
BNGAP

Building the
Next Generation of
Academic Physicians

10TH ANNIVERSARY CELEBRATION + 2ND PRE-FACULTY CAREER DEVELOPMENT CONFERENCE



THE UNIVERSITY OF ARIZONA

College of Medicine

Phoenix

January 30, 2020-February 1, 2020

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THANK YOU

WELCOME

Dear Colleagues and Friends:

Welcome to BNGAP's 10th Anniversary Celebration and 2nd Pre-Faculty Career Development Conference! The conference celebrates the creation, journey, and leadership of BNGAP and our members' collective, on-going, systemic, and evidence-based efforts to better prepare the upstream pipeline of diverse trainees to serve as our future academic medicine workforce.

Since 2010, BNGAP's foundation builds on the long-term efforts of diversity-related national organizations, Centers of Excellence, and leaders focused on diversifying medicine. Early BNGAP efforts yielded seminal research on the barriers and facilitators to diverse medical students', residents', and fellows' awareness of, interest in, and preparedness for academic medicine careers. This research coupled with the lived experiences and knowledge of eighty plus distinguished trainees and faculty led to the development, implementation, and evaluation of four pre-faculty development curricula consisting of 40 workshops. Since 2012, 37 host medical schools in collaboration with 45 collaborating medical schools, and 300+ diverse faculty facilitators have taught the curricula to over 2,000 trainees, the majority being self-identified women and/or under-represented racial and ethnic minorities, as well as a significant proportion of sexual and gender minorities. Through this systematic process, our BNGAP educators have authored 25 journal articles and a book. The future is bright as we use this time together to actualize the concept of pre-faculty development (*Definition: To provide trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully engaged and appointed to a faculty position within an academic institution*) at the institutional and organizational level. Thank you for your dedication and continued hard work!

The Board is excited to recognize and honor the work of outstanding trainees, faculty, and institutions who are leading pre-faculty development efforts across the country. We are eager to learn about on-going institutional and organizational pre-faculty development efforts through the plenaries, workshops and posters. Most importantly, we hope the conference can serve as a safe, nurturing space for you to network with others as you develop your academic career and facilitate the development of the next generation of academic physicians.

A SPECIAL THANK YOU to the BNGAP Board, many of whom have shared this 10-year journey, for your countless resources, critical analysis, active participation and dedication to developing a community of pre-faculty leaders.

Enjoy the conference!

Appreciatively,
John Paul Sánchez MD, MPH
Co-Founder and President, BNGAP Inc.



THE UNIVERSITY OF ARIZONA
College of Medicine
Phoenix

OFFICE OF THE DEAN

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Dear Conference Attendees:

It is our distinct pleasure to welcome you to the University of Arizona College of Medicine – Phoenix for the 10th Anniversary and 2nd Annual Pre-Faculty Building the Next Generation of Academic Physicians (BNGAP) Conference.

We are delighted that you have taken the time and opportunity to visit with us here, in Phoenix, Arizona, to learn, discuss, and answer the call to help diversify academic medicine. Building the next generation of academic physicians will take concerted efforts from many at your home institutions and with colleagues from across the country.

It is vital to have an organization like BNGAP, whose mission is to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career.

May this conference serve as an incubator for solutions to assist our medical trainees to progress and become our faculty and future leaders in academic medicine. We look forward to a productive conference of scholarship, inspiration and hope.

Also, while you are here, we encourage you to find some time to explore the thriving art, culture, entertainment, and natural beauty Phoenix has to offer.

Congratulations BNGAP on 10 years of important work and to continued success!

Sincerely,

Guy Reed, MD, MS
Dean

Francisco Lucio, JD
Associate Dean, Diversity and Inclusion



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American Medical Colleges
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T 202 828 0400
aamc.org

Dear Colleagues:

On behalf of the AAMC, we congratulate BNGAP, and the many colleagues and institutions who have worked to support its vision to increase the diversity of academic medicine faculty. AAMC has been a proud partner starting with the leadership of Marc Nivet, EdD, former Chief Diversity Officer, and support from the Group on Diversity and Inclusion. Our collaboration remains an important part of our work to advance equity, diversity and inclusion in academic medicine.

BNGAP efforts over the last decade have been notable. Working from the ground up, BNGAP leaders advance scholarship, offer practical and replicable solutions to attract and guide the next generation of faculty, and support the career advancement of emerging leaders through joint publications and programs. BNGAP research has given voice to many communities who are under represented in medicine, particularly among faculty ranks. The workshops have provided hundreds of medical students and residents with increased knowledge, exposure to role models and inspiration to pursue academic medicine.

Despite ongoing efforts, like BNGAP, the data tells us that there is more work to be done. African American/Black, American Indian and Alaska Native, Latino, and Native Hawaiian or Other Pacific Islander faculty represent only 7% of full-time faculty at MD granting institutions (Faculty Roster, 2018) BNGAP research and other studies also reveal that there is additional work necessary not only in recruitment, but in improving the culture and climate of our institutions. Creating more inclusive environments where everyone can thrive is critical to attracting the next generation of faculty. BNGAP continues to offer promise in how we as a community can continue to promote and sustain change.

Since its founding, BNGAP's strategic focus on building a collective has contributed to its success. There is a keen understanding that not one organization, institution, or entity can make significant change alone. BNGAP has leveraged multiple voices, some that have been in the periphery, to join together and contribute to change. As we celebrate BNGAP's successes in the past decade, AAMC looks forward to continuing our partnership and seeing the outcomes that these efforts have brought to fruition.

Sincerely,

A handwritten signature in black ink, appearing to read "David Acosta".

David Acosta, MD, FAAFP
Chief Diversity and Inclusion Officer

A handwritten signature in black ink, appearing to read "Norma Iris Poll-Hunter".

Norma Iris Poll-Hunter, PhD
Senior Director

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AGENDA

THURSDAY, JANUARY 30

(OPTIONAL)

1:30-5:00PM	Registration	HSEB Lobby
2:00-5:00PM	Walking Tour/Cultural Experience <i>(Starts promptly at 2:00 PM; Tour is 1 hour)</i> Beth Smith, Interim Senior Director of Marketing and Communications, University of Arizona, Phoenix Campus	HSEB Lobby
	BNGAP Projects' Writing Seminar Session for Authors of MedEdPORTAL Submissions and Book Chapters Engagement and Leadership Modules and Book Discussion BNGAP College Modules and Book Discussion	Classroom C401
	Meaningful Strategies in Recruiting and Retaining American Indians and Alaska Native Medical Trainees and Faculty Andrea N. Garcia MD, MS and Alec Calac MD-PhD Candidate (4:00-5:00PM)	Lecture Hall C105
5:00-6:00PM	Small Group Career Advising for Pre-Med Students	Classroom C204
	Small Group Career Advising for Medical Students, Residents, & Fellows	Lecture Hall C105
	Small Group Career Advising for Junior and Senior Faculty	Classroom C401
6:00-7:00PM	Meet and Greet Event in collaboration with the National Hispanic Medical Association	HSEB Lobby
7:00-8:00PM	BNGAP Executive Board Meeting (CLOSED)	Conference Room B106

AGENDA

FRIDAY, JANUARY 31

7:30 - 8:15AM	Registration and Breakfast	Virginia Piper Auditorium (VPA)
8:15 - 9:00AM	Opening Remarks	VPA
9:00 - 9:45AM	Reflections on Building a Diverse Pre-Faculty Pipeline Featured Speaker: Marc Nivet EdD, MBA Moderator: Dennis Spencer MD, PhD	VPA
9:45 - 10:30AM	The Pre-Faculty Pathway: A Vision for the Future Featured Speaker: David Acosta MD Moderator: Valerie Romero-Leggott MD	VPA
10:30-10:45AM	Break	
10:45-11:30AM	ACGME and Building a Diverse Pre-Faculty Pipeline Featured Speaker: William McDade MD, PhD Moderator: Renee Navarro MD, PharmD	VPA
11:40-12:40PM	Pre-Faculty Development and Pre-Health Students Moderator: Nelson Sanchez MD Eliza Yellow Bird, Francisco Moreno MD, and Lydia Kennedy, MEd Arizona Health Opportunities Pathways to Excellence Rosa Lee MD and Lisa Auerbach MD, MHPE Creating a Pipeline to Success: History Meets Innovation in CUNY School of Medicine	Learning Studio C202, C204, C206
	Pre-Faculty Development and Medical Students/Residents Moderator: Yolanda Haywood MD Monica Vela MD and Tyrone Johnson BS, MD Student A Road More Certain: Developing an Elective at the Intersection of Academic Medicine and Leadership Raymond Lucas MD and Clydell “Tré” Adams III, MD Student Engagement and Leadership in Academic Medicine	Learning Studio C202, C204, C206

AGENDA

FRIDAY, JANUARY 31

	Publishing Moderator: Renee Williams MD David Sklar MD Optimizing Journal Submission in the Topic of Medical Education Innovations Based on an Editor's Experiences	Learning Studio C202, C204, C206
12:40 – 2:00PM	LUNCH Small Group Discussions	VPA
2:00 - 3:00 PM	Federal and State Legal Aspects that May Impact Diversifying the Academic Medicine Workforce Featured Speaker: Joan Reede MD, MS, MPH, MBA Moderator: Francisco Lucio JD	VPA
3:10 – 4:10 PM	Pre-Faculty Development and Pre-Health Students Moderator: Norma Poll PhD Denise Martinez MD The SHPEP-Iowa Experience Leonor Corsino MD The Duke Medical School Experience	Learning Studio C202, C204, C206
	Faculty Perspectives on Academic Medicine Success Moderator: Sherree Wilson PhD Antonio Bush PhD “Somebody saw something in me”: AN exploration of how fourteen racially minoritized woman became faculty members Jordan Awerbach MD How to Build a Successful Career in Academic Medicine	Learning Studio C202, C204, C206
	Social Medicine Curricula Moderator: Hector Perez MD, MS	Learning Studio C202, C204, C206

AGENDA

FRIDAY, JANUARY 31

Vanessa K Ferrel, MD, MPH, Chanelle Diaz MD, MPH,
Luis González Corro MD, Robert Rock MD
Social Medicine Immersion Month: Design of a social justice and community
based curriculum to expand the critical consciousness of resident trainees

Nabiha Nuruzzaman MPH, MD student
Empowering health professions students to design and
implement social medicine curriculum content

4:20 - 5:20 PM

Leadership Development

Moderator: Linda Barry MD, MPH

Olufunmilayo Makinde, MPH, CHES and Karey Sutton, PhD
AAMC Charge – Providing Opportunities for the Next
Generation of Health Equity Research Workforce

Carmin Powell MD and Lahia Yemane MD
Learning to LEAD: Building Leadership and Scholarship
Capacity in Diversity and Inclusion

Learning Studio
C202, C204, C206

Building Diverse Pathways

Moderator: Lukejohn Day MD

Lisa Ayoub-Rodriguez, MD
Transforming Medical Education of the US-Mexican Border

Allison Empey, MD and Sarah Rasmussen-Rehkopf, BS
The Wy'east Pathway

Learning Studio
C202, C204, C206

Supporting Diverse Trainees

Moderator: Cheryl Brewster EdD

Edward Callahan PhD, Mekbib Gameda, and Mason Hyacinth PhD, MPH, CHES
FirstGen Workshop

Ricardo Correa, MD, Es.D, Karyne Vinales, MD, Maria Mora, MD, Jeanine Shumaker
Increasing International Medical Graduate in Academia: a big part on diversity

