



SCHOOL OF
MEDICINE

DIVERSITY, EQUITY
& INCLUSION



BeAJEDI Newsletter

for the UNM School of Medicine | Summer 2024
FROM THE OFFICE FOR DIVERSITY, EQUITY & INCLUSION

Quarterly Updates on all things DEI in the School of Medicine

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Volume 2 Issue 2
July 2024

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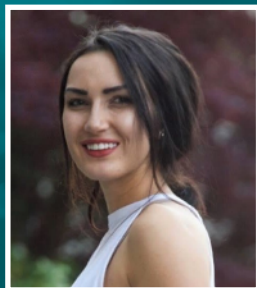
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THE UNIVERSITY OF NEW MEXICO SCHOOL OF MEDICINE
OFFICE FOR DIVERSITY, EQUITY & INCLUSION

MEET OUR TEAM



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a copy



AS OF JULY 2024



SUMMER 2024 | DIVERSITY, EQUITY & INCLUSION FUNDING & TRAINING OPPORTUNITIES FOR LEARNERS

SUMMER 2024 BEAJEDI FUNDING

F.A. Davis Health Science
Education Scholarship |
Fall 2024 Coming Soon!
DEADLINE: TBD
[LEARN MORE](#)

URIM Visiting Student
Scholarship Database |
Latino Medical Student
Association (LMSA)
DEADLINE: OPEN
[APPLY NOW](#)

SACNAS Travel Scholarships
DEADLINE: OPEN
[APPLY NOW](#)

LEAP URIM Study - Funding
Opportunity for First-Year
Medical Students
DEADLINE: OPEN
[APPLY NOW](#)

The FARMS Database
DEADLINE: OPEN
[APPLY NOW](#)

American Physical
Therapy Association
(APTA) Scholarships!
DEADLINE: OPEN
[LEARN MORE](#)

SUMMER 2024 BEAJEDI TRAINING

5th Annual Medical College
of Georgia GME First Look
Virtual Residency Fair
AUGUST 3
[REGISTER NOW](#)

IU School of Medicine
Inclusive Excellence GE
Virtual Open House
AUGUST 15
[REGISTER NOW](#)

Fall Health Fair Event (11AM -
3PM) at St. Timothy's
Lutheran Church (Partnered
with UNM Hospitals) -
Albuquerque, NM
OCTOBER 26
[SAVE THE DATE](#)

SACNAS 2024 NDISTEM
Conference - Phoenix, AZ
OCT 31 - NOV 2
[REGISTER NOW](#)

LMSA Call for New
Members | Latino Medical
Student Association
ACCESS ANYTIME
[REGISTER NOW](#)

Disparities in Access
to Medication for Opioid
Use Disorder
ACCESS ANYTIME
[REGISTER NOW](#)

Unequal Treatment
Revisited: The Current
State of Racial and Ethnic
Disparities in Health
Care - Webinar
ACCESS ANYTIME
[REGISTER NOW](#)

Final Frontier:
IPC Challenges in
Rural Health Care
ACCESS ANYTIME
[REGISTER NOW](#)



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SUMMER 2024 | DIVERSITY, EQUITY & INCLUSION FUNDING & TRAINING OPPORTUNITIES FOR FACULTY & STAFF

SUMMER 2024 BEAJEDI FUNDING

Developing
Recommendations for
Disaggregating Data
Within the Asian American
Population
DEADLINE: AUGUST 13
[LEARN MORE](#)

Evidence for Action:
Innovative Research to
Advance Racial Equity
DEADLINE: NONE
[LEARN MORE](#)

Pioneering Ideas:
Exploring the Future to
Build a Culture of Health
DEADLINE: NONE
[LEARN MORE](#)

UNITE Continues to Drive
Systematic Change
DEADLINE: NONE
[LEARN MORE](#)

SUMMER 2024 BEAJEDI TRAINING

AAMC Leadership
Development - Virtual
Workshop: 'Leveraging the
Power of Self-Awareness to
Lead More Effectively'
AUGUST 6 - 8
[REGISTER NOW](#)

San Diego State University's
Virtual Event: 'Building
Equity Infrastructure:
Supporting ALL Students
in Challenging Times'
AUGUST 6 - 8
[REGISTER NOW](#)

Institute for Healthcare
Improvement's Online
'Leadership for Health
Equity Professional
Development Program'
SEPTEMBER 4
[REGISTER NOW](#)

AAMC 2024 September
Transforming Conflict
into Collaboration (TCC)
Virtual Workshops
SEPTEMBER 10 - 12
[REGISTER NOW](#)

NIH Online Seminar Series:
'How Do Diverse
Perspectives Enhance
Data Science Outcomes?'
OCTOBER 17
[REGISTER NOW](#)

