Deion Ellis, MD '22** and **Alexis Gough, MD '22**)
- Supporting WC4BIL investigation and communication of grading disparities in clinical clerkships by race/ethnicity in collaboration with Office for Education (**Teresa Vigil, MD and Ed Fancovic, MD**), Learning Environment Office (**Diana Martinez, MPH**), and Office for Professional Well-Being (**Liz Lawrence, MD**)
- Expansion of SOM DEI staff (Executive Diversity Officer, Assistant Dean, Director) with support from Interim Dean **Michael Richards, MD, MPA**
- Contributed to the design and implementation of several of the 60+ heritage month events led by the HSC Office for DEI
- Joined in the launch of the Inclusive Excellence Council of the HSC Office for DEI (**Valerie Romero-Leggott, MD**).

The aforementioned work would not have been possible without the commitment of our learners, staff and faculty in advancing diversity, equity and inclusion. Special thanks to Interim Dean **Martha Cole McGrew, MD** and Interim Dean **Michael Richards, MD, MPA** for championing DEI at the School of Medicine. Huge thank you to **Mike Kendall**, SOM DEI program specialist for managing all programmatic and financial aspects for the office – it would not have been possible without you!

Diversity, equity, and inclusion is and must remain central to the School of Medicine's mission to achieve health justice for all residing in the state of New Mexico. Thank you to all for supporting the mission.

Un abrazo,

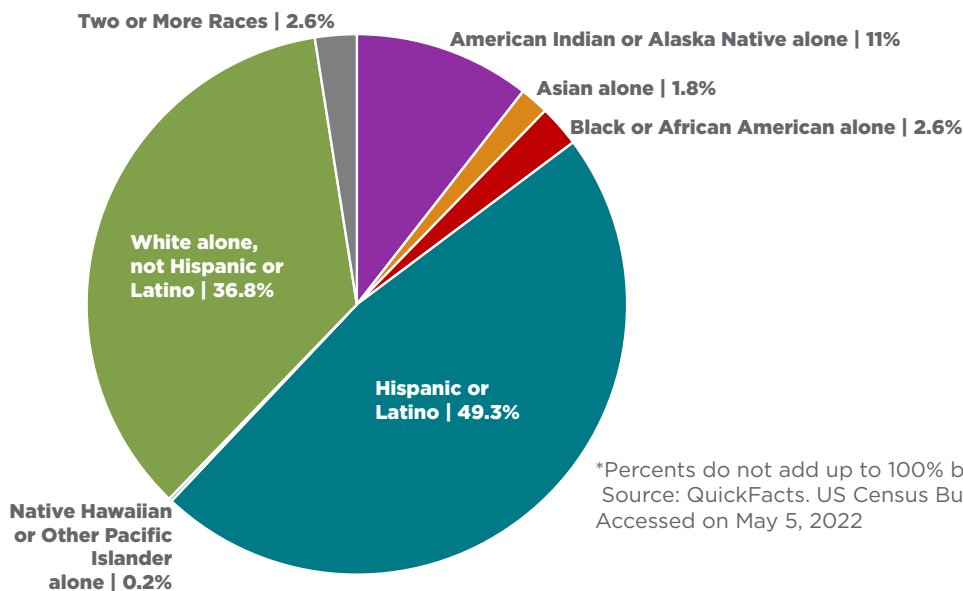
John Paul Sánchez MD, MPH

Executive Associate Vice Chancellor, UNM Health Sciences Diversity, Equity and Inclusion

Interim Executive Diversity Officer,
Professor with Tenure & Vice Chair DEI, Emergency Medicine,
Fellowship Director, Learning Environment Office,
The University of New Mexico School of Medicine

NEW MEXICO POPULATION ESTIMATE (2,115,877)

RACE & HISPANIC ORIGIN*



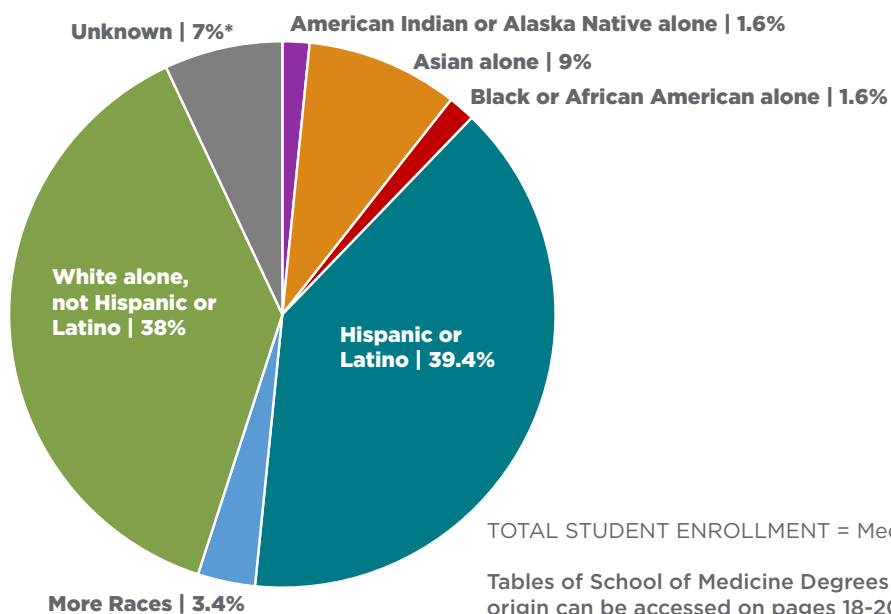
GENDER

FEMALE PERSONS | 50.5%

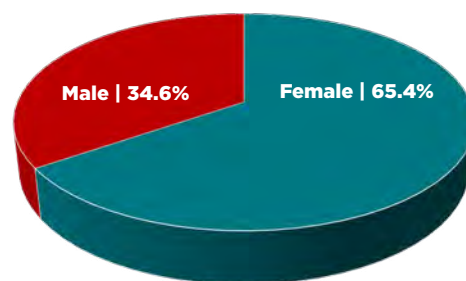
*Percents do not add up to 100% because respondents could mark more than one value.
Source: QuickFacts. US Census Bureau www.census.gov/quickfacts/NM
Accessed on May 5, 2022

FALL 2021 SCHOOL OF MEDICINE TOTAL STUDENT ENROLLMENT (924)

RACE & HISPANIC ORIGIN



GENDER



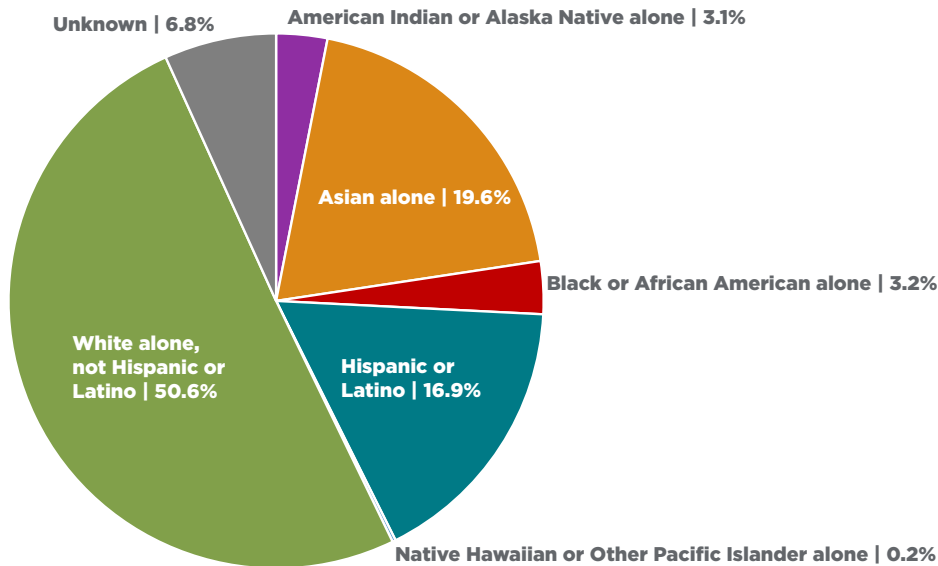
TOTAL STUDENT ENROLLMENT = Medical, Health Professions & Research Degree Programs
Tables of School of Medicine Degrees Conferred by program and by sex, race, and Hispanic origin can be accessed on pages 18-20.

*Unknown Category Includes "International" identified due to variability

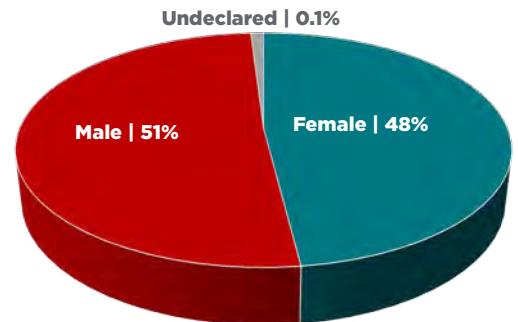
Source: UNM Health Sciences: Office of Institutional Analytics
<http://oia.unm.edu/facts-and-figures/hsc-specific-data.html>
Accessed on May 5, 2022