Learning Studio
C202, C204, C206

5:30 – 7:30 PM

Poster Session/Exhibit Hall/Networking

Moderators: Hector Perez MD and Louisa Holaday MD

Grand Canyon,
Lecture Hall C106

AGENDA

SATURDAY, FEBRUARY 1

7:30 – 8:15 AM	Registration and Breakfast	VPA or HSEB Lobby
8:15 – 9:45 AM	URM, Women, and LGBT Representation: Building the Next Generation Moderator: Juan Amador Featured Speakers: Renee Navarro MD, PharmD, Leon McDougle MD, Nelson Sanchez MD, Andrea Garcia MD, MPH	VPA or Lecture Hall C105
9:45 – 11:00 AM	National Medical Student Organizations' Perspectives and Efforts Towards Pre-Faculty Development Moderator: J.P. Sánchez MD, MPH Featured Speakers: Jason Rojoe MSPA, Sabina Spigner MSPA, Emily Mallin AMWA, Caleb Shahbandeh ANAMS, George Van Nguyen APAMSA, Yingfei Wu APAMSA, Taylor Lucas AMA, Tiffani Houston SNMA (INVITED), Julia Su LMSA (INVITED)	VPA or Lecture Hall C105
11:10 – 12:10PM	Resident Leadership Development Moderator: Judy Seidenstein Kristin McCann PhD, Sunny Nakae MSW, PhD, and Edwin Ramos MD Cultivating Leadership Development Among Diverse Residents: Preliminary Findings Cazandra Zaragoza BS, MPH, Victoria Murrain DO and Violet Siwik MD Leaders in Emerging Academic Development of Residents and Students (LEADRS) – Fixing the Leaky Pipeline Academic Career Tracks Moderator: Edward Callahan PhD David J. Park DO, Dean An Academic Medicine Track for Medical Students at an Osteopathic Medical School K. Marie Traylor, MS, MS-III and Cynthia N. Perry, PhD Student Undergraduate Medical Education Professional Development Track to Prepare the Next Generation of Academic Clinicians	Learning Studio C202, C204, C206

AGENDA

SATURDAY, FEBRUARY 1

	<p>Publising Moderator: Maureen Cullins AM</p> <p>Renee Williams MD, MHPE and Andrea Garcia MD, MS Why and How to Publish Educational Work</p>	<p>Learning Studio C202, C204, C206</p>
12:10 – 1:40PM	<p>LUNCH Small Group Discussion</p>	<p>VPA or Lecture Hall C105</p>
1:45– 2:45 PM	<p>Trainee Development Moderator: Melissa Gonzales PhD</p> <p>Patrick Rendon MD Student Resistance in Learning</p> <p>Carolee Estelle MD and Marissa Hansen MA Experience it Yourself! A Model for Resident Leadership Development</p>	<p>Learning Studio C202, C204, C206</p>
	<p>Publising Moderator: Renee Williams MD</p> <p>David Sklar, MD Publishing in the Journal of Academic Medicine</p>	
2:50 - 3:50PM	<p>Culture and Climate Moderator: Ricardo Correa, MD, Es.D</p> <p>Minerva Romero-Arenas MD, MPH Best Practices to Promote Equity in the Surgical Workplace</p>	<p>Learning Studio C202, C204, C206</p>
	<p>Publising Moderator: Valerie Romero-Leggott MD</p> <p>Sunny Nakae MSW, PhD, David Sklar MD, J.P Sanchez MD, MPH</p>	
4-5:30pm	<p>Strategic Planning</p>	<p>VPA or Lecture Hall C105</p>
6:30 – 9:30PM	<p>AWARDS CEREMONY AND GALA</p>	<p>VPA</p>

10TH ANNIVERSARY GALA

PROGRAM

▶ Welcome Remarks

▶ Organizational/Institutional Award

Lahia Yemane MD and **Carmin Powell MD**,
Co-Directors, Stanford Medicine LEAD (Leadership Education in Advancing Diversity) Program

▶ Health Professional Leadership Award

Gezzer Ortega MD, MPH,
Center for Surgery and Public Health, Brigham and Women's Hospital, Harvard
Medical School, Harvard T.H. Chan School of Public Health

▶ Junior Leadership Award

Constance Zhou MD-PhD
Candidate, Weill Cornell/Rockefeller/Sloan-Kettering

Pooja Kothari MD
Candidate, Rutgers NJMS

▶ 15 Trainee Leadership Award

Joanna Abaraoha MD Candidate,
CUNY School of Medicine

Yaritzzy Astudillo MD Candidate,
New York Medical College

Amir Bhuyian DO
University of South Florida
Morsani College of Medicine

Tristan Boyer MD Candidate,
Albany Medical College

Katia Bravo-Jaimes MD Candidate,
University of South Florida
Morsani College of Medicine

Alec Calac MD Candidate,
UC San Diego School of Medicine

Carly Chiwiwi MD Candidate,
David Geffen School of
Medicine at UCLA

Danilea Carmona Matos MD Candidate,
San Juan Bautista
School of Medicine

Samir El Sawaf MD Candidate,
Albany Medical College

Aayush Gabrani Pediatric Resident,
Rutgers NJMS

Sarah Martinez MD Candidate,
Albany Medical College

Eric Molina MD-PhD Candidate,
Baylor School of Medicine

Roselande Marcellon MD Candidate,
Albany Medical College

Grace Rivera-Owen MD Candidate,
Albany Medical College

Caleb Shahbandeh MD Candidate,
College of Medicine,
The University of Oklahoma

6:30 PM Reception
7:00 PM Dinner
7:30 PM Awards
8:00 PM Dancing

Masters of Ceremonies

Cheryl Brewster EdD and
Francisco Lucio JD

▶ Closing Remarks

▶ Celebratory Activities

LEADERSHIP AWARD WINNERS

Organizational Awardee

The **LEAD Program at Stanford Medicine** is a novel approach to tackling barriers to recruitment and retention of a diverse workforce by creating a multi-specialty and inter-professional collaborative community. The LEAD program is a 10-month longitudinal leadership program for clinical residents and fellows (“scholars”) in the School of Medicine that explore topics on diversity and inclusion through mentored small groups and workshops. This program began in 2017 in the Dept. of Pediatrics with 13 scholars and 14 mentors. In 2018, the LEAD Program

spread to 6 additional departments in the School of Medicine and included 25 scholars and 23 mentors. This year it has spread across all Stanford GME programs with 49 scholars and 31 mentors, hence fostering a sense of community and belonging. As evidence of the impact of LEAD, scholars and mentors have presented 12 local, 2 regional, and 11 national presentations over the past two years! Our hope is that the LEAD program will continue to grow to involve more participants who take on leadership roles during their careers in diversity both at Stanford and abroad.

Health Professional Awardee

Gezzer Ortega, MD, MPH, a Brooklyn native, born to immigrant parents from the Dominican Republic, is the Lead Faculty for Research and Innovation for Equitable Surgical Care at the Center for Surgery and Public Health, Brigham and Women’s Hospital, Harvard Medical School. Dr. Ortega is a health services researcher with a focus on developing and implementing solutions to address surgical inequities. Dr. Ortega is a Co-Founder of the Latino Surgical Society, which aims to cultivate, nurture, and support the advancement of Latino surgeons. Currently, he is the Project Director for the Provider Awareness and Cultural Dexterity Toolkit for Surgeons Trial, which evaluates a curriculum for surgical residents to improve communication and engagement during cross-cultural encounters. Dr. Ortega is also committed

to diversifying the academic physician workforce through his work with the organizations, Building the Next Generation of Academic Physicians and Tour for Diversity in Medicine. Dr. Ortega’s commitment to service extends to the global community as he has conducted and planned surgical education courses to the Dominican Republic, Ghana, and Liberia. He has also served on the Planning Committee for the G4 Alliance Regional Launch and Board Meetings in Geneva, Switzerland and Blantyre, Malawi. Promoting education and health through research, innovation, and service at multiple levels is ingrained in Dr. Ortega’s core. As a physician-scientist, his focus is to contribute to the field of surgery and eliminate health inequities through research and humanitarian efforts.

Junior Leadership Awardees

Constance Zhou (she/they) is a third year MD-PhD student at the Weill Cornell/Rockefeller/Sloan-Kettering Tri-Institutional MD-PhD Program, as well as the Co-Founder and Co-Executive Director of the Weill Cornell Medicine Wellness Qlinic, the first student-run mental health clinic to exclusively and deliberately serve the LGBTQ community. The Wellness Qlinic provides free, accessible, and culturally competent mental health care to the LGBTQ community of New York to address the disproportionately high rates of depression, anxiety, substance use, and other mental health disorders in this community. Additionally, the Wellness Qlinic provides unique opportunities for physicians at all stages of

training, from pre-clinical students to residents and attendings, to expose and familiarize themselves with LGBTQ-specific issues in patient care and mental health care. The Wellness Qlinic further engages the larger community of New York through targeted public health research projects such as an ongoing project to prevent opioid overdose through targeted Naloxone trainings. Constance is interested in combining their interest in basic science research studying the molecular mechanisms of neurodevelopment diseases with their interest in clinical psychiatry and their passion for LGBTQ activism and hopes to continue to dedicate their career towards LGBTQ mental health.

LEADERSHIP AWARD WINNERS

Pooja Kothari is a fourth-year medical student at Rutgers New Jersey Medical School who will pursue a residency in Internal Medicine. Her interest in education began as a college student when she taught high school students in underserved communities in New York City about sexual health and STI prevention. She has continued to develop this passion throughout medical school, participating in various forms of academic scholarship as well as peer mentoring and tutoring. She began working as a BNGAP fellow during her second year of medical school to expand her

knowledge of careers within academia. This led to two journal publications and a co-authored book chapter. As the co-president of NJMS's BNGAP chapter, Pooja has encouraged other students to learn about careers in academic medicine through organized workshops with guest lecturers, promoted BNGAP conferences, and mentored junior students interested in pursuing a career in academic medicine. She plans to pursue residency at an academic institution, continuing to work in medical education and promoting faculty development at all levels of medical training.

Trainee Awardees

Joanna Abaraoha is a 2nd-year medical student at the City University of New York School of Medicine (CSOM) and the founding president of the CSOM Chapter of BNGAP. She was born and raised in the Bronx in New York City to parents who emigrated from Nigeria. She knew from a young age that she wanted to become a physician, particularly one who served underserved populations such as those with which she identified. Joanna gained admission to a BS/MD program, CSOM's Sophie Davis Program for Biomedical Education, upon graduating high school. During her undergraduate years, she held various leadership positions through the Student National Medical Association (SNMA). Outside of the Sophie Davis program, Joanna worked as

a lifeguard/swim instructor and received minors in Theatre and Public Policy. She also wrote for various online platforms such as The Odyssey Online and WACRIA, often tackling issues like human rights, women's rights, racism, and health disparities. When she learned about academic medicine, she decided to start a BNGAP chapter at her institution upon matriculation to medical school. CSOM's BNGAP chapter has since held various events to introduce the student body to academic medicine and to increase the interest of diverse students in research and positions in academia. She is currently working on research projects in pediatric endocrinology and medical education. Joanna has the goal of becoming an endocrinologist and a medical professor.

Roselande Marcellon is a native of Fort Lauderdale, FL and the daughter of immigrant parents, former teachers, whom she credits with nurturing her intellectual curiosity and instilling an understanding of the importance of education. At an early age, she was drawn to history, math, and science and pursued these interests earning a B.S. and B.A. from the University of Miami, and a dual degree in public health and medicine from Boston University School of Public Health and Medicine. After graduate school, she worked for the non-profit Partners Healthcare System as a Financial Analyst in Population Health Management. Ms. Marcellon enjoys engaging students and has worked with Upward Bound, Girls Inc. Paging Dr. Liz, and the Science and Technology Entry Program (STEP) sharing her love of science and humanities and mentoring at all levels of

education. At Albany Medical College, she founded and chaired the Public Health and Medicine (PHAM) student organization as well as a national online-peer review journal publication for underrepresented voices in medicine, Mosaic in Medicine (MIM). Most recently, Ms. Marcellon was awarded the U.S. Department of Health and Human Services – Physicians Professional Advisory Committee of the United States Public Health Service, Excellence in Public Health Award. She serves as a student advisory board member of the First Generation and Low Income in Medicine Symposium and National Association. She plans to pursue a career in Internal Medicine specializing in Hematology and Oncology and continue her work in public health, teaching, and increasing access to healthcare and education.