Fall Health Fair Event
(11AM - 3PM) at St.
Timothy's Lutheran
Church (Partnered with
UNM Hospitals) -
Albuquerque, NM
OCTOBER 26
[SAVE THE DATE](#)

SACNAS 2024 NDISTEM
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OCT 31 - NOV 2
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**SCHOOL OF
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UPCOMING EVENTS



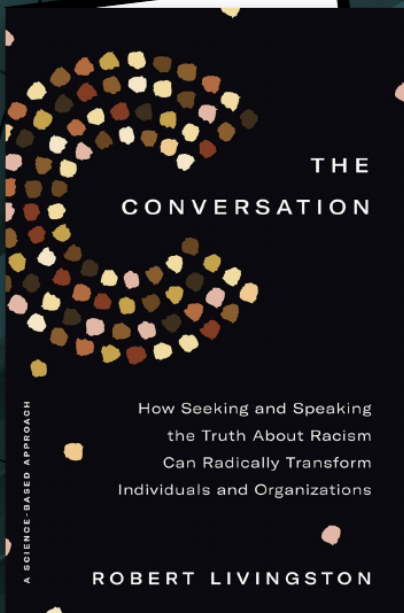
SCHOOL OF
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FALL/
WINTER
2024
Via Zoom

BeAJEDI Book Club Series

FALL/WINTER 2024

ALL SCHOOL OF MEDICINE FACULTY, STAFF AND TRAINEES ARE INVITED



In anticipation of Dr. Robert W. Livingston's visit to campus Spring 2025 for the Annual BeJEDI Speaker Series, **The Office for DEI has opened registration for our collaborative BeJEDI Book Club Series!**

THE CONVERSATION

How Seeking and Speaking the Truth About Racism Can Radically Transform Individuals and Organizations

BY: **Robert W. Livingston Ph.D.**

Reading the book is NOT A REQUIREMENT to participate/ be a member in this book club.



REGISTER



SCHOOL OF
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BeAJEDI Speaker Series: *Dr. Robert W. Livingston*

UNM SCHOOL OF MEDICINE OFFICE FOR DIVERSITY, EQUITY AND INCLUSION

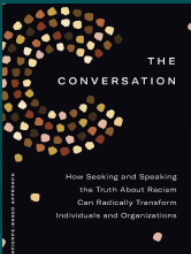
SAVE THE DATE! FEBRUARY 12, 2025



OUR 2025 SPEAKER ROBERT W. LIVINGSTON PH.D.

IS CURRENTLY ON THE FACULTY OF HARVARD UNIVERSITY'S JOHN F. KENNEDY SCHOOL OF GOVERNMENT. HE IS A SOCIAL PSYCHOLOGIST AND ONE OF THE NATION'S LEADING EXPERTS ON THE SCIENCE UNDERLYING BIAS AND RACISM IN ORGANIZATIONS. FOR TWO DECADES, HE HAS SERVED AS A DIVERSITY CONSULTANT TO SCORES OF FORTUNE 500 COMPANIES, PUBLIC-SECTOR AGENCIES, AND NON-PROFIT ORGANIZATIONS.

THE CONVERSATION:
How Seeking and Speaking the Truth About Racism Can Radically Transform Individuals and Organizations



BOOK SIGNING
to follow - copies will be available to purchase.

REGISTRATION OPENS:

Fall 2024 - UNM School of Medicine Community will receive priority registration. Keep an eye out for the registration email and additional announcements regarding our upcoming events.



SAVE
THE
DATE

Wednesday
FEB, 12 2025
IN-PERSON:
Domenici Auditorium



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Group on Women in Medicine & Science

GWIMS

EDUCATE • ADVOCATE • MENTOR • NETWORK

'**GWIMS** mission is to advance the professional development, career progression, and leadership of women faculty, staff and trainees in medicine and science. Through education, advocacy, mentorship, and networking, we aim to create a supportive environment that benefits everyone within the School of Medicine community, regardless of gender or background. '

SCAN or CLICK
the QR Code to
become a
GWIMS Member



MEET OUR OFFICERS



PRESIDENT

Dr. Ming-Li Wang

Associate Professor of
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Diversity, Equity, and
Inclusion, Department of
Surgery



SECRETARY

Dr. Kathryn M. Fietze

Assistant Professor,
Department of
Molecular Genetics
and Microbiology



TREASURER

Dr. Sylvia Negrete

Professor of Pediatrics,
Clinical Educator Track, Vice
Chair of Diversity, Equity and
Inclusion, Department of
Pediatrics



STUDENT REPRESENTATIVE

Olivia Heath

PhD student, UNM
Biomedical Sciences
Graduate Program



RESIDENT/ FELLOW/ POST-DOC REPRESENTATIVE

Dr. Shannon L. Clay

Cardiovascular Disease
Fellow, Department of
Cardiology



DEI OFFICER (EX-OFFICIO)

Dr. Selina R. Silva

Associate Professor of
Orthopedics, Vice Chair of
Diversity, Equity and
Inclusion, Department of
Orthopedics

- As of October 2023



COMMUNICATION CHAIR/PERSONNEL

Dr. Carolina Ponce

Interventional Cardiologist,
Department of Cardiology



SCHOOL OF
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DIVERSITY, EQUITY
& INCLUSION

MONTHLY MEETING



SECOND
Wednesday



TIME
10:00 - 11:00 AM



LOCATION

ZOOM:
hsc-unm.zoom.us/j/94952101094

PASSCODE: GWIMS

ALL GENDERS,
FACULTY, STAFF
& TRAINEES ARE
WELCOME!