2021 PHYSICIAN RESIDENTS & FELLOWS (688)

RACE & HISPANIC ORIGIN*



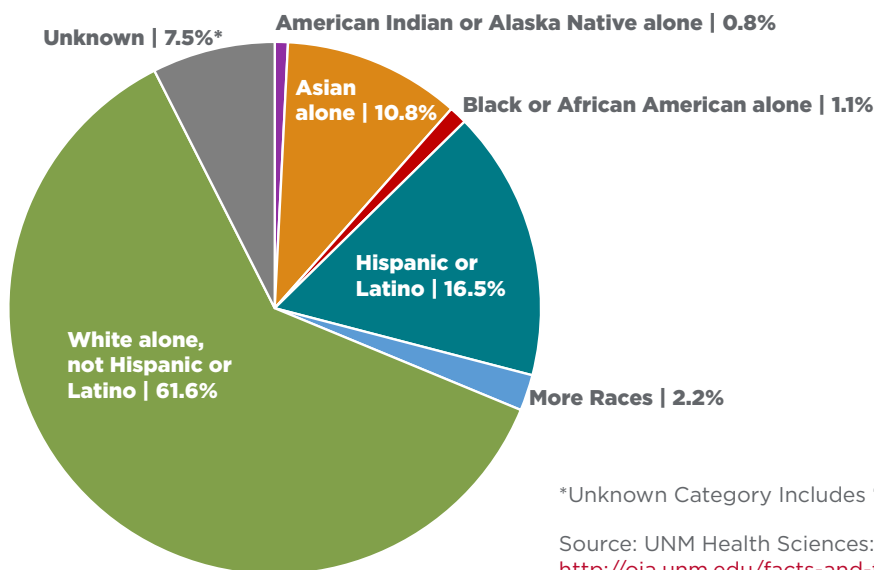
GENDER



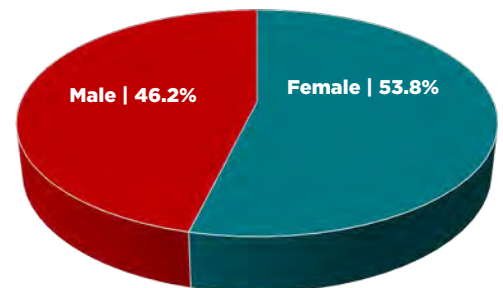
*More than 100%; Several identified as more than one race
Source: UNM School of Medicine Office of Graduate Medical Education

2021 SCHOOL OF MEDICINE FACULTY: Full-time & Part-time (1,074)

RACE & HISPANIC ORIGIN*



GENDER



*Unknown Category Includes "International" identified due to variability

Source: UNM Health Sciences: Office of Institutional Analytics

<http://oia.unm.edu/facts-and-figures/hsc-specific-data.html>

Accessed on May 5, 2022

TIMELINE | 2021 ACTIVITIES AT A GLANCE

October 2020

Interim Executive Diversity Officer Appointed

Former Dean Martha McGrew, MD names J.P. Sánchez MD, MPH, Interim Executive Diversity Officer. This position is allocated 0.2 FTE to support the efforts of the School of Medicine's Office for Diversity, Equity & Inclusion. Brenda Pereda, MD, served as the Assistant Dean. Mike Kendall serves as Administrative Assistant.

Puerto Rico Medical Schools: UNM School of Medicine Residency Showcase | Oct. 17 More than 40 students in attendance.

November 2020

Initial Survey of DEI-Titled Representatives' Outcomes, On-Going Responsibilities and Needs | Nov.-Dec. 2020

January 2021

Presentation: UNM School of Medicine Committee of Chairs | Jan 2021

Topics: Survey of DEI-Titled Representatives' Outcomes, On-Going Responsibilities, and Needs ([Appendix](#))

Martin Luther King Jr. Distinguished Speaker Series | Jan. 22 & 28

Monica Lypson, MD, MHPE, FACP and Karissa Culbreath, PhD

February 2021

Launch of HSC Office for DEI, Inclusive Excellence Council

The School of Medicine serves as an HSC member.

Survey of Revised DEI-Titled Representatives' Responsibilities, S.M.A.R.T. Goals, Metrics and Resources | February - March

March 2021

School of Medicine community members participate in the Latino Medical Student Association, National Conference | March 12-14

[In honor of the approaching 50th Anniversary of LMSA, Drs. Martha Cole McGrew, Dr. Valerie Romero-Leggott and Dr. Douglas Ziedonis co-create a congratulatory video.](#)

School of Medicine community members participate in the National Hispanic Medical Association Conference | March 17-20

School of Medicine community members participate in the American Medical Women's Association | March 25-28

As one of the few women Dean's of an allopathic medical school Dr. Martha Cole McGrew and Dr. Valerie Romero-Leggott create [a welcome video for AMWA conference participants](#) visiting our SOM booth.

SOM commences the process to identify a permanent Executive Diversity Officer | March

April 2021

School of Medicine community members participate in the SNMA National Medical Education Conference | April 1-4

School of Medicine community members participate in the National Lesbian, Gay, Bisexual, and Transgender Health Workforce Conference | April 22-24

May 2021

LMSA National Board Retreat | May 22
Hosted by UNM School of Medicine and UNM Health Sciences DEI Offices

Increasing Resident, Fellow and Faculty Diversity | May 24
8 Speakers, 118 Attendees. (See page 10 for details).

June 2021

LGBTQ+ Pride Month
[**Still Learning: LGBTQ Health & Medical Education in 2021**](#)

July 2021

Visit by Dr. Waleska Crespo, President of Universidad Central del Caribe (UCC), Puerto Rico | July 13 (see page 14 for details)

School of Medicine community members participate in the AAIP/ANAMS National Conference | April 1-4

September 2021

SNMA RMEC Update Meeting | Sept. 7
Meet and Greet, Home of Dr. Sánchez

[**UNM School of Medicine & UNM Health Sciences Release Grading Disparities Report, Host Meetings and Updates**](#)

Interview and Visit to Puerto Rico | Sept. 9-10
50+ Medical Students had 30 minute Meet and Greet Sessions with DEI-Titled Representatives from across SOM

UNM School of Medicine DEI Office commences to recruit an Assistant Dean and DEI Director | September

Professional Development Training: Ensuring Equal Opportunity in the Recruitment of Residents | September – October
Heather Jaramillo, JD, Interim Director of Equal Opportunity, UNM

October 2021

UNM School of Medicine community members sponsored to attend Society for Advancement of Chicanos and Native Americans in Science, SACNAS | Oct. 25 – 29

Opening of School of Medicine Office for DEI in Fitz Hall

UNM School of Medicine & UNM Health Sciences Offices of DEI host SNMA RMEC III for the first time | Oct. 22-24 (see page 13 for details)

November 2021

Survey of DEI-Titled Representatives' Outcomes, On-Going Responsibilities, and Needs | [**Due Nov. 26**](#)

Annual Biomedical Research Conference for Minority Students, ABRCMS | Nov. 10-13

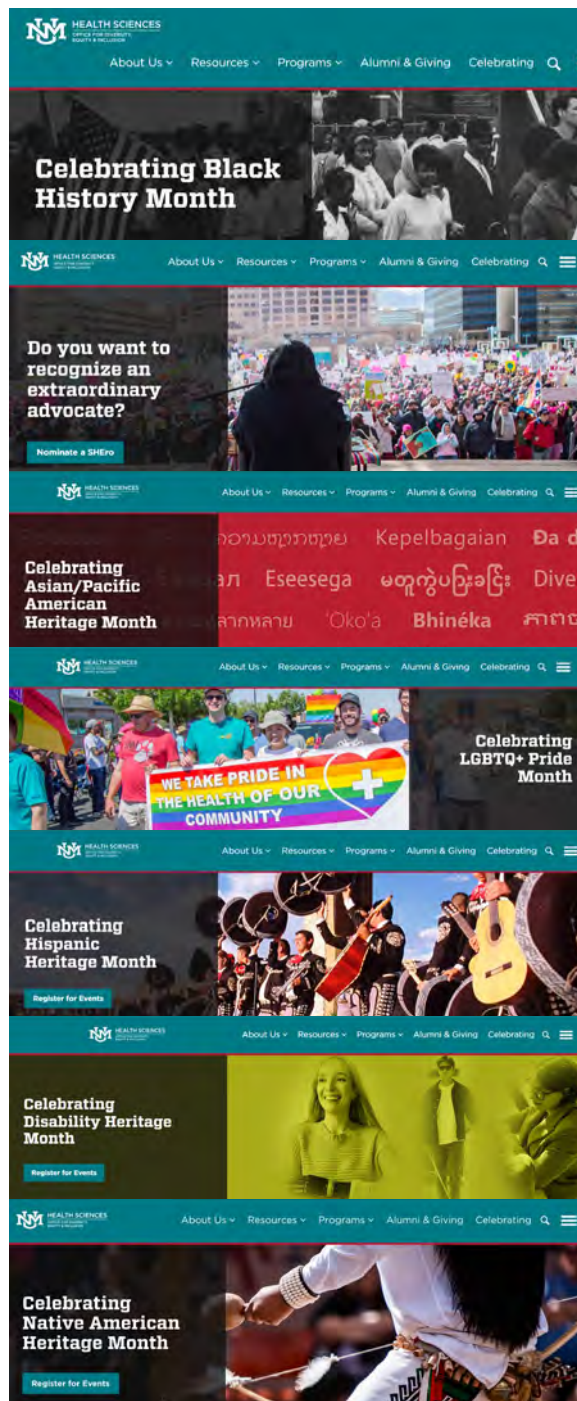
December 2021

Annual Summary Distributed | Week of Dec. 13

Holiday Party | Dec. 13

Heritage Month Activities

- 50+ sessions
- More than 1000 participants
- Accessible via hsc.unm.edu/diversity/celebrating/



Black History Month | February
Resiliency in the Black Community: Past, Present, & Future

Women's History Month | March
When You Picture a Scientist, Who Do You See?

Asian Pacific American Heritage Month | May
Breaking through the Senior Leadership Bamboo Ceiling

LGBTQ+ Pride Month | June
Still Learning: LGBTQ Health & Medical Education in 2021

Hispanic Heritage Month | September
Language Equity Summit
(Planners, Speakers, and Participants)



Disability Heritage Month | October
Integrating Disability into Graduate Health Sciences Curricula: Three Perspectives

Native American Heritage Month | November
The Role of National Organizations in Facilitating American Indian & Alaska Native Engagement & Representation in the Health Professions



The University of New Mexico School of Medicine Office of Diversity, Equity and Inclusion in co-sponsorship with the Offices of Education, Faculty Affairs & Career Development and Graduate Medical Education present:

DIVERSITY, EQUITY & INCLUSION TRAINING

Increasing Resident, Fellow and Faculty Diversity

MONDAY, MAY 24 • 12-5:30 PM • REGISTER BY MAY 22

[CLICK HERE TO REGISTER](#)

Curriculum is framed specifically for School of Medicine staff, basic science & clinical faculty, residents and fellows. All School of Medicine learners and trainees are welcome to attend!

