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)
# Executive Summary

**10.2020 - 12.2021**

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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
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/ethnoracism 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.

Sincerely,

John Paul Sánchez, MD, MPH
Interim Executive Diversity Officer
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-Legott, 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-Legott, 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*

- White alone, not Hispanic or Latino | 36.8%
- Hispanic or Latino | 49.3%
- American Indian or Alaska Native alone | 11%
- Asian alone | 1.8%
- Black or African American alone | 2.6%
- Two or More Races | 2.6%
- Native Hawaiian or Other Pacific Islander alone | 0.2%

GENDER

- FEMALE PERSONS | 50.5%

*Percent 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)
2021 PHYSICIAN RESIDENTS & FELLOWS (688)

**RACE & HISPANIC ORIGIN***

- White alone, not Hispanic or Latino | 50.6%
- Hispanic or Latino | 16.9%
- Native Hawaiian or Other Pacific Islander alone | 0.2%
- Black or African American alone | 3.2%
- Asian alone | 19.6%
- Unknown | 6.8%
- American Indian or Alaska Native alone | 3.1%

**GENDER**

- Male | 51%
- Female | 48%
- Undeclared | 0.1%

*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***

- White alone, not Hispanic or Latino | 61.6%
- Hispanic or Latino | 16.5%
- More Races | 2.2%
- Unknown | 7.5%
- Asian alone | 10.8%
- Black or African American alone | 1.1%
- American Indian or Alaska Native alone | 0.8%

**GENDER**

- Male | 46.2%
- Female | 53.8%

*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
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


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 Culbrea, 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:

EDUCATION | Professional Development Training

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

QUESTIONS? Please feel free to reach out to Dr. J.P. Sánchez or Mike Kendall.

Ensuring Equal Opportunity in the Recruitment of Residents
September – October, 2021

Heather Jaramillo, JD, Interim Director of Equal Opportunity
hjaramillo@unm.edu


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*

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**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
- Catherine Abuhilu  
  Office of Medical Student Affairs
- Annapoorna Bhat  
  Ramachandra, MD  
  Neurology
- Francisco J. Lopez  
  Medical Student
- Sarah Assaf, MD  
  Internal Medicine
- Romeo Morales, MD  
  Dermatology
- Lynnette Brown, MD  
  Resident, Internal Medicine
- Shirlee James-Johnson, MPH, PA-C  
  Employee Occupational Health Services
- Harsh Sharma, DO  
  Resident, Internal Medicine
- Marjan Hovaida, MD  
  Assoc. Program Director, UNM GI Fellowship, VAMC
- Rachel Ruckman  
  Medical Student
- LeAnn Chavez, MD  
  Surgery
- Lindsay Smart, PhD  
  Psychiatry & Behavioral Sciences
- Kevin Taylor, MD, MS  
  Public Health & Preventive Medicine
- Natasha James, MD  
  Emergency Medicine
- Diamone Gathers, MD  
  Resident, Internal Medicine
- Tione Buranda, BA, MS, PhD  
  Pathology
- Alexis Gough  
  Medical Student
- Melissa N Begay, MD  
  Internal Medicine
- Douglas Chan  
  Resident, Psychiatry
- Jonathan P Hulse  
  Medical Student
- Nathan Harris  
  Medical Student
- Judy Cannon, PhD  
  Molecular Genetics and Microbiology
- Samuel Goodfellow  
  PhD Candidate, Biomedical Sciences Graduate Program, Internal Medicine
- Miriam Valenzuela Cardenas  
  Research Assistant Experimental Therapeutics
- David Linsenbardt  
  Neurosciences
- Alissa Cabada-Gomez  
  Medical Student
- Monserrat Orozco  
  Biomedical Research Education Program
- J.P. Sánchez, MD, MPH  
  Emergency Medicine

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**Society for Advancement of Chicanos and Native Americans in Science, SACNAS**  
October 25 – 29, 2021  
*Quotes Pending*
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)
**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**

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.
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.
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.
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
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

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<td>Asian</td>
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<tr>
<td>Black or African American</td>
<td>1 (1 Female)</td>
<td>2 (1 Female</td>
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<tr>
<td>Hispanic</td>
<td>39 (22 Female</td>
<td>17 Male)</td>
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### PHD BIOMEDICAL SCIENCES DEGREES CONFERRED