**SAVE THE
SERIES
TO MY
CALENDAR**

Inclusive Dermatology — Creating a Diverse Visual Atlas of Skin Conditions

Authors: Lynn Midani ,B.S., Grace Ridgeway ,B.S., Charles M. Phillips, M.D., and Aimee C. Smidt, M.D.

Published June 8, 2024



**Recent Health Equity:
IN THE NEWS**



Efforts toward Equity

Even as we document the health effects of biases and discrimination in medicine, many individuals, groups, and organizations have been doing important, innovative work in their local health care environments to try to alleviate and eventually solve some of these problems. This series of brief case studies offers glimpses of various initiatives, each of which aims to address a particular manifestation of discrimination in medicine or health care. We hope they will spark ideas for efforts that other physicians and health care organizations can pursue.

Problem

Published images and visual content in medical education materials often do not reflect diverse patient populations, which leads to disparities in diagnostic accuracy and adverse health outcomes or inequities for patients of color.^{1,2} This problem is compounded by the fact that such communities often lack routine access to high-quality health care or specialty care.^{3,4}

Intervention

The Inclusive Dermatology Atlas.

Institution

Department of Dermatology, University of New Mexico (UNM) School of Medicine.

Description

The Inclusive Dermatology Atlas is an open, online repository featuring comprehensive images of skin conditions, from patients spanning skin types I through VI on the Fitzpatrick scale (which was developed in 1975 to classify skin color and response to sunlight). The Atlas was created in 2022, and all images included in it were obtained with patient consent, over the course of years, at UNM or at the Brody School of Medicine at East Carolina University. All images were reviewed and modified when applicable to crop out or hide any identifiable features. This free database attempts to depict dermatologic conditions as observed in persons with all skin colors and types, with the aim of improving equity in dermatologic education and patient care. The goal of this inclusive educational resource is to address disparities in diagnostic accuracy and thereby reduce disease burden, especially among patients of color. This effort is particularly important in New Mexico, as evidenced by the 2020 census and the demographics of our patient population: 48% Hispanic or Latinx (second only to Puerto Rico within the United States) and 11% Native American (including approximately 20 sovereign Pueblo tribes and parts of the Navajo/Diné

Nation). Information relevant to such groups has historically been excluded from dermatologic reference materials.⁵

We hope that patients see their own skin types with similar disease presentations in these images and that trainees and physicians can learn from this inclusive educational resource. Currently, the Atlas covers more than 50 different skin conditions, some common (e.g., acne, atopic dermatitis, and folliculitis) and others more rare (e.g., dermatomyositis and Darier's disease), all listed alphabetically. Deidentified images are organized in order of reviewer-assessed skin type (left to right, VI to I) for ease of use (see [image](#)). These arrays allow providers, in real time, to compare their patient's presentation to varied presentations of a diagnosis of concern, or to compare images of the same condition on various skin types.

The Inclusive Dermatology Atlas Photo Array for Atopic Dermatitis (Eczema).

The gallery is available to all interested parties, including patients and families, medical trainees and other learners, and practicing physicians and other health care professionals.

Results to Date

As of January 2024, the database had had more than 25,000 unique visitors. The most frequently visited diagnoses were eczema, herpeticum, contact dermatitis, and shingles. The Atlas is currently used in the UNM medical curriculum to provide early exposure during formal dermatologic education. We hope it will complement similar initiatives elsewhere, such as those from the American Academy of Dermatology, the Skin of Color Society, and VisualDx/Project Impact. We plan to add diagnoses each year, and we hope to also establish a subdatabase dedicated to dermoscopy images from patients of color. We invite user feedback and submissions and will continue to track website usage over time.

READ ONLINE



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DERMATOLOGY



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Our Mission

The mission of the UNM School of Medicine, Office of Diversity, Equity & Inclusion is to foster a just, equitable, diverse, and inclusive environment within which every member of the School of Medicine community is provided opportunities to achieve their full potential.



Be A J E D I - *Be about*
l d u q i n
o v s t i v c
n o i t e r s
g i a c e d i
g y e s i o
n



VISIT OUR
HOMEPAGE



CHECKOUT
MORE
NEWSLETTERS

CONTACT US:

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