WORKSHOPS & SPEAKERS

ACGME Resources to Recruit and Develop Diverse Residents and Fellows



Bonnie Simpson-Mason, MD
Vice President, Diversity and Inclusion, Accreditation Council for Graduate Medical Education (ACGME)

Resources for Workforce Development through the Association of Native American Medical Students and Association of American Indian Physicians



Melissa Begay, MD
Assistant Professor, Pulmonary, Critical Care and Sleep Medicine, Department of Internal Medicine, The University of New Mexico School of Medicine



Erik Brodt, MD
Associate Professor of Family Medicine, School of Medicine, Oregon Health and Science University

Using a Structured Approach to Actively Recruit Diverse Residents, Fellows and Faculty



Sunny Nakae, PhD, MSW
Senior Associate Dean-Equity, Inclusion, Diversity and Community Partnerships, California University of Science and Medicine, School of Medicine

Promising Practices for Recruiting Hispanic/Latino/Latina/Latinx-identified and African American/Black-identified Residents, Fellows and Faculty



Francisco Moreno, MD
Associate Vice President for Equity, Diversity and Inclusion, University of Arizona Health Sciences



Dennis J. Spencer, MD, PhD
Attending Physician, Division of Gastroenterology and Nutrition, Boston Children's Hospital, Instructor in Pediatrics, Harvard Medical School

Translating DEI Activities into Educational Scholarship



Grace Huang, MD
Editor in Chief, MedEdPORTAL, Vice Chair for Career Development and Mentoring, Dept of Medicine, Beth Israel Deaconess



Monica Lee Mendiola, MD
Instructor in Obstetrics, Gynecology and Reproductive Biology, Beth Israel Deaconess Medical Center

QUESTIONS?

Please feel free to reach out to [Dr. J.P. Sánchez](#) or [Mike Kendall](#).

Increasing Resident, Fellow and Faculty Diversity

May 24, 2021

118 registrants

Video-Recordings:

- [Translating DEI Activities into Educational Scholarship](#)
- [Using a Structured Approach to Actively Recruit Diverse Residents, Fellows and Faculty](#)
- [Promising Practices for Recruiting . . . Residents, Fellows and Faculty](#)
- [ACGME Resources to Recruit and Develop Diverse Residents and Fellows](#)
- [Accelerating Possibilities for American Indians & Alaska Natives in Academic Medicine Ecosystem](#)

Ensuring Equal Opportunity in the Recruitment of Residents

September – October, 2021

Heather Jaramillo, JD, Interim Director of Equal Opportunity

hjaramillo@unm.edu

Advancing Health Equity. A Guide to Language, Narratives and Concepts January 2022

Malika Fair MD, MPH and Philip Alberti PhD

[Download the equity guide here.](#) | [Watch the video here.](#)

The Office for DEI financially sponsored community members' participation in the following 2021 professional development conferences:

Latino Medical Student Association, National Conference

March 12-14, 2021

[Drs. Martha Cole McGrew, Valerie Romero-Leggott and Douglas Ziedonis provided opening remarks.](#)

Attendee Quote: *"LMSA National Conference is a great way to meet and hear from underrepresented students and faculty in medicine."*

National Hispanic Medical Association

March 17-20, 2021

Attendee Quote: *"The common denominator has been and still remain the overall well-being of the Hispanic/Latino community as a productive intellectual and technical engine in this country."*

American Medical Women's Association

March 25-28, 2021

[Dr. Martha Cole McGrew provided opening remarks](#)

Attendee Quote: *"I saw role-models that were very inspirational, and to hear of current issues that I can participate in to help move the agenda toward equality for all was motivating."*

Student National Medical Association

April 1-4, 2021

Attendee Quote: *"...you are able to network with other minority physicians, whether in their stages of training or practice [and] with job recruiters and career coaches... excellent healthcare-related presentations, lectures, and seminars..."*

Association of Native American Medical Students

April 9-10, 2021

Attendee Quote: *"Local gathering of Native students, physicians and traditional healers that focus on topics related to Native health, traditional medicine and cultural values."*

National Lesbian, Gay, Bisexual, and Transgender Health Workforce Conference

April 22-24, 2021

Attendee Quote: *"...interesting hearing about Stanford's virtual PreP program for youth & adolescents and how that model may be applied elsewhere such as UNM."*

Annual Biomedical Research Conference for Minority Students (ABRCMS)

November 10-13, 2021

Quotes Pending

Society for Advancement of Chicanos and Native Americans in Science, SACNAS

October 25 - 29, 2021

Quotes Pending

30 UNM School of Medicine Attendees were sponsored:

Micheala Granados
Medical Student

Diamone Gathers, MD
Resident, Internal Medicine

Catherine Abuhilu
Office of Medical Student
Affairs

Tione Buranda, BA, MS, PhD
Pathology

Annapoorna Bhat
Ramachandra, MD
Neurology

Alexis Gough
Medical Student

Melissa N Begay, MD
Internal Medicine

Francisco J. Lopez
Medical Student

Douglas Chan
Resident, Psychiatry

Sarah Assaf, MD
Internal Medicine

Jonathan P Hulse
Medical Student

Romeo Morales, MD
Dermatology

Nathan Harris
Medical Student

Lynnette Brown, MD
Resident, Internal Medicine

Judy Cannon, PhD
Molecular Genetics and
Microbiology

Shirlee James-Johnson, MPH,
PA-C Employee Occupational
Health Services

Samuel Goodfellow
PhD Candidate, Biomedical
Sciences Graduate Program,
Internal Medicine

Harsh Sharma, DO
Resident, Internal Medicine

Marjan Hovaida, MD
Assoc. Program Director, UNM
GI Fellowship, VAMC

Miriam Valenzuela Cardenas
Research Assistant
Experimental Therapeutics

Rachel Ruckman
Medical Student

David Linsenbardt
Neurosciences

LeAnn Chavez, MD
Surgery

Alissa Cabada-Gomez
Medical Student

Lindsay Smart, PhD
Psychiatry & Behavioral
Sciences

Monserrat Orozco
Biomedical Research
Education Program

Kevin Taylor, MD, MS
Public Health & Preventive
Medicine

J.P. Sánchez, MD, MPH
Emergency Medicine

Natasha James, MD
Emergency Medicine

SPONSORSHIP OPPORTUNITIES

for Professional Development and Recruitment at Diversity-Related Organizations January - August 2022

To support outreach and recruitment of diverse residents, fellows, faculty and senior administrators, the UNM School of Medicine Office for Diversity, Equity and Inclusion has some funds to cover the registration costs for following professional development conferences.

These conferences offer excellent opportunities to present oral/poster presentations, to apply for leadership awards, to apply for scholarships, and/or to participate in recruitment/career fairs. Please pay special attention to the deadlines below.

January 7-9, 2022

Asian Pacific American Medical Student Association (APAMSA) 2022 National Conference

Our mission is to engage health professional students in health issues that affect Asian Pacific Americans so that we may have a strong, collective, and public voice promoting the health and well-being of our communities.

March 2-6, 2022 (hybrid)

Philadelphia, PA

Latino Medical Student Association 50th Anniversary Celebration and National Conference

Dedicated to the advancement of Latina/Latino/Latinx, Hispanic, or of Spanish origin + (LHS+) -identified trainees and faculty

Programming to include:

- Latina/o/x Identity, Development, Empowerment, and Resources Seminar - LIDERes
- LMSA Instruction, Support, Training & Orientation Session for Advisors - LISTOS

Poster abstract deadline
Dec. 31, 2021

March 24 - 27, 2022 (virtual)

American Medical Women's Association - 107th Annual Meeting

Thriving with Tenacity, Humor & Hope

AMWA is dedicated to advancing women in medicine and to improving women's health via advocacy for women in the legal, social, and educational realms.

Poster submission deadline:
Nov. 22, 2021

March 24 - 27, 2022

Crystal City, VA

National Hispanic Medical Association (NHMA) - NHMA 25th Annual Conference

Dedicated to empowering Hispanic physicians to be leaders who will help eliminate health disparities and improve the health of Hispanics.

Poster and abstract deadline:
Feb. 4, 2022

April 13-17, 2022

Orlando, FL

Student National Medical Association (SNMA) - Annual Medical Education Conference

SNMA is committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians.

Research abstracts accepted on a rolling basis until Jan. 14, 2022

April 21-23, 2022

New York City, NY

National LGBT Health Workforce Conference

The LGBT Health Workforce Conference provides an overview of practices to prepare health care workers to address the health concerns of LGBT communities.

Abstract submission and 2021 Leadership Awards application due
Jan. 1, 2022

July 28 - 31, 2022

Association of American Indian Physicians (AAIP) 50th Conference

AAIP conducts a national health conference to serve as a forum for healthcare professionals, policy makers, and tribal/community members concerned with American Indian/Alaska Native health, healthcare, community wellness, and honoring Native Traditions.

Abstract submission not available at the time

Please apply for funding **at least 45 days before the conference date.**

Funding is limited.

Preference will be given to trainees on a first come, first served basis.

If you are interested, please click here to complete this survey as soon as possible.

For more information, please email
Mike Kendall or **Dr. J.P. Sánchez**.

HOSTING | Expanding our Circle



LMSA National Board Retreat | May 20, 2021

Fifteen members of the National Board of the Latino Medical Student Association held their annual strategic planning meeting at the UNM School of Medicine.