LEADERSHIP AWARD WINNERS

Sarah Martinez is a proud Latina and native New Yorker. A three-time cancer survivor, Sarah was initially diagnosed with cancer during her sophomore year of college. She remained in school during the majority of her treatment, taking only a brief break from her education in 2013 to undergo an autologous stem cell transplant. Sarah went on to obtain her Bachelor of Science degree from Florida State University in 2016. Her acceptance to medical school came the following year through the Associated Medical Schools of New York (AMSNY) Post-Baccalaureate Pipeline Program in Buffalo, NY – a program integral in support of underrepresented minority student's success in medicine. Upon completion of the program, she began medical school at Albany Medical College in 2018, where she has

remained a fierce advocate. On a local level, she is currently the Event Coordinator of her BNGAP Chapter, President of her SNMA Chapter, and Community Service Chair of her LMSA chapter. On a regional level, she is currently the Associate Regional Director for SNMA Region IX, overseeing the entire states of New York and New Jersey. Additionally, she founded the Underrepresented Student Alliance, an organization that aims to support and promote intersectionality within and allyship towards historically excluded and currently underrepresented identities in medicine. Sarah is working towards a career in Academic Medicine, as a future Pediatric Hematologist/Oncologist.

Alec Calac (Pauma Band of Luiseño Indians) is a second year MD/PhD student at UC San Diego School of Medicine, and the first American Indian to matriculate into the UC San Diego Medical Scientist Training Program. He plans to pursue his PhD in the UCSD-SDSU Joint Doctoral Program in Public Health (Global Health Track), with a research focus on health systems delivery and behavioral health disparities. At UC San Diego, Alec leads the Association of Native American Medical Students (ANAMS), which is an

organization that works closely with PRIME-Health Equity and the Office of Diversity and Community Partnerships to promote Native presence in medicine. He spearheaded the creation of the Tribal Ambulatory Healthcare Experience, an elective offering for medical students at local Indian Health Service clinics, and for these and related efforts, his organization received a \$25,000 donation from the Sycuan Band of the Kumeyaay Nation to maximize opportunities for American Indian and Alaska Native pre-medical students.

Carly Chiwiwi is a member of the Pueblo of Laguna and grew up in Albuquerque, New Mexico. She completed her BA in Human Biology with a concentration in Indigenous and Women's Health at Stanford University. During her gap year she worked at the Center for American Indian Health at Johns Hopkins Bloomberg School of Public Health coordinating graduate level courses on indigenous health topics. She is currently a second-year medical student in PRIME- LA at the David Geffen School of Medicine at UCLA. PRIME-LA is a 5-year concurrent degree program that focuses on

Leadership and Advocacy, allowing her to pursue a Master of Public Health in addition to her medical education. At UCLA she has been a co-coordinator of the Medical Students for Choice student group, an Indigenous Community Representative on the UCLA LMSA board and a class nominated Professionalism Council Representative. She is passionate about incorporating indigenous ways of knowing into western medicine and supporting other indigenous students in entering medical and public health professions.

Amir Bhuiyan grew up in Brooklyn, NY raised by parents who never finished grade school. Early on they instilled in me the value of education. He became interested in the sciences while in high school and studied biological sciences at St. John's University in Queens, NY. It took him four years after undergrad to learn that he wanted to pursue medicine. Particularly, he became interested in academic medicine while working with Dr. William Tap at Memorial Sloan Kettering, where he worked as a clinical research associate. Dr. Tap personified many of the qualities someday he hopes to emulate compassionate patient care while contributing to medical knowledge. He later attended Kansas City University (KCU) for medical school, and currently is a medicine resident at HCA-USF

Morsani College of Medicine. KCU is well involved in diversity outreach and hosts annual diversity events including events to promote LGBTQ education, and health awareness. What KCU lacked, along with the majority of American medical schools, is a structured course and/or lessons on LGBTQ healthcare. LGBTQ individuals face higher health disparities for a variety of reasons. To begin to remedy that, the education has to start in the classrooms of young student-physicians. If we can improve the education in the classrooms and in residency programs by embracing diversity, broadly defined, it will lead to better care for patients. With this in mind, he hopes to work in hospitals with residency programs to find ways to close disparity gaps of LGBTQ healthcare.

LEADERSHIP AWARD WINNERS

Yaritz Astudillo (she/her/hers) is a fourth medical student at New York Medical College. She has been an active member and national leader within the Latino Medical Student Association (LMSA). As VP of Policy, in collaboration with the AAMC, she has led two Health Policy Summits in Washington DC. Within the Policy Committee, she has been working on developing a space in which physicians-in-training can better inform their work and efforts in policy advocacy, and community. She has presented works on microaggressions and the health effects of early childhood literacy. Additionally, with an interest in medical education, she has been working on research into the effects of microaggressions in the learning environment. Currently, Yaritz is applying for residency in Pediatrics with her

drive derived from her lived experiences as a Latina daughter of immigrants. She is passionate about ameliorating Latino, Immigrant and Children's health. She will seek to treat the complete patient, with attention to the many bio-psychosocial factors affecting their health. Furthermore, she aims to continue to work towards helping develop a more diverse healthcare workforce. She will continue to be a voice for students in bringing forth issues like microaggressions and the need to keep pushing in the area of diversity and inclusion at all levels of education. Yaritz received a Master's in Physiology and Biophysics from Stony Brook University. She was born and raised in New York with roots from Puerto Rico and Ecuador. She loves modern art and spending time with her family and partner.

Grace Rivera Owen was born in Mayaguez, Puerto Rico and moved to the states when she was seven years old. She is extremely close with her family; mom, dad and two younger sisters Stephanie and Natalia. She grew up moving around New England and completed her undergraduate at Quinnipiac University, graduating with a degree in Microbiology and Immunology. She took a nontraditional route to medical school, working for a year in the phlebotomy department at a hospital in Salisbury North Carolina then spent the last two years getting her master's in biomedical sciences from Tufts University School of Medicine in Boston, Massachusetts. She has valued all of the different places she has lived throughout her life

and is now happy to be a second-year medical student at Albany Medical College, where she has a new supportive community and academic challenge. She loves music, yoga and visiting Puerto Rico as often as she can. Grace is interested in OBGYN and women's health but is keeping her options open until rotations next year! At school, she is involved with LMSA, BNGAP, T.R.E.E.S., admissions, Strong Mom and other programs and organizations that have enriched her path through medical school and keep it fun. She is honored to have the opportunity to travel to Phoenix and accept this award and represent Albany Medical College.

Tristan Boyer attended his first BNGAP conference as a pre-medical student back in 2015, where he learned that he could have a seat at the table of medical education. Upon arriving to medical school at Albany Medical College he focused his efforts on improving LGBTQ education, visibility, and representation, taking on roles as class president and president of his school's LGBTQ club. Through these roles he brought events like the LGBTQ Health Week and curricular changes such as the 3rd year LGBTQ Teaching Day to his home institution. Currently, Tristan is organizing an advocacy subcommittee to give Albany Med students an opportunity to participate in lobbying for policies at the state level.

Tristan is applying to family medicine residency programs this year in his home state of California. Knowing that family medicine training offers the breadth of experience and patient-centered relationships that he wants in his practice, he hopes to become a community advocate dedicated to caring for patients of all backgrounds. He has particular interests in areas such as LGBTQ health, end of life care, and addiction medicine.

Dr. Katia Bravo graduated from San Marcos University in Lima, Peru. She completed her Internal Medicine residency at the University of Rochester in New York and is currently finishing her Cardiology fellowship at the University of Texas Health Science Center at Houston. She will pursue sub-specialty training in Adult Congenital Heart Disease at the University of California at Los Angeles and plans to focus her academic career on advanced heart failure therapies in this population as well as increasing access to congenital heart surgery

in low-income countries. She founded the Student Exchange Division at San Marcos University, helped in the design of a Global Health Elective for Internal Medicine Residents at the University of Rochester and received the 2017 Raphael Dolin Resident Research Award by the same institution. She also empowers patients with health information by serving as an editor of *Cardiosmart en español*, the patient education platform from the American College of Cardiology, as well as participating in interviews at Univision Houston.

LEADERSHIP AWARD WINNERS

Danilea M. Carmona Matos is a third-year medical student at San Juan Bautista School of Medicine in Caguas, Puerto Rico. She aspires to be a physician scientist working translational cancer research, clinical research and mentorship. Danilea is the first member of her family to pursue a doctor's degree and feels strongly about mentoring students to pursue graduate studies. Danilea has been actively involved at SJBSM as a AAMC OSR, curriculum committee representative and served as president of

the Latino Medical Association chapter in her school. In addition, she is an avid peer and undergraduate mentor, active member in various interest groups and has lead community outreach activities. Danilea has also engaged in both clinical and basic science research. She is a 2018-2019 alumni of the year-long research HHMI Medical Research Fellows program during which she conducted neuroendocrine cancer research at the University of Alabama at Birmingham Dept of Surgery.

Dr. Aayush Gabrani is an aspiring pediatric gastroenterologist, currently completing his residency in Pediatrics at Rutgers NJMS, where he is also working with the Rutgers diversity committee towards promoting workplace diversity in healthcare. After graduating from medical school in India, he moved to the US, first joining the University of Kentucky as a research volunteer doing translational research in NICU. He went on to pursue a Simulation Fellowship at the Children's Hospital of Philadelphia. Continuing his passion for simulation-based education, Aayush presented and published his research work at national and international platform. He is also currently appointed as an Executive Committee member

for Section on Simulation and Innovative Learning Methods at the American Academy of Pediatrics. Inspired by personal events, Aayush co-authored a letter to the editor (with his partner of 8 years) titled "Physician & Gay: Am I safe at work?", where he highlighted the prevalence of subtle homophobia at workplace and possible solutions to mitigate the same. Aayush envisions to continue his work on workplace diversity and safety during his fellowship training. In his spare time, Aayush likes to spend time with his boyfriend exploring different cuisines, cultures and places. He also admits to trying his best to maintain a healthy lifestyle by running outdoors and eating healthy.

Samir El-Sawaf is a second-year medical student at Albany Medical College. He holds a BA in Biology and Spanish from Siena College. Having grown up in NYC, he formed a deep appreciation for diversity in all its forms from a young age. Prior to medical school he served in Nicaragua and Mexico, furthering his passions for community-driven service and Latinx cultures. At AMC he is co-president of the Medical Spanish Club, where he helps organize the Medical Spanish course and hosts events to increase cultural competency among medical students. He is also co-president of LGBTQ+ People in Medicine, which aims to increase visibility and community for sexual and gender minority folks in medicine, as well as educate the greater academic community on the disparities

that affect this community. In this role he helped to add pronouns to student badges, held the first National Coming Out Day event at AMC, created an OutList/AllyList for the institution, and is currently working to responsibly incorporate trans affirming experiences and education into standardized patient encounters for medical students. He hopes to practice urban underserved medicine, a passion which has been reinforced since helping to create a unique Diabetes Group Visit Program at a primary care clinic in Albany, NY. He also wishes to practice bilingually and with intentional outreach and services for the LGBTQ+ community. He is tremendously grateful to all those who have lifted him up to be here and for those who paved the way before him.