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<td>1 Male)</td>
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<td>Hispanic</td>
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<tr>
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<td>3 (2 Female</td>
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<td>White</td>
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### DOCTOR OF PHYSICAL THERAPY DEGREES CONFERRED

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*Unknown Category Includes “International” identified due to variability

Accessed November 2021
### MS BIOMEDICAL SCIENCES DEGREES CONFERRED

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*Unknown Category includes “International” identified due to variability

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
J.P. Sánchez, MD, MPH
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

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, APAMS, 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**

<table>
<thead>
<tr>
<th>Kathleen Lopez Reyes, MD, MSCR (She, Her, Ella)</th>
<th>Veronica Plaza MD, MPH (She, Her, Ella)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Dean for Diversity, Equity and Inclusion (DEI)</td>
<td>Director, for Diversity, Equity and Inclusion (DEI), University of New Mexico School of Medicine (commenced January 8, 2022)</td>
</tr>
<tr>
<td>University of New Mexico School of Medicine (commenced April 1, 2022)</td>
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<tr>
<td>Associate Professor and Director of DEI Program</td>
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<tr>
<td>Department of Anesthesiology and Critical Care Medicine</td>
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</tr>
<tr>
<td>Division of Obstetric Anesthesiology</td>
<td></td>
</tr>
<tr>
<td>Department of Neurosciences Affiliated Faculty</td>
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</table>

**Responsibilities:**

- 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.

**Responsibilities:**

- 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)
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

- Audit outcomes
- Map the process
- Build data infrastructure
- Build structural equity
- Increase capacity
36 of 100 attendees completed an evaluation survey.

I can describe the elements of the talent management framework we discussed today.
26 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 knowledgable.
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
Engagement with the Office for Graduate Medical Education

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
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.
The SOM Office for DEI continues to work with DEI representatives to create DEI-informational fliers for active recruitment. We hope to obtain a flier from each department by the end of September 2022!
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.

<table>
<thead>
<tr>
<th>National Center for Pre-Faculty Development, Funded by HSC DEI</th>
<th>Student National Medical Association, Funded by SOM DEI</th>
<th>National Center for LMSA Leadership and Advancement, Funded by SOM DEI, EM, HSC DEI</th>
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<td><img src="image2" alt="Student National Medical Association" /></td>
<td><img src="image3" alt="National Center for LMSA Leadership and Advancement" /></td>
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<td>• Academic Medicine Writing Fellowship (4 Positions) or Substitute 1 Position for an Academic Medicine Writing Seminar for Your Institutional Members</td>
<td>• Access to Top Publications</td>
<td>• LMSA Chapter Advisor Orientation and Promising Practices Update</td>
</tr>
<tr>
<td>• Academic Medicine Career Development Seminars (Use of 2 curricula)</td>
<td>• Educational Resources</td>
<td>(registration for 8 in person; 20 virtually)</td>
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<tr>
<td>• Monthly Webinars</td>
<td>• Member Discounts</td>
<td>• LIDEReS : LHS+ Identity, Development, Empowerment, and Resources Seminar (registration for 3 in person; 6 virtually)</td>
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<tr>
<td>• Newsletter (Full page ad 8 times a year)</td>
<td>• Opportunities to Become an SNMA Leader</td>
<td>• Hispanic Heritage Month Guest Speaker (1 hour presentation) + Community Conversation, and unlimited access to lectures</td>
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<tr>
<td>• Position Postings (8 postings, each for three months)</td>
<td>• Career and Leadership Training</td>
<td>• Featured as Premier Institutional Member on LMSA National Webpage with institutional logo and school link</td>
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<tr>
<td>• Annual Report</td>
<td></td>
<td>• E-Newsletter subscription and full page ad quarterly</td>
</tr>
<tr>
<td>• 12 Free in Person (30 Virtual) Registrations to National Pre-Faculty Development Conference or National LGBT Health Workforce Conference</td>
<td></td>
<td>• Academic Medicine Medical Spanish Fellow (1 person)</td>
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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

<table>
<thead>
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<th>Language Equity Liaisons (Individuals)</th>
<th>Learners Registered for Assessment</th>
<th>Medical Spanish Course</th>
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<td>Pathology (2)</td>
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<td>Psychiatry and Community Behavioral Health (3)</td>
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</table>

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/0kzTHVBbsT
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.
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/0kzTHVBbsT  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.

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.

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.

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 makes, 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.

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

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