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

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

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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/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.
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
DEMOGRAPHICS | Learners & Faculty

NEW MEXICO POPULATION ESTIMATE (2,115,877)

RACE & HISPANIC ORIGIN*

- Hispanic or Latino | 49.3%
- White alone, not Hispanic or Latino | 36.8%
- Native Hawaiian or Other Pacific Islander alone | 0.2%
- Black or African American alone | 2.6%
- Asian alone | 1.8%
- American Indian or Alaska Native alone | 11%
- Two or More Races | 2.6%
- Unknown Category Includes “International” identified due to variability

GENDER

- Female Persons | 50.5%
- Male | 49.5%

*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

- Hispanic or Latino | 39.4%
- White alone, not Hispanic or Latino | 38%
- More Races | 3.4%
- Unknown | 7%
- American Indian or Alaska Native alone | 1.6%
- Asian alone | 9%
- Black or African American alone | 1.6%

GENDER

- Female | 65.4%
- Male | 34.6%

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
Accessed on May 5, 2022
**2021 PHYSICIAN RESIDENTS & FELLOWS** (688)

**RACE & HISPANIC ORIGIN**

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

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

**GENDER**

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

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

**RACE & HISPANIC ORIGIN**

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

*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 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

December 2021

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

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/](hsc.unm.edu/diversity/celebrating/)

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

**Women’s History Month** | March
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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
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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**

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 Morena, 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 Deacness Medical Center
  - Monica Lee Mendiola, MD  
  - Instructor in Obstetrics, Gynecology and Reproductive Biology, Beth Israel Deaacness Medical Center

**QUESTIONS?**

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

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**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

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**Ensuring Equal Opportunity in the Recruitment of Residents**

September – October, 2021

Heather Jaramillo, JD, Interim Director of Equal Opportunity

hjaramillo@unm.edu

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**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
- 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
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)  
**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  
**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  
**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  
**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.
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.
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
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

<table>
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<tr>
<th></th>
<th>2019/2020 (102)</th>
<th>2020/2021 (84)</th>
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<tbody>
<tr>
<td></td>
<td>50 Female</td>
<td>52 Male</td>
</tr>
<tr>
<td>American Indian</td>
<td>3 (3 Male)</td>
<td>1 (1 Male)</td>
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<tr>
<td>Asian</td>
<td>9 (4 Female</td>
<td>7 Male)</td>
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<td>Black or African American</td>
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## PHD BIOMEDICAL SCIENCES DEGREES CONFERRED

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## DOCTOR OF PHYSICAL THERAPY DEGREES CONFERRED

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<tr>
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<td>4 Male)</td>
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*Unknown Category Includes “International” identified due to variability

Accessed November 2021
## MS BIOMEDICAL SCIENCES DEGREES CONFERRED

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## MOT OCCUPATIONAL THERAPY DEGREES CONFERRED

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<td>1 (Female)</td>
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## MS DENTAL HYGIENE DEGREES CONFERRED

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## MS PHYSICIAN ASSISTANT STUDIES DEGREES CONFERRED

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*Unknown Category Includes “International” identified due to variability
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<td>Hispanic</td>
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<td>1 (1 Male)</td>
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<tr>
<td>White</td>
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</tbody>
</table>

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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!

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Department of Biochemistry & Molecular Biology
Department of Cell Biology & Physiology
Department of Dental Medicine
Department of Dermatology
Department of Emergency Medicine
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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
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Office of Education
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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