Eric R. Molina was born and raised in San Antonio, Texas and is proud to call himself Mexican American. He completed his bachelor's degree in Biology with Departmental Honors in Cell and Molecular Biology at Stanford University in 2011. After spending a year interning in the biotech industry at Genentech, he began the Medical Scientist Training Program (MD/PhD) at Baylor College of Medicine in 2012. After 2 years of medical school, Eric began his PhD in the laboratory of Dr. Antonios Mikos, part of the Rice University Department of Bioengineering. Eric defended his PhD in

August 2019 and is now completing his medical school clerkships. Eric served in the Latino Medical Student Association (LMSA), Baylor College of Medicine Chapter leadership for one year before joining the LMSA National Executive Board as the Conference Coordinator in 2014. He then was elected to a two-year term as a LMSA Southwest Regional Director. In 2016, He was elected to the position of LMSA National President, which he held until June 2018. The following academic year, he served on the executive board as the Immediate Past President.

FEATURED SPEAKERS



David A. Acosta, MD
Chief Diversity and Inclusion
Officer, AAMC



Francisco Lucio, JD
Associate Dean, Diversity and Inclusion Assistant
Professor, Obstetrics and Gynecology University
of Arizona College of Medicine – Phoenix



Denise Martinez, MD
Associate Dean, Cultural Affairs
Carver College of Medicine at
the University of Iowa



William McDade, MD, PhD
Chief Diversity Officer, Accreditation Council
for Graduate Medical Education



Leon McDougale MD, MPH
Chief Diversity Officer, The Ohio State University
Wexner Medical Center



Sunny Nakae, PhD, MSW
Associate Dean for Student Affairs & HS
Clinical Associate Professor at University
of CA Riverside School of Medicine



Renee Navarro, MD, PharmD
Vice Chancellor, Diversity and Outreach,
University of California San Francisco, Chair
Elect, GDI, AAMC



Marc A. Nivet, Ed.D, M.B.A.
Executive Vice President, Institutional
Advancement UT Southwestern
Medical Center



Guy Reed, MD, MS
Dean, University of Arizona College
of Medicine – Phoenix



Joan Y. Reede, MD, MS, MPH, MBA
Dean, Diversity and Community
Partnership, Harvard Medical School



Elena Rios MD
President and CEO, National
Hispanic Medical Association



David Sklar, MD
Professor, College of Health
Solutions Advisor to the Provost,
Arizona State University



Monica Vela, MD
Associate Dean, Multicultural
Affairs Professor, Internal Medicine,
Pritzker School of Medicine

FEATURED SPEAKERS

David A. Acosta MD

David A. Acosta MD, provides strategic vision and leadership for the AAMC's diversity and inclusion activities across the medical education community, and leads the association's Diversity Policy and Programs unit.

Dr. Acosta, a family medicine physician, joined the AAMC from the University of California (UC), Davis School of Medicine where he served as senior associate dean for equity, diversity, and inclusion and associate vice chancellor for diversity and inclusion and chief diversity officer for UC Davis Health System. He previously served as the first chief diversity officer at the University of Washington (UW) School of Medicine (SoM), where he established the Center for Equity, Diversity and Inclusion, and was the founder of the UW SoM Center for Cultural Proficiency in Medical Education.

Dr. Acosta earned his bachelor's degree in biology from Loyola University and his medical degree from the UC, Irvine, School of Medicine. He completed his residency training at Community Hospital of Sonoma County in Santa Rosa, Calif., an affiliate of UC San Francisco School of Medicine, and a faculty development fellowship at the UW Department of Family Medicine.

Francisco Lucio JD

Francisco Lucio JD serves as the inaugural associate dean of Diversity and Inclusion at the University of Arizona College of Medicine – Phoenix. Lucio is responsible for the continued cultivation of a diverse, inclusive and equitable environment for all faculty, residents, fellows, students, post-docs and staff. He has helped create a five-year inclusive excellence strategic plan, establish a Women in Medicine and Science group and bolster LGBTQ+ programming — amongst other initiatives. In part, these efforts have contributed to the College of Medicine – Phoenix receiving the prestigious 2019 INSIGHT Into Diversity Health Professions Higher Education Excellence in Diversity (HEED) Award. Lucio is assistant professor of practice in the obstetrics and gynecology department and co-director of the cultural competency longitudinal curricular theme. Lucio obtained his Juris Doctorate from St. John's University School of Law, where he was the recipient of the American Bar Association, Health Law Section and National Bureau of National Affairs, Inc. Award of Excellence in the Study of Health Law.

Denise Martinez MD

Denise Martinez MD serves as the Associate Dean for Diversity, Equity, and Inclusion at the Carver College of Medicine at the University of Iowa. She founded the Iowa Latino Medical Student Association and is currently also the faculty advisor for the Iowa chapter of the Student National Medical Association and the Minority Association of Premedical Students. For her work with these organizations she received the Hawkeye Award for Faculty Advisor of the Year for the entire University of Iowa. Additionally, she is the Medical Director for the Iowa Mobile Health Clinic, a free health clinic system run by University of Iowa health professional students serving underserved population. She was awarded a HRSA grant for to provide free counseling services through these clinics to populations who normally would not have access to these services. As the Primary Investigator of the Summer Health Professions Education Program (SHPEP) she oversees a free summer program for 80 underrepresented undergraduate pre-health students each summer, receiving funding from the Robert Wood Johnson Foundation. She was named by the National Minority Quality Forum as one of the top “40 under 40 Leaders in Minority Health”.

William McDade MD

William McDade MD, PhD comes to the ACGME from Ochsner Health System in New Orleans, where he was Executive Vice President and Chief Academic Officer. Prior to his appointment at Ochsner, Dr. McDade was a professor of anesthesia and critical care at the University of Chicago, where he completed terms as Deputy Provost for Research and Minority Issues and as Associate Dean for Multicultural Affairs at the Pritzker School of Medicine. Dr. McDade has served on the ACGME Board of Directors, as a member of the National Board of Medical Examiners, and as a member of the US Department of Education’s National Committee on Foreign Medical Education and Accreditation. He is a member of the AMA Board of Trustees and the AMA Board representative to the Coalition for Physician Accountability. He has served as President and Chair of the Boards of Trustees of both the Illinois State Medical Society and the Chicago Medical Society. Dr. McDade received his undergraduate degree in chemistry from DePaul University, his PhD in biophysics and theoretical biology from the University of Chicago, and his medical degree from Chicago’s Pritzker School of Medicine Medical Scientist Training Program. He completed his internship in internal medicine at the University of Chicago and residency training in anesthesiology at the Massachusetts General Hospital-Harvard Medical School. A member of Alpha Omega Alpha and recipient of the National Medical Association’s James Whittico Award, Dr. McDade has made clinical anesthesiology and the treatment of sickle cell disease the focus of his clinical care and research.”

Leon McDougle MD, MPH

Leon McDougle MD, MPH, is the 1st African American Professor with tenure in The Ohio State University Department of Family Medicine and he's the 1st Chief Diversity Officer 'Aka Chief Collaborating Officer' for the OSU Wexner Medical Center. A graduate of the University of Toledo and OSU College of Medicine, he completed the family medicine residency at the Naval Hospital Camp Pendleton, California, and earned a Master of Public Health degree from the University of Michigan School of Public Health, Department of Health Management and Policy. Dr. McDougle was recognized as being among the top 10 percent of physicians nationally for patient satisfaction. Dr. McDougle recently became President Elect of the National Medical Association (NMA) and will be installed as the 121st President, August 4th 2020 during the 125th Anniversary of the NMA in Atlanta, Georgia. Dr. McDougle is a past Chair for the Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion. He has provided service for the AAMC as faculty for the Healthcare Executive Diversity and Inclusion Certificate Program, Minority Faculty Leadership Seminar, and Mid-Career Minority Faculty Leadership Seminar. In addition, he directs several workforce diversity programs including the MEDPATH Postbaccalaureate Program. He is a Diplomate of the American Board of Family Medicine and Fellow of the American Academy of Family Physicians. Dr. McDougle is a member of the Rhema Christian Center. He is a member of the Association of Military Surgeons of the United States and the Alpha Omega Alpha Honor Medical Society. A native of Sandusky, Ohio, Leon and his wife, Natasha Jones-McDougle, M.Ed. are the proud parents of Peri and Autumn.

Sunny Nakae PhD, MSW

Sunny Nakae PhD, MSW is a Health Sciences Clinical Associate Professor of Social Medicine, Population and Public Health and the Associate Dean for Student Affairs at the University of California Riverside School of Medicine. She joined the faculty at UCR in early 2019 after spending twelve years in Chicago at the Northwestern University Feinberg School of Medicine and the Loyola University Chicago Stritch School of Medicine. Dr. Nakae studies access and inequality in medical education and is a national expert on admissions and holistic review. Her premed advice book will be published by Rutgers University Press in the fall of 2020. She earned her BS and Master's degrees from University of Utah and her doctorate in higher education from Loyola University Chicago.

Renee Navarro MD, PharmD

Renee Navarro MD, PharmD is the Vice Chancellor of Diversity and Outreach, charged with creating and maintaining a diverse university environment where everyone has an opportunity to excel. In her new role, Navarro will collaborate with faculty, staff and students to develop and carry out a strategic plan for diversity and inclusion at the campus – and in recruitment and retention of faculty, students, trainees and staff. Navarro will work closely

FEATURED SPEAKERS

with other senior administrators to address issues of diversity that cut across faculty, student, staff and operational lines. Navarro will serve as a campus expert on diversity goals, act as the campus spokeswoman for best practices, and establish and lead an advisory group. Navarro is especially looking forward to establishing a campus-wide multicultural center to provide space and resources that support inter-professional collaboration among UCSF faculty, staff, trainees and students for outreach, recruitment and diversity education programs.

Marc A. Nivet EdD, MBA

Marc A. Nivet EdD, MBA, is the Executive Vice President for Institutional Advancement at UT Southwestern Medical Center, where he provides strategic vision and oversight in Development and Alumni Relations; Communications, Marketing, and Public Affairs; Government Affairs; Technology Development; Community and Corporate Relations, and Institutional Equity and Access. Prior to his role at UT Southwestern, Dr. Nivet served as a member of the executive leadership team of the Association of American Medical Colleges, where he provided leadership on issues surrounding community engagement, diversity, and health equity at medical schools and teaching hospitals across the United States and Canada. Dr. Nivet has spent over 20 years in academic medicine developing creative program initiatives and innovative approaches to advance the mission of excellence in research, education, and patient care. Dr. Nivet earned his doctoral degree from the University of Pennsylvania and his MBA from George Washington University's School of Business. He is a fellow of the New York Academy of Medicine, and a former president of the National Association of Medical Minority Educators.

Guy Reed MD, MS

Dean of the University of Arizona College of Medicine –Phoenix, Guy Reed, MD, MS, is an internationally recognized and renowned cardiologist, physician-scientist and health administrator. As dean, he spearheads the college's proud tradition of excellence in advancing medical education in the state of Arizona and beyond. Prior to joining the college, Dr. Reed was the Lemuel Diggs Professor of Medicine and chair of the Department of Medicine at the University of Tennessee Health Science Center, as well as interim executive vice president for Methodist Le Bonheur HealthCare. Dr. Reed is known for his research on the mechanism of blood clots and vascular disease. Through grant support from the National Institutes of Health, he translated his laboratory research findings into an innovative, clot-dissolving therapy to treat patients with strokes and heart attacks, which is now in clinical trials. Dr. Reed graduated from Columbia University in New York City, where he received his bachelor's degree in English literature and pre-medical studies. He received a master's degree in mathematical statistics and a medical degree from Stanford University. He completed his internship, residency and chief residency in internal medicine at Yale University. Dr. Reed completed a fellowship in cardiovascular disease at Massachusetts General Hospital and a post-doctoral research fellowship in biochemistry and molecular biology at Harvard Medical School.