LMSA student and faculty leaders met with then Interim Dean, Martha Cole McGrew, MD, Associate Dean, Gena Dunivan, MD, and UNM HSC Vice Chancellor, Valerie Romero-Leggott, MD to discuss best practices in supporting the academic, personal and professional development of Latina/o/x/e, Hispanic, or of Spanish Origin+ (LHS+) identified learners.

The event also served as a unique opportunity to recruit LHS+ identified diverse trainees to SOM residencies and fellowships.

SNMA RMEC III | Oct 22-24, 2021

hosted for the first time by UNM School of Medicine & UNM Health Sciences DEI Offices



*Photos were taken during COVID and were in adherence with masking rules in place at that time.

September 7, 2021
Meet and Greet, SNMA RMEC Update Meeting
Home of Dr. Sánchez

Potential in Puerto Rico

Meet and Greet and Recruitment of Medical Students from LCME-Accredited Medical Schools in Puerto Rico

Visit by Dr. Waleska Crespo, President of Universidad Central del Caribe (UCC), Puerto Rico

July 13, 2021

Three sessions offered:

1. The UCC Experience: Training Bilingual Health Care Providers
2. The UCC Experience: Pipeline and Pathway Pathways in Puerto Rico
3. Dinner with President Dr. Crespo.

Interview and Visit to Puerto Rico

September 9 & 10, 2021

More than 50 Medical Students had 30 minute “Meet and Greet” sessions with DEI-titled representatives from across the UNM School of Medicine.



*Photos were taken during COVID and were in adherence with masking rules in place at that time.

MEMBERSHIPS | Institutional Benefits

In June 2021, the UNM School of Medicine became an institutional member of the Student National Medical Association, National Center for LMSA Leadership and Advancement and BNGAP National Center for Pre-Faculty Development to support our efforts in diversifying our resident/fellow, faculty, and senior administrator workforces. UNM School of Medicine departments and units are encouraged to access services through these memberships and include the logos on their outreach efforts.



SNMA - Student National Medical Association

Membership Benefits

- Access to Top Publications
- Member Discounts
- Opportunities to Become an SNMA Leader
- Career and Leadership Training at Members-only Events
- SNMA Programs and Fellowship Opportunities



National Center for LMSA Leadership and Advancement

Membership Benefits

- Access to LISTOS (LMSA Instruction, Support, Training & Orientation Session) for Advisors/Mentors
- Access to LIDEReS: LHS+ Identity, Development, Empowerment, and Resources Seminar for Faculty/Physicians
- Access to Hispanic Heritage Month Educational Activities
- Featured on LMSA National Webpage
- Access to E-Newsletter
- Academic Medicine Medical Spanish Fellowship



National Center for Pre-Faculty Development (BNGAP)

Membership Benefits

- Access to Academic Career Development Seminars and Webinars
- Opportunities for member entities to post ads in the BNGAP monthly e-Newsletter related to career, employment, and funding opportunities and upcoming events.
- Enrollment in the Academic Medicine Writing Fellowship for Tier 2 and Tier 3 members.
- Heightened Visibility as a pre-faculty development leader.
- Networking opportunities with other trainees, faculty, and administrators
- Leadership development for trainees, faculty and administrators

ADVOCATES | DEI VICE CHAIRS & DIRECTORS



Director
Kathleen Reyes, MD, MS
Anesthesiology & Critical Care
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Vice Chair
Lana Melendres-Groves, MD
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AS OF MARCH 2022

DEMOGRAPHICS | DEGREES CONFERRED

MD, PhD (BSGP), DPT,
MS (BSGP), MOT, MSDH, MSPAS,
BSML, BS (RS), BSDH, BS (EMS)

By Sex, Race and Hispanic Origin

DOCTOR OF MEDICINE DEGREES CONFERRED

	2019/2020 (102) 50 Female 52 Male	2020/2021 (84) 47 Female 37 Male
American Indian	3 (3 Male)	1 (1 Male)
Asian	9 (4 Female 7 Male)	10 (8 Female 2 Male)
Black or African American	1 (1 Female)	2 (1 Female 1 Male)
Hispanic	39 (22 Female 17 Male)	28 (12 Female 16 Male)
Native Hawaiian	1	0
2 or More Races	6 (5 Female 1 Male)	2 (1 Female 1 Male)
Unknown*	4 (2 Female 2 Male)	6 (4 Female 2 Male)
White	38 (16 Female 22 Male)	35 (21 Female 14 Male)

PHD BIOMEDICAL SCIENCES DEGREES CONFERRED

	2019/2020 (21) 12 Female 9 Male	2020/2021 (17) 12 Female 5 Male
Asian	2 (1 Female 1 Male)	2 (2 Female)
Hispanic	2 (1 Female 1 Male)	6 (3 Female 3 Male)
2 or More Races	6 (5 Female 1 Male)	1 (1 Female)
Unknown*	3 (3 Male)	3 (2 Female 1 Male)
White	7 (5 Female 2 Male)	5 (4 Female 1 Male)

DOCTOR OF PHYSICAL THERAPY DEGREES CONFERRED

	2019/2020 (29) 16 Female 13 Male	2020/2021 (2) 1 Female 1 Male
American Indian	3 (2 Female 1 Male)	0
Hispanic	14 (7 Female 7 Male)	2 (1 Female 1 Male)
2 or More Races	1 (1 Male)	0
Unknown*	1 (1 Female)	0
White	10 (6 Female 4 Male)	0

*Unknown Category Includes "International" identified due to variability

Source: UNM Health Sciences: Office of Institutional Analytics <http://oia.unm.edu/facts-and-figures/hsc-specific-data.html>
Accessed November 2021

MS BIOMEDICAL SCIENCES DEGREES CONFERRED

	2019/2020 (25) 21 Female 4 Male	2020/2021 (34) 29 Female 5 Male
American Indian	0	1 (1 Female)
Asian	2 (1 Female 1 Male)	0
Black or African American	1 (1 Female)	1 (1 Female)
Hispanic	8 (6 Female 2 Male)	10 (7 Female 3 Male)
2 or More Races	0	2 (2 Female)
White	14 (13 Female 1 Male)	20 (18 Female 2 Male)

MOT OCCUPATIONAL THERAPY DEGREES CONFERRED

	2019/2020 (25) 21 Female 4 Male	2020/2021 (34) 29 Female 5 Male
American Indian	0	1 (1 Female)
Asian	2 (1 Female 1 Male)	0
Black or African American	1 (1 Female)	1 (1 Female)
Hispanic	8 (6 Female 2 Male)	10 (7 Female 3 Male)
2 or More Races	0	2 (2 Female)
White	14 (13 Female 1 Male)	20 (18 Female 2 Male)

MS DENTAL HYGIENE DEGREES CONFERRED

	2019/2020 (9) 9 Female	2020/2021 (4) 4 Female
American Indian	2 (2 Female)	0
Black or African American	1 (1 Female)	0
Hispanic	4 (4 Female)	1 (1 Female)
2 or More Races	1 (1 Female)	0
White	1 (1 Female)	3 (3 Female)

MS PHYSICIAN ASSISTANT STUDIES DEGREES CONFERRED

	2019/2020 (17) 12 Female 5 Male	2020/2021 (17) 10 Female 7 Male
Black or African American	1 (1 Male)	0
Hispanic	6 (6 Female)	6 (3 Female 3 Male)
White	10 (6 Female 4 Male)	11 (7 Female 4 Male)

*Unknown Category Includes "International" identified due to variability

Source: UNM Health Sciences: Office of Institutional Analytics <http://oia.unm.edu/facts-and-figures/hsc-specific-data.html>

BSML MEDICAL LABORATORY SCIENCES DEGREES CONFERRED

	2019/2020 (21) 18 Female 3 Male	2020/2021 (20) 18 Female 2 Male
American Indian	0	1 (1 Male)
Asian	3 (3 Female)	3 (1 Female 2 Male)
Hispanic	12 (10 Female 2 Male)	8 (8 Female)
2 or More Races	0	1 (1 Female)
Unknown*	0	1 (1 Female)
White	6 (5 Female 1 Male)	6 (6 Female)

BS RADIOLOGIC SCIENCES DEGREES CONFERRED

	2019/2020 (18) 16 Female 2 Male	2020/2021 (11) 11 Female
American Indian	0	1 (1 Female)
Hispanic	9 (9 Female)	8 (8 Female)
Unknown*	1 (1 Female)	1 (1 Female)
White	8 (6 Female 2 Male)	1 (1 Female)

BSDH DENTAL HYGIENE DEGREES CONFERRED

	2019/2020 (8) 8 Female	2020/2021 (58) 55 Female 3 Male
American Indian	2 (2 Female)	0
Asian	0	5 (4 Female 1 Male)
Black or African American	0	3 (2 Female 1 Male)
Hispanic	5 (5 Female)	30 (30 Female)
2 or More	0	2 (2 Female)
White	1 (1 Female)	18 (17 Female 1 Male)

BS EMERGENCY MEDICAL SERVICES DEGREES CONFERRED

	2019/2020 (29) 13 Female 16 Male	2020/2021 (25) 9 Female 16 Male
American Indian	1 (1 Female)	0
Asian	2 (1 Female 1 Male)	2 (1 Female 1 Male)
Hispanic	10 (3 Female 7 Male)	8 (5 Female 3 Male)
2 or More	1 (1 Female)	1 (1 Male)
Unknown*	4 (3 Female 1 Male)	1 (1 Female)
White	12 (4 Female 8 Male)	13 (2 Female 11 Male)

*Unknown Category Includes "International" identified due to variability

Source: UNM Health Sciences: Office of Institutional Analytics <http://oia.unm.edu/facts-and-figures/hsc-specific-data.html>



COORDINATION OF EFFORTS

The Office for Diversity, Equity and Inclusion at The University of New Mexico School of Medicine is honored to coordinate efforts with the following:

at the UNM School of Medicine

- Office of Education
- Office of Graduate Medical Education
- Office of Faculty Affairs & Career Development
- Office for Professional Well-Being
- Learning Environment Office *and*

UNM Health Sciences Office for Diversity, Equity and Inclusion.

THANK YOU

to all of our collaborators!

UNM SCHOOL OF MEDICINE

Department of Anesthesiology & Critical Care Medicine

Department of Biochemistry & Molecular Biology

Department of Cell Biology & Physiology

Department of Dental Medicine

Department of Dermatology

Department of Emergency Medicine

Department of Family & Community Medicine

Department of Internal Medicine

Department of Molecular Genetics & Microbiology

Department of Neurology

Department of Neurological Surgery

Department of Neurosciences

Department of Obstetrics & Gynecology

Department of Ophthalmology & Visual Sciences

Department of Orthopaedics & Rehabilitation

Department of Pathology

Department of Pediatrics

Department of Psychiatry & Behavioral Sciences

Department of Radiology

Department of Surgery

Division of Dental Hygiene

Division of Emergency Medical Services

Division of Medical Laboratory Sciences

Division of Occupational Therapy

Physician Assistant Program

Division of Physical Therapy

Radiologic Sciences Degree Program

Office of Education

Office of Graduate Medical Education

Office of Research

Office of Research Education

Office of Professional Well-Being

AND

American Medical Women's Association (AMWA)

Association of Native American Medical Students (ANAMS)

Asian Pacific American Medical Student Association (APAMSA)

Latino Medical Student Association (LMSA)

LGBTQ Students and Allies in Healthcare (LSAH)

Student National Medical Association (SNMA)

White Coats for Black and Indigenous Lives

UNM HEALTH SCIENCES

Office for Diversity, Equity & Inclusion

hsc.unm.edu/medicine/diversity

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Interim Executive Chief Diversity, Equity and Inclusion Officer, UNM School of Medicine

Executive Associate Vice Chancellor, HSC Office for Diversity Equity and Inclusion

JoPSanchez@salud.unm.edu

Mike Kendall

Program Specialist

MAKendall@salud.unm.edu

September 9, 2022

Dear Past Interim SOM Dean Richards and Permanent SOM Dean Finn:

Thank you for the opportunity to share this January 2022 – August 2022 Report for the Office for Diversity, Equity, and Inclusion, School of Medicine (DEI).

Over the past eight months the SOM has been able to continue to strengthen the foundation of the DEI Office to work towards metrics aligned with our mission. Notable accomplishments have included:

- Disseminating information on the structure and scope of the office;
- Building office staff with the hiring of Kathleen Reyes MD as the new Assistant Dean and Veronica Plaza MD as Director;
- Supporting DEI departmental representatives to achieve common DEI outcomes;
- Enhancing efforts to diversify resident/fellow, faculty, and senior administrative workforces;
- Launching Language Equity/Medical Spanish Initiative;
- Developing and implementing DEI curricula;
- Aligning efforts with the HSC Office for DEI; and
- Maintaining a balanced budget.

I think it is important to acknowledge that this work was undertaken during challenging times for SOM and HSC, including the on-going COVID pandemic, leadership transitions at SOM and HSC, and budgetary concerns. The above accomplishments are testimony to the commitment of SOM learners, faculty, staff, and senior leaders to advancing DEI. Special thank you to past Interim Dean Richards for continuing and advancing DEI agenda items that were also a part of past Interim Dean Martha McGrew's strategic plan.

Gratefully,

J.P. Sánchez MD, MPH
Interim, Executive Diversity Officer

Katie Reyes MD, MSCR
Assistant Dean, DEI

Veronica Plaza MD, MPH
Director, DEI

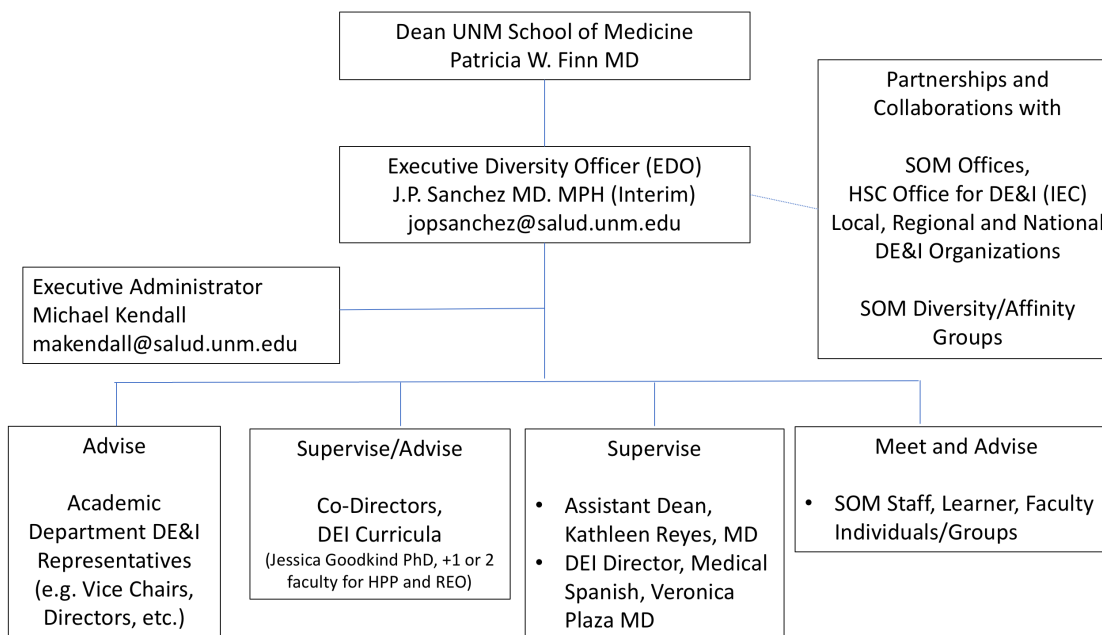
Mike Kendall
Program Specialist

Jessica Goodkind PhD
Co-Director,
DEI Curricular Development (UME)

N Mariam Salas MD
Co-Director
DEI Curricula Development (GME)

Office for DEI Structure and Scope

Office for DEI, UNM SOM (Created October 5, 2021 – Rev September 2022)



Scope and Responsibilities

- *Guide the SOM in crafting, implementing, and evaluating an overarching diversity, equity, and inclusion (DEI) strategic plan in alignment with the HSC Strategic Plan.*
- *Support SOM in achieving DEI-related accreditation standards.*
- *Lead the initial development or subsequent editing of SOM DEI-related mission and vision.*
- *Align and coordinate DEI-related efforts between SOM DEI and other internal and external entities including HSC DEI, UNM DEI, and external DEI-related organizations (e.g. LMSA, SNMA, APAMSA, etc.) to support achievement of strategic plan. For example,*
- *Co-lead/Advise SOM DEI-related recruitment, selection, matriculation/hiring, retention, success, and promotion plans for learners, staff, faculty, and senior administrators. This is inclusive of policies, practices, outcomes and activities.*
- *Co-Lead/Advise SOM DEI-related feedback and research endeavors, inclusive of culture and climate surveys, surveys focused on protected classes and additional DEI-related groups.*
- *Co-lead/Advise DEI-related community engagement endeavors.*
- *Advise SOM DEI-related clinical endeavors, such as SOM related campaigns to promote vaccination among protected classes.*
- *Co-lead SOM DEI-related efforts to promote a positive culture and climate for all.*
- *Co-lead/Advise SOM DEI-related wellness endeavors.*
- *Co-lead/Advise DEI-related visibility for SOM.*
- *Lead/Co-lead the design, implementation, and track metrics to monitor and evaluate progress and impact of diversity, equity, and inclusion initiatives and activities at SOM.*
- *Leadership shall serve as co-chair of admissions for SOM and on CSPE*

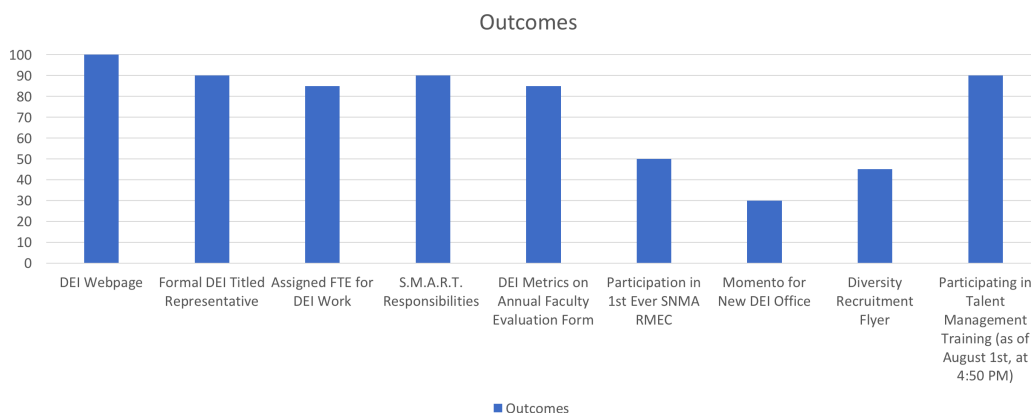
Building Office Staff



<p>Kathleen Lopez Reyes, MD, MSCR (She, Her, Ella) Assistant Dean for Diversity, Equity and Inclusion (DEI) University of New Mexico School of Medicine (commenced April 1, 2022) Associate Professor and Director of DEI Program Department of Anesthesiology and Critical Care Med Division of Obstetric Anesthesiology Department of Neurosciences Affiliated Faculty</p>	<p>Veronica Plaza MD, MPH (She, Her, Ella) Director, for Diversity, Equity and Inclusion (DEI), University of New Mexico School of Medicine (commenced January 8, 2022)</p>
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • MOU with national diversity-related organizations; • Writing letters of recommendations; • Support SOM-wide DEI curricula development, implementation, evaluation and alignment; • Advise/support departmental, health professions programs, and research education office DEI representatives; • Serve as Equity Advisor for searches; • Lead implementation of Talent Management Framework to advance diversity of resident/fellow, faculty, and senior administrative workforces; • Oversee funding support for learners, faculty, and staff to participate in DEI-related professional development opportunities; • Track DEI metrics across departments and SOM. 	<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Oversight of learner, faculty, staff engagement in pipeline/pathway initiatives for college/post-bacc trainees; • Oversight of Interpreting Exercises and Bilingual/Medical Spanish Program • Advise/support language equity activities for learners, faculty, and staff across the U.S. and internationally; • Help design, implement, evaluate and publish curricula related to Language-Appropriate Health Care and Medical Language Education Collection https://www.mededportal.org/language