Joan Reede MD, MS, MPH, MBA

Joan Reede MD, MS, MPH, MBA is the Dean for Diversity and Community Partnership and Professor of Medicine at Harvard Medical School (HMS). Dr. Reede also holds appointments as Professor in the Department of Social and Behavioral Sciences at the Harvard T.H. Chan School of Public Health, and is an Assistant in Health Policy at Massachusetts General Hospital. Dr. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention, and advancement of underrepresented minority, women, LGBT, and faculty with disabilities at HMS. This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff. Dr. Reede also serves as the director of the Minority Faculty Development Program; program director of the Faculty Diversity Program of the Harvard Catalyst/The Harvard Clinical and Translational Science Center, and chair of the HMS Task Force on Diversity and Inclusion. Dr. Reede has served on a number of boards and committees including the Secretary's Advisory Committee to the Director of the National Institutes of Health; the Sullivan Commission on Diversity in the Healthcare Workforce; the National Children's Study Advisory Committee of the Eunice Kennedy Shriver National Institute of Child Health and Human Development, and the Advisory Committee to the Deputy Director for Intramural Research of the National Institutes of Health. Some of her past affiliations include the Steering Committee and Task Force for the Annual Biomedical Research Conference for Minority Students (ABRCMS); past co-chair of the Bias Review Committee of the Advisory Committee to the NIH Director's Working Group on Diversity; the Association of American Medical Colleges Careers in Medicine Committee (AAMC); past chair of the AAMC Group on Diversity and Inclusion (GDI). Dr. Reede served on the editorial board of the American Journal of Public Health, and she was the guest editor for the AAMC 2012 special issue, "Diversity and Inclusion in Academic Medicine" of Academic Medicine. She is a past chair of the National Academy of Medicine's Interest Group on Health of Populations/Health Disparities. In 2018, Dr. Reede was appointed to the National Advisory Council on Minority Health and Health Disparities (NACMHD).

Elena Rios MD

Dr. Elena Rios is President & CEO of the National Hispanic Medical Association, (NHMA), representing Hispanic physicians in the United States. She is also President of NHMA's National Hispanic Health Foundation affiliated with the Robert F. Wagner Graduate School of Public Service, New York University, to direct educational and research activities. In 2006, Dr. Rios was appointed to the Minority Alumni Hall of Fame of Stanford University and in 2007, was appointed as a Fellow to the New York Academy of Medicine. Dr. Rios has lectured and published articles and has received several leadership awards, including the 2009 Top 100 Influential and Innovative Hispanics from Hispanic Business Magazine. Dr. Rios has also served as the Advisor for Regional and Minority Women's Health at the U.S. Department of Health and Human Services Office on Women's Health from November 1994 to October 1998; as the National Health Care Reform Task Force Coordinator

FEATURED SPEAKERS

of Outreach Groups at White House in 1993; and as a policy researcher at the State of California Office of Statewide Health Planning and Development in 1992. In addition, Dr. Rios has served as President, Chicano/Latino Medical Association of California, member of the California Department of Health Services Cultural Competency Task Force, Stanford Alumni Association and Women's Policy Inc. Boards of Directors, and the American Medical Association's first Minority Affairs Consortium Steering Committee.

David Sklar MD

David Sklar MD is a Professor in the College of Health Solutions and Advisor to the Provost at Arizona State University and Editor in Chief of Academic Medicine. He is also Distinguished Professor and Associate Dean Emeritus at University of New Mexico where he was a Chair of Emergency Medicine, Associate Dean and DIO for Graduate Medical Education and Associate Dean for Clinical Affairs. Dr. Sklar received his medical degree at Stanford University and did an internal medicine residency at the University of New Mexico and an emergency medicine Fellowship at the University of California in San Francisco. He was on the faculty of the school of medicine at the University of New Mexico for 37 years teaching, providing patient care and doing research. His main areas of interest in research have concerned injury prevention, medical education, health policy and ethics. He is particularly interested in how medical education can transform the health care delivery system to provide better health and lower costs. He has published over 200 hundred articles in the medical literature as author or co-author. He served in the Senate Finance Committee as part of an RWJF Health Policy Fellowship in 2011 and 2012 and worked on the Affordable Care Act, physician payment and graduate medical education. Upon completion of the fellowship, he was chosen as Editor in Chief of Academic Medicine, the leading journal in health professions education.

Monica Vela MD

Monica Vela MD is Professor of Medicine and Associate Vice Chair for Diversity within the Department of Medicine and Associate Dean for Multicultural Affairs at the Pritzker School of Medicine. She completed medical school here at the Pritzker school of Medicine and is a graduate of the University of Chicago Internal Medicine Residency program. Dr. Vela directs coursework designed to promote the advocacy efforts of medical students interested in ending health disparities and promoting health equity, and physician communication skills across cultures. Dr. Vela's research spans medical education on health disparities and care of limited English proficiency patients as well as diversity in the medical profession. She maintains a clinical practice in the Primary Care group where she also precepts medical students and residents and mentors junior faculty addressing disparities in health on the south side of Chicago. She was recently awarded Master of Pritzker's Academy of Distinguished Medical Educators.

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and Family and Community Medicine,

BOARD MEMBER BIOS

John Paul Sánchez MD, MPH

John Paul Sánchez MD, MPH (he, him, his) has worked extensively to promote diversity and inclusion in the physician and academic medicine workforces. He is the Founder/Principal Investigator of the Building the Next Generation of Academic Physician (BNGAP) Initiative and Co-Founder/President of BNGAP Inc. Over the past 10 years, BNGAP has become nationally recognized for developing the concept of pre-faculty development and has collaborated with 80+ academic health centers to educate trainees, faculty, and senior administrators on how to develop the upstream pipeline of diverse medical trainees to become future faculty and senior academic leaders. Dr. Sanchez is also on the Editorial Board of the Journal of Academic Medicine and is Associate Editor for MedEdPORTAL (overseeing the Diversity, Inclusion and Health Equity Collection). He is Executive Director of the Latino Medical Student Association Inc., the largest Latino medical student association in the country with 130+ chapters at medical schools across the country. He has also served on the National Hispanic Medical Association Board, as the Chair of NHMA Council of Residents, and as inaugural Chair of NHMA Council of Young Physicians; as a past member of the NIH Sexual and Gender Minority Research Working Group; and as the inaugural Assistant and subsequent Associate Dean for Diversity and Inclusion at Rutgers NJMS. He received his medical degree from the Albert Einstein College of Medicine, completed his residency training at Jacobi/Montefiore, and is Board Certified in Emergency Medicine. He completed a Masters of Public Health, with a concentration in the epidemiology of infectious diseases, from the Yale School of Public Health. He is of Puerto Rican ancestry, gay-identified and was raised in the Bronx, NYC.

Nelson Sánchez MD

Nelson F. Sanchez MD is an Associate Professor of Medicine at Memorial Sloan Kettering Cancer Center (MSKCC) and Weill Cornell Medicine (WCM), where he joined faculty in 2008. He has published research on medical students' clinical experiences with LGBT patients, transgender patients' access to medical care and hormone therapies, and LGBT health professionals' perspectives on academic medicine careers. Since joining WCM and MSKCC, Nelson developed the LGBT Allies Training Workshop, Chair's WCM's LGBTQ+ Steering Committee and Co-Chairs the Annual National LGBT Health Workforce Conference, now celebrating its eighth year. He is also Vice-President of Building the Next Generation of Academic Physicians Initiative (BNGAP), a nonprofit that supports diverse trainee interest in academic medicine careers.

BOARD MEMBER BIOS

Edward J. Callahan PhD

Edward J. Callahan, Ph.D. is Associate Vice Chancellor Emeritus, Academic Personnel, Schools of Human Health Sciences, and Professor Emeritus, Family and Community Medicine, University of California, Davis Health. He is Past Chair of the Group on Diversity and Inclusion for AAMC and Secretary of the Board of Directors of BNGAP. He is a First Generation college graduate and committed to enhancing diversity and inclusion in health care faculty.

Dennis J. Spencer MD, PhD

Dennis J. Spencer, MD, PhD is a Clinical Fellow in Pediatric Gastroenterology, Hepatology, Nutrition at Boston Children's Hospital / Harvard University. Dr. Spencer completed his Pediatrics training as member of the house staff at Lucile Packard Children's Hospital / Stanford University where he was inducted into the Stanford Society of Physician Scholars. He has been the recipient of a number of national awards including being named a 2016 "New Century Scholar" by the Academic Pediatric Association. Dr. Spencer obtained a Bachelor of Science degree in Biology from Morehouse College in Atlanta, Georgia. He later graduated from the Weill Cornell / Rockefeller / Sloan-Kettering Tri-Institutional MD-PhD Program, earning his PhD in Microbial Pathogenesis and Immunology. Dr. Spencer is a founding board member and Treasurer of the Building the Next Generation of Academic Physicians (BNGAP) Inc.

Cheryl Brewster Ed.D.

Cheryl Brewster EdD joined the faculty at Florida International University's Herbert Wertheim College of Medicine (HWCOM) in 2010 and is currently the Associate Dean for Diversity and Inclusion and Associate Professor. She is charged with providing leadership to the HWCOM Dean to enhance the culture of the college by developing and overseeing a comprehensive diversity plan to include goals, policies and practices as they relate to administrators, faculty, staff and students. Over the course of almost 10 years since her arrival she has been actively involved in hiring practices of faculty and senior administrators; is a voting member of the student admissions committee; and developed and conducted numerous workshops. She currently serves on the executive board for Building the Next Generation of Academic Physicians (BNGAP) and has host two of the pre-faculty conferences since 2015. In 2015, Dr. Brewster received a \$2.1 million grant from the Department of Health and Human Services to expand her medical school pipeline program through a collaboration with minority serving institutions.

BOARD MEMBER BIOS

Andrea Garcia MD, MS

Andrea Garcia MD, MS is a citizen of the Mandan, Hidatsa, and Arikara Nation, and she is Mexican American. She was born and raised in Los Angeles where she credits her family and her Native community for equipping her with the tools necessary to complete a higher education. She is proud to give back to her community through her role as a physician specialist within the Los Angeles County Department of Mental Health, and through her Project Scientist appointment at UCLA. In these roles she has the privilege of focusing exclusively on the health and wellbeing of the Native American community through her clinical work, through larger community initiatives and policy work, and through research. Dr. Garcia serves as a Mayoral Appointee for the Los Angeles City/County Native American Indian Commission, and sits on the Board for the United American Indian Involvement. She is also honored to serve on the national boards of We Are Healers and Building the Next Generation of Academic Physicians, which both focus on diversifying the health professions. She is currently serving as Guest Assistant Editor for MedEdPORTAL's call for American Indian, Alaska Native, and Indigenous Perspectives submissions. In her spare time Dr. Garcia enjoys dancing fancy shawl at pow wows, and spending time with her family and friends.

Louisa Holaday MD

Louisa Holaday MD has been a member of BNGAP since 2011, and now serves on the Executive Board. She is a first year fellow in the National Clinician Scholars Program at Yale, where she studies neighborhood and community impacts on health, including the impact of mass incarceration on community health, and academic workforce diversity. She completed her residency in Primary Care and Social Internal Medicine at Montefiore. She was born and raised in New York City.

Hector R. Perez MD, MS

Hector R. Perez MD, MS is Assistant Professor of Medicine at Montefiore Medical Center. After graduating with an MD from the Columbia University College of Physicians and Surgeons, he graduated from the Primacy Care Social Medicine residency at Montefiore Medical Center. Subsequently, he completed a Primary Care Research Fellowship at the New York University School of Medicine. Currently, he has a career development award from the National Institute on Drug Abuse of the National Institutes of Health to study novel methods for opioid tapering in primary care. He has been on the Executive Board of BNGAP since its inception.