DEI Titled Representatives Dashboard (N-20)

Updated August 2, 2022



- 1) Every department has a current DEI webpage
- 2) DEI Titled Representatives have decreased from 100% at the end of FY22 to 90% on August
 - Departments of Pediatrics and Neurology are in transition. In Pediatrics, Dr. Belmonte is no longer the DEI rep and in Neurology Dr. Bhat is no longer the DEI rep. They have been asked to designate a new DEI Titled Representative for FY23
- 3) Assigned FTE for DEI work has decreased from 95% to 85% due to absence of DEI titled reps in the above departments (Pediatrics and Neurology)
 - Dermatology is unable to provide FTE for their DEI titled rep because he works for the VA
- 4) All departments with DEI titled representatives have submitted DEI SMART goals for FY23 (90%)
- 5) 85% of departments included DEI Metrics on their faculty evaluation forms for FY22
- 6) 50% of departments were sponsors at the first ever SNMA RMEC in 2021
- 7) 30% of departments brought a memento to the New DEI Office opening in 2021
- 8) As of August 2nd, 2022, 45% of departments provided a Recruitment Flyer to help aid in recruiting diverse medical students for residency programs.
- 9) 90% of departments have dedicated participants registered for the Talent Management Training with Dr. Sunny Nakao (as of August 1st)

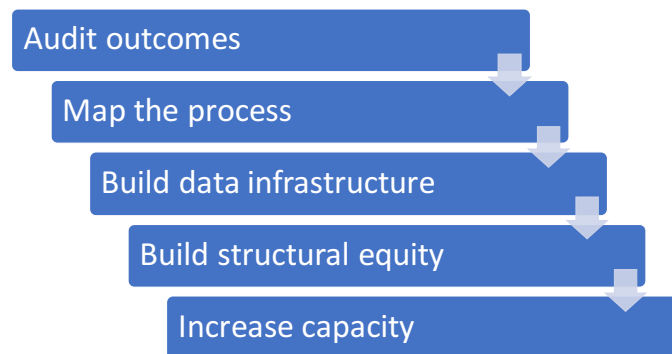
*The budget column was removed with plan to provide future clarification on DEI budget for itemized expenses vs. salary support for FTE.

[^]This section is a continuation of a report initially provided to past SOM Interim Dean McGrew entitled Summary of Titled DEI Representatives Roles and Responsibilities January 9, 2021.

Resident and Faculty Diversity Initiatives

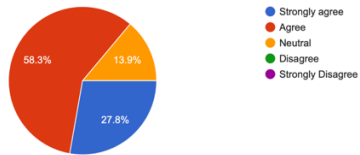
On August 8, 2022 Sunny Nakae PhD, MSW led a training on the **Talent Management Framework**; a five step process to help advance diversification of the resident/fellow, faculty and senior administrator workforces. The training was in coloration with DEI, GME, and Faculty Affairs and co-facilitators included J.P. Sánchez, Kathleen Reyes, Joanna Fair, Mariam Salas and Donna Sigl and Akshay Sood. Approximately 100 faculty and staff participated in the session.

Talent Management Framework

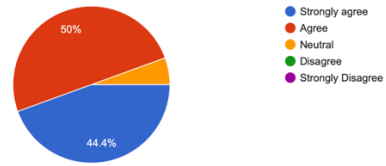


36 of 100 attendees completed an evaluation survey.

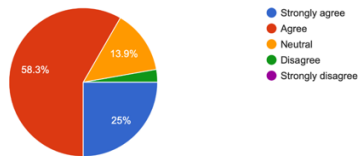
I can describe the elements of the talent management framework we discussed today
36 responses



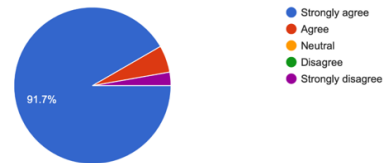
I learned practical tools to improve recruitment of diverse trainees or faculty.
36 responses



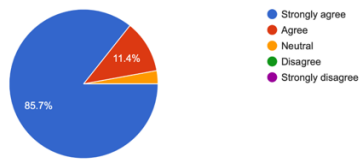
I am confident I can apply the tools from today to improve recruitment of diverse trainees or faculty.
36 responses



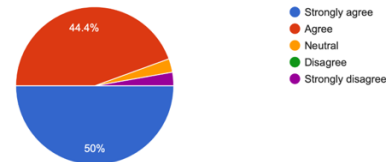
The facilitator, Dr. Sunny Nakae, was knowledgeable.
36 responses



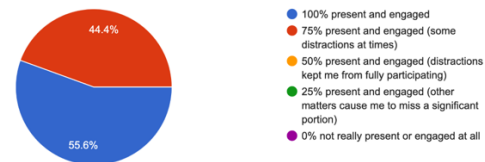
The facilitator, Dr. Sunny Nakae, was effective in teaching the content.
35 responses



I would recommend this workshop to a colleague.
36 responses



How engaged were you in the workshop today?
36 responses



THE UNIVERSITY OF NEW MEXICO SCHOOL OF MEDICINE



Diversity Nights

hosted by the UNM School of Medicine
Office of Diversity, Equity & Inclusion and Graduate Medical Education

We invite you to attend one of the UNM Graduate Medical Education Diversity Nights. These events are for all medical students and residents who are participating in the 2022-23 MATCH, are underrepresented in medicine or anyone who would like to learn more about the diverse people and programs of The University of New Mexico Health Sciences Center and our residency and fellowship programs.

Via Zoom
July 29 | 6-8 PM MDT
August 30 | 5-7 PM MDT
October 25 | 6-8 PM MDT

Please RSVP HERE or Scan QR code

With RSVP, you will be emailed the zoom link
Contact: GMEOffice@salud.unm.edu



RSVP LINK



SOM GME
WEBPAGE



SOM DEI
WEBPAGE



UNM
SCHOOL OF
MEDICINE

Engagement with Schools in Puerto Rico to Build a Bilingual Workforce

For the third year, UNM SOM engaged in active recruitment with medical students in Puerto Rico from August 3-5, 2022. The four medical schools are LCME-accredited and uniquely train their medical students in English and Spanish.

On August 3, a Medical Spanish Curriculum Exchange Meeting was held with educators from the 4 LCME accredited schools in Puerto Rico and faculty from across the United States. Dr. Plaza shared UNM SOM's efforts to enhance clinical communication skills in Spanish among learners, faculty, and staff.



Dr. Plaza and Dr. Sanchez also met with 100 registered medical students to encourage them to consider our residency/fellowship programs. Since the visit, the students have been connected with departmental DEI representatives and program directors and have been invited to GME/DEI Diversity Night.



UNM SOM has been active in addressing the unique forms of discrimination experienced by Latina/o/x/e, Hispanic, or of Spanish Origin+ identified medical students, especially those matriculated in Puerto Rico.



PRESS RELEASE – August 30, 2022

Latina/o/x/e, Hispanic or of Spanish Origin+ (LHS+)-Identified Medical Students Continue to Face Unique Experiences of Discrimination During the Residency Selection Process

Between July 19, 2022 - August 22, 2022, the Latino Medical Student Association (LMSA), the largest and oldest national organization for the advancement of LHS+ identified students in medicine, launched a national needs assessment to better document experiences of discrimination faced by LHS+ identified medical students when applying to residency programs, especially students matriculated at the four LCME-accredited medical schools in Puerto Rico. This first-ever needs assessment was in response to personal accounts and an email from the Association of American Medical Colleges (AAMC) reminding academic medicine community members that "...the four medical schools in Puerto Rico are fully accredited by the Liaison Committee on Medical Education (LCME). Residents of Puerto Rico are U.S. citizens who carry U.S. passports, and graduates from these medical schools are graduates of a U.S. medical school, not international graduates." (AAMC Announcements and Information - May 9, 2022) LMSA leaders, in collaboration with the four medical schools in Puerto Rico, and Down Boatright, MD, MBA, MHS have been concerned that **considering** LHS+ identified matriculants of AOA- and LCME-accredited medical schools on the U.S. mainland and in Puerto Rico as "international", "non-U.S. citizens" or "non-English speakers" is discriminatory and places an inequitable burden on these trainees as they apply for residency positions and strive to become physicians for our U.S. population, which is nearly 18.9% LHS+ identified (U.S. Census Bureau, QuickFacts, <https://www.census.gov/quickfacts/fact/table/US/PST045221>, accessed on August 29, 2022)

NEEDS ASSESSMENT FINDINGS FROM CURRENT LHS+ IDENTIFIED MEDICAL STUDENTS

When asked – "Did you hear from upper-class persons or medical school graduates that during the residency application process they..."


Type of discrimination	Puerto Rico Medical Students (%) n=113	Mainland Medical Students (%) n= 37	p-value [^]
Received offensive questions or comments regarding their own English proficiency? (Yes)	48.7%	48.6%	NS
Received notification of application denial because they were considered an international medical student? (Yes)	51.4%	35.3%	NS
Received offensive questions or comments because they were considered an international medical student? (Yes)	56.3%	29.4%	<0.01
Received offensive questions or comments based on the medical school they attended? (Yes)	61.3%	54.3%	NS
Were asked if they were a U.S. Citizen? (Yes)	64.6%	48.6%	NS
Were asked to show documentation or proof of U.S. Citizenship? (Yes)	43.1%	19.4%	<0.05

[^]Chi-square analyses were conducted to compare dependent variables across independent variables, p<0.05. NS represents "not significant".