BOARD MEMBER BIOS

Valerie Romero-Leggott MD

Valerie Romero-Leggott MD has been a primary care provider for many years on the forefront of treating populations burdened by socio-economic, racial and ethnic disparities. Presently she serves as Vice Chancellor for the Office for Diversity, Equity & Inclusion at the UNM Health Sciences Center, and Professor in the UNM Department of Family and Community Medicine. She also serves as the Executive Director of the UNM Combined BA/MD Degree Program. Her office advances diversity, equity and inclusion throughout the Health Sciences Center and communities through capacity building, sustainable programs and collaborations. This includes many educational pipeline programs developed to help students enter and graduate as well as diversify NM's health professions to better reflect the population of the state. Dr. Romero-Leggott is a role model for young female students and other professional women in the health sciences. She works to link diversity with excellence using the skills and knowledge she has developed as an administrator, leader, female ethnic minority, and native New Mexican. She believes that advancing diversity, cultural and linguistic competence, social justice, equity, and inclusion and addressing social determinants are integral to achieving better health outcomes for our communities and our nation.

Hyacinth R. C. Mason PhD, MPH

Hyacinth Mason PhD, MPH, CHES, serves as Assistant Dean for Student Support and Inclusion and an Associate Professor in the Departments of Medical Education and Family and Community Medicine at Albany Medical College. Dr. Mason earned her PhD in Preventive Medicine at the University of Southern California and her MPH with a concentration in Health Education and Human Resource Management from the University of Illinois. She graduated from Grinnell College with a BA in Biology. Prior to joining Albany Med, she was an Assistant Professor of Research at Vanderbilt University School of Medicine where she coordinated the Vanderbilt-Ingram Cancer Center and Meharry Medical College Cancer Research Partnership and a Research Associate the University of Southern California School of Medicine. She is a member of the AAMC UME Section's First-Generation College Graduate Resource Toolkit Working Group and on the Building the Next Generation of Academic Physicians (BNGAP) National Board. Her career and scholarship have focused on equity, inclusion and holistic support for medical trainees, patients and communities, particularly those that have been historically marginalized.

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BNGAP HISTORY

In September of 2008, Dr. J.P. Sánchez and Dr. Elizabeth Lee-Rey, members of the Hispanic Center of Excellence at the Albert Einstein College of Medicine (HCOE-Einstein), met to discuss the lack of underrepresented minority individuals serving as faculty at academic health centers and existing efforts to promote diversity and inclusion in the academic medicine workforce. During the meeting, it was decided that current faculty-directed efforts would fall short of diversifying academia, and greater attention towards building the “pre-faculty” pipeline of diverse medical students, residents, and fellows considering academia was warranted. Given the lack of existing literature on the “pre-faculty” pipeline it was decided to initially focus on diverse medical student and resident awareness and interest in academia. An initial exploratory study was launched between HCOE-Einstein, the Latino Medical Student Association (LMSA), and the Student National Medical Association (SNMA) with the help of Dr. Gezzer Ortega and Dr. Dennis Spencer respectively. Over 60% of the survey respondents reported interest in an academic medicine career and desired additional guidance. Soon after, Dr. Sánchez and Dr. Lee-Rey presented their exploratory work to Dr. Marc Nivet, Chief Diversity Officer of the Association of American Medical College (AAMC-DPP), and both parties committed to building a pipeline for diverse medical students, residents and fellows to pursue an academic medicine career.

Through several discussions with Dr. Marc Nivet, Dr. Laura Castillo-Page, Dr. Ortega, Dr. Spencer, and other trainees and leaders emerged a new initiative entitled “Building the Next Generation of Academic Physicians Initiative”.

Initially Dr. Sánchez engaged Black and Latino-identified health professional organizations to be a part of the initiative. These organizations included SNMA, LMSA, the National Medical Association (Leader Dr. Brandi Kaye-Freeman), and the National Hispanic Medical Association (Leader Dr. Elena Rios). All four national organizations have a mission and distinguished track record of supporting the recruitment, retention and promotion of Black and Latino-identified individuals interested in the health care professions. Through informal discussions and national presentations, the group became aware that this initiative was of interest and of relevance to all medical students, residents and fellows with the help of Dr. Baligh Yehia and Dr. Mitch Lunn developed a collaboration with the Medical Student Section and Resident and Fellow Sections, American Medical Association.

This initial group set forth a common vision to help develop a diverse academic medicine workforce to train medical students, residents and fellows to effectively address evolving health care needs and work towards health equity in the U.S. The initiative was featured in a commentary piece in *Academic Medicine*. In November 2010, this initiative implemented a mixed-methods study of medical students’ and residents’ interest in and factors associated with an academic medicine career. This project received notable financial support from the Josiah Macy Jr. Foundation (Advisor: Dr. Marc Nivet) and Einstein-HCOE (Advisor: Dr. Hal Strelnick) The findings were published in a second article in *Academic Medicine*.

With the assistance of other organizational and institutional collaborators (Dr. Hal Strelnick – Einstein, Dr. Maria Soto-Greene – Rutgers New Jersey Medical School, Dr. Gary Butts – Icahn School of Medicine at Mt. Sinai, and Mr. Mekbib Gameda – formerly New York University School of Medicine and currently Eastern Virginia Medical School) BNGAP utilized data from its mixed methods studies and feedback from trainees and faculty across the country to develop, implement and evaluate educational workshops to heighten diverse medical students’, residents’, and fellows’ interest, participation and success along an academic medicine track.

BNGAP HISTORY

American Indian/Alaskan Native Perspectives on Academia

In the Spring of 2012, under the mentorship of Dr. Norma Poll, BNGAP was able to connect with Dr. Donna Galbreath and Dr. Nicole Stern, leaders of the Association of American Indian Physicians (AAIP). Through Dr. Galbreath's and Dr. Stern's guidance and support BNGAP collaborated with AAIP, AAMC and the Association of Native American Medical Students (ANAMS – Leaders Dr. Missy Begay and Dr. Andrea Garcia) to launch a mixed methods study of American Indian/Alaska Native (AI/AN) physicians' awareness of and interest in academia. Findings were published and used to support a video on American Indian/Alaska Native Perspectives on Academic Medicine Careers 2014 (Available at www.bngap.org) BNGAP has since supported numerous webinars and the creation of MedEdPORTAL modules on AI/AN health.

Lesbian, Gay, Bisexual and Transgender Perspectives on Academia

In the Fall of 2012, BNGAP members Dr. Nelson Sanchez, Dr. J.P. Sanchez, Dr. Mitch Lunn, Dr. Baligh Yehia, and Dr. Ed Callahan spoke about documenting lesbian, gay, bisexual and transgender (LGBT) awareness of and interest in academia. The discussion led to two main activities: 1) a mixed methods study of LGBT perspectives in academia and 2) the 1st LGBT Health Workforce Conference.

In order to ensure a national sample for BNGAP's study on LGBT perspectives on academia, BNGAP collaborated with GLMA: Health Professionals Advancing LGBT Equality with the support and guidance of Dr. Henry Ng, Dr. Jesse Joad and Dr. Travis Gayle. The data from this study was published by LGBT Health in 2015, "LGBT Trainee and Health Professional Perspectives on Academic Careers—Facilitators and Challenges." This landmark paper documented the facilitators and barriers to LGBT-identified health professionals' engagement in academic careers: access to mentors, institutional climate, and recognition of LGBT scholarship. A more detailed analysis of the impact of mentorship was discussed in a 2018 article published in LGBT Health, "The Future LGBT Health Professional: Perspectives on Career and Personal Mentorship."

In 2013, the first national LGBT Health Workforce Conference was developed to provide an overview of up-to-date practices (climate and educational) in preparing the health care workforce to address the health concerns of LGBT communities. The conference was developed with the incredible support of Dr. Jennifer Gaboury and Mr. Christopher Adam Mitchell, Board President and Board Member, respectively, of the Center for LGBT Studies, City University of New York. The content of the conference is documented as a meeting report in the 2014 inaugural edition of LGBT Health, "First Annual LGBT Health Workforce Conference: Empowering Our Health Workforce to Better Serve LGBT Communities." Over the past eight years, the conference has collaborated with the NIH and MedEdPORTAL to educate and train the next generation of health leaders, researchers and educators.

BNGAP's leadership in LGBT health workforce development has resulted in an NIH grant to develop curricula to train the next generation of sexual and gender minority (SGM) cancer researchers. The curriculum will be piloted at the 2021 spring LGBT Health Workforce Conference.

ADDITIONAL BIOS

Hermona Abera (she/her/hers) is a third year medical student at Stritch School of Medicine at Loyola University Chicago. Originally from Redlands, CA, she graduated with a BA in History and Business-Economics from the University of Notre Dame and then received a BS in Medical Science from Dominican University before starting medical school. As a medical student, she has been interested in disparities facing underrepresented minorities and in academic medicine as evidenced from her leadership in her school's SNMA and BNGAP chapters.

Clydell Adams III is a member of the Class of 2022 at McGovern Medical School at UTHealth and a medical student researcher at the University of Texas MD Anderson Cancer Center in Houston. He strives to encourage leadership development and supports embracing diversity and inclusion to further understand and serve his community. In his free time, Clydell can be found practicing his evolving medical Spanish skills or sampling a variety of foods from different cultures. Clydell is currently working on organizing a pre-health conference at his medical institution for underrepresented minorities from undergraduate universities. I am a second-year medical student presenting a poster at the poster session.

Juan Amador, CAE, has extensive experience in association management. Mr. Amador is currently a director of constituent engagement at the Association of American Medical Colleges (AAMC). He is a critical leader in the AAMC's relationships and partnerships with its many constituent groups. In managing these relationships, he advances the strategic value of the association for its constituents and members. He is also responsible for implementing learning and leadership opportunities that help members grow in their professional roles, enhance their career development, and strengthen their leadership competencies. Mr. Amador was the previously in the AAMC Diversity Policy and Programs (DPP) department and directed the development of programs, tools, and resources that advanced diversity and inclusion for the faculty, staff, residents, and students at U.S. medical schools. He also provided strategic vision and programmatic leadership for the AAMC Group on Diversity and Inclusion (GDI). Mr. Amador has over 15 years of experience in recruitment and outreach to special populations, strategic planning, developing partnerships, and facilitating the work of national committees. Prior to joining the AAMC, Mr. Amador worked for the National Prevention Information Network (NPIN) of the Centers for Disease Control and Prevention (CDC). He earned his B.A in Health Science and Policy at the University of Maryland Baltimore County, and he is a certified association executive.

Jordan Awerbach, MD, MPH, FACC, is a graduate of Tulane University School of Medicine. He trained in combined Internal Medicine-Pediatrics at Duke University, Pediatric Cardiology at Texas Children's Hospital, and was the Thomas Anstrom fellow in Adult Congenital Heart Disease (ACHD) at Duke University. He currently works at Phoenix Children's Hospital and is the Associate Director for the Adult Congenital Heart Disease program. Dr. Awerbach's areas of interest include advanced cardiac imaging, pregnancy in ACHD, pulmonary hypertension and acquired cardiovascular disease in ACHD patients. Dr. Awerbach is also an assistant professor at the University of Arizona College of Medicine-Phoenix and Creighton University. He is a fellow of the American College of Cardiology and currently serves on the Leadership Council of the ACC's Adult Congenital and Pediatric Cardiology Section. Dr. Awerbach is board certified in internal medicine, pediatrics, pediatric cardiology, and adult congenital heart disease.

Lisa Ayoub-Rodriguez MD is an Assistant Professor at Texas Tech Health Science Center El Paso and works as a Hospitalist at El Paso Children's Hospital. She serves as Division Chief of Pediatric Hospital Medicine. She trained at University of Texas Southwestern for medical school and Cincinnati Children's for pediatric residency. Her goal was to return home to El Paso to fulfill her dream of improving healthcare in the border region. She is passionate about the border community given its high rates of un- and underinsured along with high rate of poverty that have colored the regions medical milieu. She has dedicated her career path to developing local experts in the field of Border Health by developing a Border Health Curriculum for the Pediatric Residency. She is an advocate for underserved and immigrant children. She has spoken nationally as an expert on immigrant child health.

ADDITIONAL BIOS

Linda K. Barry, M.D., M.P.H, FACS is a board certified liver and pancreas surgeon with a unique background in both clinical and basic science research. As an Associate Professor of Surgery, Dr. Barry practices and teaches at the University of Connecticut Medical School, as well as holds the position of Director of the Office of Multicultural and Community. She previously served as Assistant Director and Chief Operating Officer of the Connecticut Institute for Clinical and Translational Science (CICATS) at the University of Connecticut, Co-Director for the CICATS Pilot Program for Collaborative Translational and Clinical Research, Director of the Young Innovative Investigator Program, and Director of the CICATS M1 Mentorship Program. Dr. Barry's professional experience and life's work has been in addressing health disparities in health care delivery and research. As member of the Editorial Board of the Journal of Racial and Ethnic Health Disparities, she promotes the academic approach to developing solutions to address health disparities. Dr. Barry is involved in several such endeavors and community engagement initiatives that promote health and well-being of the underserved populations around the U.S. and within the Greater Hartford region. Throughout her career, she has been dedicated to mentoring and recruiting women and underrepresented students into medicine and the field of surgery in particular. Dr. Barry develops initiatives focused on the recruitment and retention of other groups underrepresented in medicine and science. She has received awards in recognition for her work in promoting educational opportunities and advocacy for underrepresented students and women in STEM. Dr. Barry has successfully obtained NIH grant and extramural sources of funding for her research as well as published several peer-reviewed articles. She also serves on various academic and community-based committees and boards. Dr. Barry holds a B.A. from Yale University in Psychobiology, a M.D. from Cornell University Medical College and an M.P.H from Columbia University Mailman School of Public Health.

Nicholas G. Blackstone, M.D. is an Internal Medicine Resident at the University of Arizona College of Medicine - South. After graduating from Oakland University with a Bachelor's in Biology, he attended Ross University School of Medicine where he obtained his Medical Degree. Dr. Blackstone has career aspirations in the field of Gastroenterology. Dr. Blackstone is heavily involved in medical and premedical student mentorship as well as helped pilot a high school program invested in expanding medical opportunities for high schoolers in the greater Tucson area.

Cheryl Brewster EdD joined the faculty at Florida International University's Herbert Wertheim College of Medicine (HWCOC) in 2010 and is currently the Associate Dean for Diversity and Inclusion and Associate Professor. She is charged with providing leadership to the HWCOC Dean to enhance the culture of the college by developing and overseeing a comprehensive diversity plan to include goals, policies and practices as they relate to administrators, faculty, staff and students. Over the course of almost 10 years since her arrival she has been actively involved in hiring practices of faculty and senior administrators; is a voting member of the student admissions committee; and developed and conducted numerous workshops. She currently serves on the executive board for Building the Next Generation of Academic Physicians (BNGAP) and has host two of the pre-faculty conferences since 2015. In 2015, Dr. Brewster received a \$2.1 million grant from the Department of Health and Human Services to expand her medical school pipeline program through a collaboration with minority serving institutions.

Antonio A. Bush PhD is the director of research, diversity and inclusion at the Association of American Medical Colleges and holds an adjunct assistant professor appointment in educational research and innovation at the UNC Eshelman School of Pharmacy. Spanning the fields of higher education, STEM, and health professions education (HPE), his career has focused primarily on contributing to the proliferation of equity, diversity, and inclusion exploration and the elevation of qualitative research. Over the course of more than eight years, Bush has offered key contributions to these fields through leading publications, significant contributions to a range of studies, and collaborative leadership. He earned a bachelor of science in early childhood education from Albany State University (a historically Black university in Southern Georgia), a master of science in higher education and student affairs from Indiana University, and a doctorate in educational research and policy analysis from North Carolina State University. He grew up in Columbus, Georgia.

ADDITIONAL BIOS

Edward J. Callahan, Ph.D. is Associate Vice Chancellor Emeritus, Academic Personnel, Schools of Human Health Sciences, and Professor Emeritus, Family and Community Medicine, University of California, Davis Health. He is Past Chair of the Group on Diversity and Inclusion for AAMC and Secretary of the Board of Directors of BNGAP. He is a First Generation college graduate and committed to enhancing diversity and inclusion in health care faculty.

Hunter Carlock is a second year medical student at Florida Atlantic University. Prior to medical school, he received a Bachelor of Science at Florida State University with a major in Computational Biology. Hunter is interested in the business of medicine and is passionate about increasing funding towards medical school diversity offices to improve resources and expand diversity projects. He hopes to develop models to promote diversity in medicine through community outreach while also providing self-sustainable income to medical schools.

Ricardo Correa, M.D., Es. D., F.A.C.P., F.A.C.E., C.M.Q. is the Program director for Endocrinology, diabetes and metabolism fellowship and the director for diversity of Graduate Medical education at the University of Arizona College of Medicine, Staff Clinician and Researcher at Phoenix VAMC and Assistant Professor of medicine at Mayo School of Medicine, Mayo Clinic-Arizona. He is editor of Dynamed, SGIM Forum and outreach unit director of Endotext.org and Thyroid manager and multiple other journals. He completed his Medical School and Education Master at University of Panama. He completed a research fellowship in Epidemiology and Tropical disease at ICGES in Panama City and his internal medicine residency at Jackson Memorial hospital-University of Miami (UM) program. In 2012, he was honored with the AOA and GoldDOC Award. Then he pursued his clinical and research fellowship in endocrinology, diabetes and metabolism with special focus in neuroendocrine research at NIH. He was trained in Evidence-based Medicine at McMaster University in Canada and in Editorial process and OJS by LATINDEX. Dr. Correa has been involved in multiple academic, scientific and educational activities. Dr. Correa has published more than 35 papers in peer review journal, has one NIH Grant and is part of multiple scientific journal editorial committees, etc. Also, he is consultant for Latin-American science center including Bolivia and Panama national science department. Dr. Correa is very involved in diversity in medicine and physician wellbeing. He has given multiple lectures on this topic and is involved in increasing underrepresented minorities including International Medical Graduates into academic medicine through multiple national and regional organizations.

Leonor Corsino MD is a Board-Certified Adult Endocrinologist and an experienced physician-scientist, organizational and health professions education leader. She offers an extensive and diverse leadership background with a successful implementation of innovative programs in clinical, research and workforce development and education. Her experience lies in her diverse portfolio that expands from basic science to clinical and community-engaged research, innovative curriculum development, successful clinical program implementation, and collaborations. Dr. Corsino's research interest focus on diabetes, obesity and related complications and health disparities with a particular focus on Hispanic/Latino populations. She has successfully lead and extensively collaborates with investigators locally, nationally and internationally. Her research and contribution have been recognized locally and at the national levels with many awards including the NIH/NIDDK Network of Minority Health Research Investigators medallion. Currently, Dr Corsino holds several leadership positions including member of the Executive Committee and Associate Director of the Duke School of Medicine Masters of Biomedical Science (MBS), Co-Director for the Duke Clinical and Translational Science Institute - Community Engagement Core / Community-Engaged Research Initiative (CERI), Co-Director, Education and Training Sub-core, Duke Center for REsearch to AdvanCe Healthcare Equity, Director/ Duke Population Health Im"

Maureen Cullins is Director of the Multicultural Resource Center and Associate Director of the Masters of Biomedical Sciences Program in the Duke University School of Medicine. Ms. Cullins has actively advocated for marginalized students and staff of color since arriving at Duke. Her work led to the establishment of the Women's Center, Community Service Center, and

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the Center for Lesbian, Gay and Transgender Life (now the Center for Sexual and Gender Diversity) in the Division of Student Affairs. As an active member of numerous University committees, advisor to student organizations, academic advisor, lecture series and conference organizer, she promotes the well-being of all members of the Duke community and provides opportunities for education on issues of race, gender, religion, and sexuality and their impact on health and health care. Her professional interests include languages and linguistics, adult literacy, young adult development, inter- and intra-group dynamics, dispute resolution, health disparities, and cultural competency. She holds a bachelors degree in French and Anthropology from Duke University; a Master's Degree and advanced graduate study in Linguistics from the University of Pennsylvania.

Lukejohn Day MD is an associate professor of medicine at UCSF and the Chief Medical Officer at Zuckerberg San Francisco General Hospital (ZSFG). His research interests center on organizational design and development of efficiency models for health care system delivery to vulnerable patient populations. Specifically, his research explores the delivery of healthcare through the endoscopy center. He is currently working on developing key innovations that can be implemented at the ZSFG endoscopy center that focus on maximizing staff and physician efficiency, improving patient access to endoscopic care, and strengthening patient satisfaction. His research has spanned projects that have examined the quality of outpatient GI consultation notes, improving patient access through implementing a set of discharge criteria after endoscopy, studying the informed consent process in endoscopy education classes and improving endoscopy center operational efficiency using time and motion studies and simulation modeling.

Chanelle Diaz, MD, MPH (she/her/hers) is a primary care physician at Montefiore Medical Center in the Bronx. She graduated from the University of Miami Miller School of Medicine's MD/MPH program and completed her residency in Primary Care and Social Internal Medicine at Montefiore. Dr. Diaz is part of a medical-legal-community partnership that advocates for individuals detained in immigration jails by documenting human rights abuses, neglect, and disparities in care.

Allison Empey is a general pediatrician at Oregon Health and Science University. She completed her medical school at University of California, San Francisco School of Medicine and returned home to Oregon for her pediatric residency and pediatric chief year. Her professional interests include medical education, newborn care, Native American health, community engagement, and mentorship for underrepresented minorities in healthcare. She is a citizen of the Confederated Tribes of Grand Ronde in Grand Ronde, Oregon and practices as the Grand Ronde Health and Wellness Center one day per week. She serves as the Deputy Director of the Northwest Native American Center of Excellence and Director of Wy'east Post-Baccalaureate Pathway. Additionally, she is a member of the American Academy of Pediatrics Committee on Native American Child Health.

Carolee Estelle MD is originally from Kansas, completed her undergraduate degree at Clark Atlanta University, obtained her medical education at Boston University School of Medicine, and her medical training in Internal Medicine & Infectious Diseases at UT Southwestern where she is now faculty in the Division of Infectious Diseases and Geographic Medicine. She has served as the Associate Chief of Infection Prevention for Parkland Health & Hospital Systems since 2017, and is now the Interim Chief, working with a large team to reduce healthcare-associated infections. Her particular interests are in multi-drug resistant organisms and disaster related infection prevention responses.

Vanessa Ferrel, MD MPH (she/they) is a medical resident in the Primary Care and Social Internal Medicine Program at Montefiore Medical Center. As a Black, queer physician, Vanessa is most passionate about utilizing her platform as a public health and medical professional to advocate for the needs and desires of oppressed and minoritized persons and elevate their voices and narratives. As a person invested in social justice, Vanessa is deeply concerned with self- and institutional

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accountability, continually reflecting on the historical - and current - oppression perpetuated by the medical system. Career interests include HIV primary care and the health of queer and trans people of color (QTPOC), as well as the pursuit of health equity, intersectional justice, and true liberation for all people.