A high proportion of LHS+ identified medical students, irrespective of medical school location, have heard from upper-class persons that they experienced offensive questions/comments regarding their English proficiency, the medical school they attended, and citizenship status. The aforementioned forms of discrimination may contribute to increased stress, anxiety, or imposter syndrome among LHS+ identified medical student applicants to residency programs and cause discriminatory rejections when applying to residency programs.

LMSA ACTION

Register to participate in LMSA-sponsored upcoming webinars on Addressing Unique Experiences of Discrimination Faced by LHS+ Identified Individuals During the Residency Selection Process taking place *Wednesday, September 7, 2022 at 5 pm MST and Friday, September 9, 2022 at 10 am MST. Registration Link: <https://form.jotform.com/222405227018042>*. In addition, all learners, faculty, and staff can report episodes of discrimination, at any time, to the AAMC ERAS Investigations via erasinvestigations@aamc.org, your medical school leadership (e.g. Dean of Students Affairs, Dean for GME/DIO, Dean of Diversity) or to your University Office for Equal Opportunity. Residents or fellows can make formal complaints about their treatment in their program via complaints@acgme.org. Feel free to also contact LMSA leadership for further information – Director Deion Ellis MD, MMS at deionellis@salud.unm.edu, LMSA National Executive Director J.P. Sanchez MD, MPH at exec.director@lmsa.net, or LMSA National President Gualberto Muñoz MS IV at president@lmsa.net



RESIDENCY

A five year training program fully accredited by the Accreditation Council on Graduate Medical Education. We accept five residents annually through the National Resident Matching Program.

This program includes a full complement of children's and adult treatment areas at the New Mexico Children's and Women's Hospital, the University of New Mexico Medical Center and the University of New Mexico Medical Center. Residents receive additional sites for resident rotations.

UNM ORTHOPAEDICS

We accept applications for away rotations annually.

Applications are typically from July-October. Residents should apply through VIVOSEARCH and will be contacted regarding approval once applications are reviewed.


DIVERSITY, EQUITY, AND INCLUSION

Our population is growing more diverse, and the field of Orthopaedic Surgery needs to reflect this diversity. As a result, there has been an increased focus on increasing diversity in our field, which we fully support.

We recognize the value and the strength inherent in our diverse population. Thus, we strive to be a more diverse organization. We encourage you to advance diversity, equity and inclusion throughout New Mexico's health science institutions and the communities we serve.

DEPARTMENT OF NEUROSURGERY RESIDENCY TRAINING PROGRAM

Dr. Meic Schmidt, Department Chair
Dr. Christian Bowers, Program Director




We believe you have what it takes to become a neurosurgical leader. Graduates from our program evolve into recognized leaders of clinical, faculty and executive neurosurgery teams at centers around the world. At UNM you'll get a breadth and depth of exposure you won't find elsewhere:

- Access to the latest technology in neurosurgery and multimodal monitoring.
- Clinical care and research opportunities that span the most complex neurotrauma cases.
- Mentorship and support from recognized clinical experts.
- Patient care interactions that reflect the cultural and socioeconomic diversity of New Mexico.

Prepare for neurosurgical residency as a medical student or apply for a fellowship and pursue a leadership role in your chosen specialty. It all starts here, at the UNM Department of Neurosurgery.

Residency & Fellowships

Department of Internal Medicine
THE UNIVERSITY OF NEW MEXICO SCHOOL OF MEDICINE



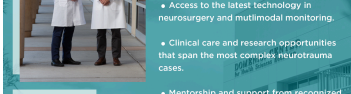
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SCHOOL OF MEDICINE
1600 UNIVERSITY AVENUE, N.E.
ALBUQUERQUE, NM 87131

UNM HOSPITAL
2211 LOMES BLVD NE
ALBUQUERQUE, NM 87131

UNM ORTHOPAEDICS

	UNM Orthopaedics	National Average
% Women Faculty	25%	9%
% Women Residents	24%	14%

TRACKS



FELLOWSHIPS

ADDITIONAL MEDICINE
CARDIOLOGY
CLINICAL INFORMATICS
CRITICAL CARE
ENDOCRINOLOGY
GASTROENTEROLOGY
GERIATRICS
HEMATOLOGY/ONCOLOGY
INFECTIOUS DISEASE
NEPHROLOGY
PALLIATIVE CARE
PULMONARY CRITICAL CARE
SLEEP MEDICINE

HAND


We provide residents in providing superior education and training in surgery of the hand and upper limb through a combined curriculum that includes a strong emphasis on research. We are pleased to provide the resident possible exposure to diagnosis and treatment (both operative and nonoperative) in patients of all ages.

SPORTS MEDICINE

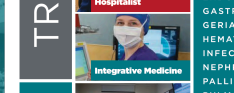
We provide our fellows with a well-rounded surgical experience, including hip arthroscopy, complex shoulder and elbow disorders, treatments about the knee, patellofemoral and adolescent sports injuries. The fellow will be primarily involved in providing care to more than 600 Division I athletes at UNM's training venue, also assisting in high school professional events.

TRAUMA

UNM offers a well-rounded program encompassing acute and reconstructive trauma, isolated and complex cases, critical care, disaster training. The fellow will learn techniques and principles by guided responsibility and supervision.



UNM SCHOOL OF MEDICINE
DEPARTMENT OF NEUROSURGERY



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As a part of active recruitment and supporting the personal/professional development needs of diverse learners, faculty, and staff, SOM DEI, HSC DEI, and Emergency Medicine have collaborated in becoming institutional members of the following entities. Each entity provides unique benefits.



<p>National Center for Pre-Faculty Development, Funded by HSC DEI http://bngap.org/national-center-for-pre-faculty-development/</p>	<p>Student National Medical Association, Funded by SOM DEI www.snma.org</p>	<p>National Center for LMSA Leadership and Advancement, Funded by SOM DEI, EM, HSC DEI https://fpac.lmsa.net/center/</p>
<ul style="list-style-type: none"> • Academic Medicine Writing Fellowship (4 Positions) or Substitute 1 Position for an Academic Medicine Writing Seminar for Your Institutional Members • Academic Medicine Career Development Seminars (Use of 2 curricula) • Monthly Webinars • Newsletter (Full page ad 8 times a year) • Position Postings (8 postings, each for three months) • Annual Report • 12 Free in Person (30 Virtual) Registrations to National Pre-Faculty Development Conference or National LGBT Health Workforce Conference 	<ul style="list-style-type: none"> • Access to Top Publications • Educational Resources • Member Discounts • Opportunities to Become an SNMA Leader • Career and Leadership Training 	<ul style="list-style-type: none"> • LMSA Chapter Advisor Orientation and Promising Practices Update • (registration for 8 in person; 20 virtually) • LIDERes : LHS+ Identity, Development, Empowerment, and Resources Seminar (registration for 3 in person; 6 virtually) • Hispanic Heritage Month Guest Speaker (1 hour presentation) + Community Conversation, and unlimited access to lectures • Featured as Premier Institutional Member on LMSA National Webpage with institutional logo and school link • E-Newsletter subscription and full page ad quarterly • Academic Medicine Medical Spanish Fellow (1 person)

Language Equity Initiative

Under the leadership of Dr. Plaza a strategic plan has been developed to advance a bilingual workforce at UNM SOM, in collaboration with UNMH and with the support of medical schools from across the country. The strategic plan includes:

- Identifying Language Equity Liaisons across SOM, to serve as a part of the Language Equity Team (March 30, 2022)
- Completing an asset mapping of language capacity among SOM learners, faculty, and staff (August 31, 2022)
- Selecting a first cohort of SOM members interested in becoming certified by SIELE (International Service for the Evaluation of the Spanish Language) and/or CCLA (Clinician Cultural and Linguistic Assessment) (July 30, 2022).
- Certify at least 30 SOM members (May 1, 2023).
- Identify and /or create and implement bilingual teaching and assessment materials for SOM members (July 30, 2023)
- Review and enhance policies/procedures that support Language Equity in admission, hiring, retention and promotion practices within SOM (July 30, 2023)

As of August 1, 2022

Language Equity Liaisons (Individuals)	Learners Registered for Assessment	Medical Spanish Course
12 Liaisons Anesthesiology & Critical Care Medicine (1) Cell Biology and Physiology (1) Dermatology (1) Emergency Med (2) Obstetrics/Gynecology (1) Office for Research (1) Orthopedics/Rehabilitation (1) Pathology (2) Psychiatry and Community Behavioral Health (3)	35 Registered for the CCLA Test	30 Medical Students

Each learner, faculty, and staff member of SOM is asked to complete a 5-minute survey to assess the language capacity at UNM SOM. Survey responses were due August 31, 2022 via link - <https://esurvey.unm.edu/opinio/s?s=148711>

There are numerous opportunities for SOM community members to gain guidance on developing medical Spanish proficiency:

a. **Individual Educational Plan**

If you are interested in developing an Individual Educational Plan to improve your medical Spanish, please complete the following intake form:

<https://forms.office.com/r/EbaX1iXz37>

Then, please take the online UNM Spanish Placement Evaluation should not take more than 30 min.

<https://spanport.unm.edu/academics/placement--credits/index.html>

Upon completion of the online UNM Spanish Placement Evaluation, make sure to save and screenshot or print your placement results before logging out of the website. The website does NOT save results. (This is not a proficiency test, is a placement test). Email me your evaluation results, and the day and time you will be available to meet. Please plan for 40 min meeting.

b. **Spanish-Clinician Cultural and Linguistic Assessment**

The SOM ODEI just started offering **bilingual providers** within UNM SOM to complete the Spanish Clinical Cultural and Linguistic Assessment. Our initial goal is to have 30 advanced/native bilingual faculty, residents, and fellows. Please register by **June 30 2022**

Our office can register and pay for your CCLA assessment. If you are interested and volunteer to opt-in, please complete the form below:

<https://forms.office.com/r/OkzTHVBbsT>

The CCLA assessment is administered over the phone and takes approximately 40 min. Two days later, ATLA will email back your results. You will have a month to complete the CCLA assessment after registering. Please schedule a meeting with me to review the assessment before you take the test.

c. **Faculty Development: Simulation Medical Education in Spanish**

As we prepare to implement an opt-in Medical Spanish Clinical Communication Skills learning experience for the next incoming medical students' class, we will be offering OSCE assessments with Standardized patients in Spanish. To facilitate OSCEs in Spanish, we will be offering a faculty development scholarship to 15 bilingual faculty interested in earning a Certification in Simulation Medical Education in Spanish by the Universidad Nacional Autonoma de Mexico, starting in Winter 2023. The course will be in a hybrid format, with most modules online and in-person practical components at UNM led by UNAM faculty. A sample of certification is linked below.

<https://dicim.facmed.unam.mx/index.php/diplomado-en-educacion-basada-en-simulacion/>

If you are interested in Certification in Simulation Medical Education in Spanish by the Universidad Nacional Autonoma de Mexico, please complete the following form by October 2022:

<https://forms.office.com/r/OkzTHVBbsT> We will send more information on schedule later.

Co-Curricula Director(s), Diversity, Equity, and Inclusion



I want to thank **N Mariam Salas, MD** for serving as one of the inaugural Co-Curricula Directors between July 1, 2021 and May 1, 2022. During her 9-month period, Dr. Salas made several impressive contributions including but not limited to, developing and implementing DEI curricula; establishing a GME DEI curricular baseline and creating a DEI GME Curriculum Mapping Form in alignment with the AAMC DEI Competencies and Milestones; coordinating SOM aligned DE&I curricula efforts along with UME, GME, HPP, and REO.



Jessica Goodkind PhD has also served as inaugural Co-Curricula Director since July 1, 2021. Between July 1, 2021 – August 30, 2022 has also made several contributions including but not limited to creating and obtaining Senior Associate Dean and Dean approval of UNM SOM DEI educational milestones, competencies, and objectives; creating UNM SOM tenants of an Equity Promoting Curriculum; developed 3 workshops for UNM SOM basic science and clinical faculty, staff and learners to collaborate on updating their curricula, remove educational inequities and racist content, and enrich existing educational materials with diverse, inclusive, and equitable content; incorporating and introducing the principles of DEI and Pro-Equity Antiracist Education in all UNM SOM orientations.

We are seeking applicants to fill two upcoming DEI Co-Curricula Positions. One position would begin October 1, 2022 (FTE 0.15) and the second will begin January 1, 2023 (FTE 0.1 till June 30, 2023 and then increased to 0.15 July 1, 2023). Cover letters and updated CV are to be sent by September 15, 2022, 5pm MST to Mike Kendall at makendall@salud.unm.edu

Professional Development Conferences

To support outreach and recruitment of diverse residents, fellows, faculty and senior administrators, the SOM Office for DEI has some funds to cover the registration costs to the following professional development conferences occurring through July 2023. If your residents, faculty or staff would like to be sponsored, please have them complete this Sponsorship Request (<https://app.smartsheet.com/b/form/95e3f9a887754e889cee4618fc15948f>). Remember that each conference also offers opportunities to present oral/poster presentations, to apply for leadership awards, to apply for scholarships, and/or to participate in recruitment/career fairs. Learn more by visiting each conference website. Please also apply for funding at least 45 days before the conference dates. Given limited funding, preference will be given to trainees, first come, first served.

October 27-29, 2022 - <https://www.sacnas.org/conference>
SACNAS – National Diversity in STEM Conference

SACNAS is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM.

Nov 9-12, 2022 - <https://abrcms.org/index.php/register/2022-registration>
ABRCMS – Annual Biomedical Research Conference for Minoritized Scientists

For 20 years, the Annual Biomedical Research Conference for Minority Students (ABRCMS) – recipient of the 2019 AIMBE Excellence in STEM Education Award – has been the go-to conference for underrepresented community college, undergraduate and postbaccalaureate students in science, technology, engineering and mathematics. As ABRCMS has continued to grow and evolve, it has also become a space for graduate students, postdocs, faculty, program administrators and more. That's why we're excited to share that ABRCMS is now the Annual Biomedical Research Conference for Minoritized Scientists – a name change that reflects the community we support.

February 16-18, 2023 - <https://national.lmsa.net/>
Latina/o/x Identity, Development, Empowerment, and Resources Seminar – LIDeReS

April 21, 2022 - <https://national.lmsa.net/>
**LMSA Instruction, Support, Training & Orientation Session for Advisors - LISTOS
Latino Medical Student Association National Conference**

Dedicated to the advancement of Latina/Latino/Latinx, Hispanic, or of Spanish origin + (LHS+) -identified trainees and faculty

March 3-5, 2023 - <https://www.apamsa.org/>
Asian Pacific American Medical Student Association (APAMSA) 2023 National Conference

Our mission is to engage health professional students in health issues that affect Asian Pacific Americans so that we may have a strong, collective, and public voice promoting the health and well-being of our communities.

March 24-26, 2023 - <https://www.amwa-doc.org/>
American Medical Women's Association (AMWA) Annual Meeting

AMWA is dedicated to advancing women in medicine and to improving women's health via advocacy for women in the legal, social, and educational realms.

April 27-30, 2023 - <https://www.nhmamd.org/2023-conference>
National Hispanic Medical Association (NHMA) Annual Conference

Dedicated to empowering Hispanic physicians to be leaders who will help eliminate health disparities and improve the health of Hispanics.

April 5-9, 2023 - <https://snma.org/page/AMEC2022>

Student National Medical Association (SNMA) - Annual Medical Education Conference

SNMA is committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians.

April 20-22, 2023 - <http://bngap.org/lgbthwfconf/>

BNGAP National LGBT Health Workforce Conference

The LGBT Health Workforce Conference provides an overview of practices to prepare health care workers to address the health concerns of LGBT communities.

July 18-21, 2023 - <https://www.aamc.org/professional-development/leadership-development/ewims>

AAMC – Association of American Medical Colleges Early Career Women Faculty Leadership Development Seminar

This popular and highly interactive seminar provides women at the assistant professor level with foundational leadership knowledge and skills that will enable them to achieve their career goals and thrive as a successful leader in academic medicine and science.

The seminar will present a foundation for modeling leadership behavior, and participants will learn critical skills and strategies to assist them as they prepare for their next advancement and promotion opportunity. Due to the content focus, applicants must be actively looking to advance to the next stage of their career.

Summer 2023 - <https://www.nmanet.org/>

NMA – National Medical Association Annual Convention & Scientific Assembly

The nation's foremost forum on medical science and African American health. Each year, African American physicians and other health professionals from across the country convene to participate in the scholarly exchange of medical advances, discuss health policy priorities, and to share experiences. Through NMA's 26 Scientific Specialty Sections, the Convention attracts the broadest spectrum of African American physicians, academicians and scientists in the country.

Summer 2023 - <https://www.aamc.org/professional-development/leadership-development/minfac>

AAMC - Association of American Medical Colleges 2023 Minority Faculty Leadership Development Seminar

The Minority Faculty Leadership Development Seminar brings together junior faculty from across the United States and provides participants with real-world guidance and tools for pursuing career advancement in academic medicine. The seminar will help participants develop key professional competencies that build skills in grant writing and communications, while expanding their network of colleagues and role models. Audience: Junior faculty (senior clinical and research fellows, instructors, and assistant professors) and post docs (MD, DO/PhD and PhD) who aspire to leadership positions in academic medicine.

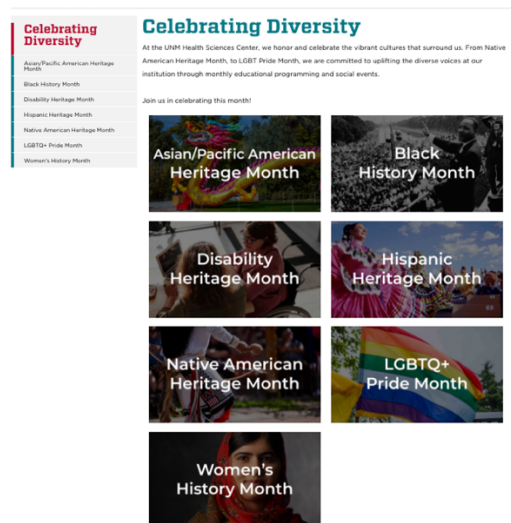
Summer 2023 - <https://www.aaip.org/>

Association of American Indian Physicians (AAIP)

AAIP conducts a national health conference to serve as a forum for healthcare professionals, policy makers, and tribal/community members concerned with American Indian/Alaska Native health, healthcare, community wellness, and honoring Native Traditions.

Collaboration with the Office for DEI of HSC

SOM DEI continues to work closely with HSC DEI in developing educational activities for 7 Heritage Months.



Finding, Selecting, and Taking on Leadership Roles in Academic Societies or National Committees: Lessons for Asian American and Pacific Islander Faculty

**Wednesday, May 18
12:00 - 1:00 PM MDT**

Moderator:



Akshay Sood, MD

Achieving Health Equity for Asian American and Native Hawaiian and Pacific Islander Communities: If not now, when?

**Thursday, May 12
12:00 - 1:00 PM MDT**

Moderator:



Flora Abudushalamu
MD/MPH Candidate | Class of 2024
University of New Mexico School of Medicine

The SOM DEI is excited to collaborate with HSC DEI on a HSC wide Climate Survey to be initiated in the Fall of 2022!

CONTACT INFORMATION

Email:

SOM-Diversity@salud.unm.edu

ODEI Office Phone Numbers:

505-272-7448

505-272-7449