Gabriela Fuentes, M2 (she/her/hers) completed her undergraduate degree in 2017 receiving both Upper Division and Departmental honors in the field of Biology at Northern Illinois University (NIU). During her undergraduate career, Gabriela was a research intern in infectious disease at Harvard Medical School, started a chapter of the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) at NIU, and worked as a research assistant through an AMSENG-NASA contract in collaboration with Argonne National Laboratory. Currently, she is a second-year medical student at Loyola Stritch School of medicine. As the beneficiary of physician pipeline programs such as Temas de Salud and Medicina Scholars, Gabriela hopes to return her passion for education to the community through her active work with the Health Professional Recruitment and Exposure Program (HPREP) and as Vice President for her school's Medical Student Union.

Martha Gallegos is a fourth-year medical student at the University of Mexico School of Medicine. She is a first generation college student and a native New Mexican, with a strong passion for working with the underserved and minority population. As she prepares to enter residency, she hopes to continue to be involved in medical education and pursue a career in academic medicine. Her goal is to increase diversity among our medical student population and continue to advocate for minorities as a female Latina in medicine.

Andrea Garcia MD, MS is a citizen of the Mandan, Hidatsa, and Arikara Nation, and she is Mexican American. She was born and raised in Los Angeles where she credits her family and her Native community for equipping her with the tools necessary to complete a higher education. She is proud to give back to her community through her role as a physician specialist within the Los Angeles County Department of Mental Health, and through her Project Scientist appointment at UCLA. In these roles she has the privilege of focusing exclusively on the health and wellbeing of the Native American community through her clinical work, through larger community initiatives and policy work, and through research. Dr. Garcia serves as a Mayoral Appointee for the Los Angeles City/County Native American Indian Commission, and sits on the Board for the United American Indian Involvement. She is also honored to serve on the national boards of We Are Healers and Building the Next Generation of Academic Physicians, which both focus on diversifying the health professions. She is currently serving as Guest Assistant Editor for MedEdPORTAL's call for American Indian, Alaska Native, and Indigenous Perspectives submissions. In her spare time Dr. Garcia enjoys dancing fancy shawl at pow wows, and spending time with her family and friends.

Glenn García, Jr. is a bilingual fourth-year medical student at Rutgers New Jersey Medical School pursuing a career in Internal Medicine. His research interests include healthcare disparities, academic medicine, and gastrointestinal diseases. Glenn has been published in The Lancet, Academic Medicine, & Gastroenterology and has presented healthcare disparity research at Digestive Disease Week, Columbia University, and New York University. A member of the Puerto Rican diaspora, Glenn will begin his residency in Internal Medicine in July 2020 and plans to pursue a career in academic medicine.

Namrata Garg is a second year medical student at The University of Chicago Pritzker School of Medicine. She graduated with a B.A. in Biology and a specialization in Endocrinology from The University of Chicago. During medical school, Namrata was president of the South Asian Medical Students Association (SAMSA) and the New Life Volunteering Society (NLVS) free clinic. Her research and volunteer work primarily focuses on the intersection between healthcare and education within the Asian-American community, adolescents, and LGBTQ populations.

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Mekbib Gameda serves as the Vice President of Diversity and Inclusion at Eastern Virginia Medical School (EVMS) leading efforts to advance health equity and enhance diversity in the healthcare workforce. In this role, he is engaged in integrating concepts of inclusion, health equity and social determinants of health in the core education, patient care and research activities of EVMS. Prior to joining EVMS, Mekbib served for eight years as the Assistant Dean for Diversity Affairs and Community Health and founding Director of the Center for the Health of the African Diaspora at New York University School of Medicine. Mekbib has served on numerous national efforts to advance health equity including the the Group on Diversity and Inclusion of the Association of American Medical Colleges (AAMC), the Health Professions Chapter of the National Association of Diversity Officers in Higher Education and the Virginia Center for Inclusive Communities.

Jason Gomez (he/him) was born and raised in Lake Elsinore, California. He received his B.A from Harvard. Following graduation, he worked for several start ups, from mental health to fertility. He is currently a second year medical student at Stanford, where he serves as the medical services manager for Pacific Free Clinic and the Co-Chair of LGBTQ-Meds. His interests include medical education and climate activism.

Melissa Gonzales, PhD, Professor of Epidemiology, University of New Mexico (UNM) School of Medicine and Associate Vice Chancellor for Research and Evaluation, UNM Health Sciences Center Office for Diversity Equity and Inclusion. A native of the Española Valley, I grew up between El Guique (Ohkay Owingeh), NM and Phoenix, AZ in multi-cultural/multi-lingual communities. A first-generation college graduate, I earned undergraduate and graduate degrees from the University of Arizona and a doctoral degree from the UC Berkeley School of Public Health. My research focuses on population health. I led research and community engagement activities for several multi-institutional NIH-funded research centers focused on the environmental health. I enjoy mentoring students, residents and junior faculty in career and life planning. Outside work I enjoy spending time with friends and family, and learning about history and culture.”

Luis Gonzalez Corro, MD (he/him/his) moved from Panama to Cuba at age 18 after receiving a full scholarship to study medicine at the Escuela Latinoamericana de Medicina. After graduation he moved to New York City where he has presented on topics including approaches to Primary Care in New York, and the Cuban health system. Luis initially worked making house calls in Harlem and the Bronx as a part of a community medical team, as well as in the inpatient setting in a community hospital before beginning residency in the Primary Care and Social Internal Medicine program at Montefiore Medical Center in the Bronx. He is passionate about continuing to work in primary care with marginalized populations, education in social medicine and medico-academic collaboration with his home country of Panama.

Krystl Haerian, MD, MS (she/her/hers) is Program Director and Assistant Professor of Biomedical Informatics at George Washington University. She graduated from the University of Maryland School of Medicine. In addition, she earned a Master's Degrees in Biotechnology from Johns Hopkins University and in Biomedical Informatics from Columbia University. She advocated for equal and fair healthcare policy as a Legislative Fellow in the U.S. House of Representatives with the Congressional Hispanic Caucus and the Tri-Caucus. Her professional career has also included research and policy work at the U.S. Food and Drug Administration and NIH. Her current research is focused on the use of Big Data and Artificial Intelligence to study the underutilization of PrEP. She is passionate about expanding access to career choices in medicine at earlier points in the educational pipeline of underserved populations. In addition to being the Director of Bachelor's and Master's degree programs in biomedical informatics, she also works with a newly formed dual enrollment program for high school students.

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Marissa S. Hansen, MA Born and raised in the small town of Marshall, Texas, Marissa Hansen moved to Dallas to pursue her education. Marissa earned her B.A. in Psychology and Gender Studies in 2011 followed by her M.A. in Interdisciplinary Studies in 2013 from the University of Texas at Dallas (UTD). Marissa's research projects at UTD focused on the study of conflict, reconciliation, and attachment styles in relationships. Positioned as the Management Analyst for the Office of Faculty Diversity & Development at UT Southwestern Medical Center, Marissa conducts faculty data analyses and coordinates the logistics for the department's leadership development program for medical trainees.

Yolanda Haywood MD graduated from Howard University School of Medicine in 1986 and completed residency training in Emergency Medicine at the combined Georgetown/George Washington/University of Maryland program. She joined the faculty of the George Washington University Medical Center Department of Emergency Medicine in 1990. Her tenure in the Department of Emergency Medicine included serving as the clerkship director, the Associate Program Director and Program Director. In 2000, she transitioned to the dean's office as Assistant Dean for Student and Curricular Affairs and subsequently as Associate Dean for Student Affairs. In 2013 she was appointed the inaugural Associate Dean for Diversity and Inclusion. She currently serves as the Senior Associate Dean for Diversity and Inclusion and is serving in an interim role as the Dean for Faculty Affairs.

Kathryn Herrera-Theut is a third-year medical student at the University of Arizona College of Medicine Tucson. She was born and raised in Scottsdale, AZ and graduated from Arizona State University in 2017 with a BS in Medicinal Biochemistry. She is passionate about the impact of thoughtful and thorough primary care, especially in Rural Arizona. Kathryn is currently the co-chair of the Arizona Chapter of American College of Physicians and enjoys gardening in her spare time.

Louisa Holaday MD has been a member of BNGAP since 2011, and now serves on the Executive Board. She is a first year fellow in the National Clinician Scholars Program at Yale, where she studies neighborhood and community impacts on health, including the impact of mass incarceration on community health, and academic workforce diversity. She completed her residency in Primary Care and Social Internal Medicine at Montefiore. She was born and raised in New York City.

Vanya Jain, BA is currently a second-year medical student at New Jersey Medical School. She is on the executive board for her school's American Medical Women's Association and has a passion for primary care and preventative medicine. She graduated with a B.A. in English from Rutgers University. She is also on her school's executive board for APAMSA and Lifestyle Medicine and is interested in intersectionality of gender and minorities in medicine.

Tyrone Johnson is a fourth-year medical student at the University of Chicago, Pritzker School of Medicine, entering into internal medicine. He is a graduate of UCLA and a former coordinator of the UCLA Mobile Clinic Project. As a medical student, Ty supported the Office of Admissions in diversity recruitment on behalf of Pritzker's Student National Medical Association (SNMA) chapter. He is a selectee of the Albert Schweitzer Fellowship and the AMA's Leadership Development Institute, and currently serves the student body as Pritzker Chief. His scholarly interests include doctor-patient communication, effects of violence on health, and leadership development in medical education.

Marija Kamceva (pronouns she/they) was born in Macedonia, and raised in northern New Jersey. She has been organizing around LGBTQ+ health since she was an undergraduate student at Yale, where she received her B.S. in Molecular, Cellular and Developmental Biology. She is now a student at Stanford Medical School interested in neuropsychiatry. Marija is one of the co-founders of Medical Student Pride Alliance, the first national LGBTQ+ medical student organization. She now serves as Director of MSPA Campus Affiliates, where she has helped to expand the organization to approximately 30 chapters.

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Lydia Kennedy, M.Ed. is the Sr. Director, Office of Diversity and Inclusion (ODI) at University of Arizona Health Sciences with a focus in increasing recruitment, retention and opportunities for individuals from disadvantaged backgrounds to enter in a health profession career. She and the UAHS ODI team serve as a central resource for the UAHS colleges, centers, Banner and community partners to promote and support diversity, equity and inclusion initiatives for faculty, staff, students and patients. Lydia co-designed Faculty Fellows Mentoring Program for UA College of Medicine-Tucson with three successful cohorts and New Faculty Fellows Mentoring Program. As a certified mentor facilitator with the National Research Mentoring Network (NRMN), UW-Madison, she designs and facilitates mentoring trainings and developed the UA campus-wide Outstanding Mentoring Awards. Lydia also created and facilitates: Inclusive Healthcare to Lesbian, Gay, Bisexual, and Transgender Patients (LGBTQ+) trainings to over 1,500 Banner Clinic and call center staff. In 2019, Lydia received the University of Arizona Award for Excellence and the UAHS LGBTQ+ Interest Group Award for Equality Innovation.

Rosa Lee MD is the Associate Dean for Curriculum and Assessment and Associate Medical Professor at CUNY School of Medicine. She joined the faculty of the Sophie Davis Program in Biomedical Education in 2011 and was involved with that program's transition from being a 5-year baccalaureate/ pre-medical program to the 7-year BS/MD program which is now known as CUNY School of Medicine. Dr. Lee graduated from Icahn School of Medicine at Mount Sinai and completed her residency in internal medicine/primary care at the University of California, San Francisco.

Chad Lewis, MPH was born to a family where preventable illnesses were widespread, Chad lost his father at the age of nine. Raised by a single mother telling him the stories of his father who broke down racial barriers as a Tuskegee Airmen in WWII, Chad followed in his footsteps and joined the Marines weeks after the attacks on September 11, 2001. While deployed to Iraq's "Triangle of Death" with the 24th Marine Expeditionary Unit in 2004, Chad protected civilians from sectarian violence and helped secure Iraq's first democratic elections. Soon after, he was deployed again to New Orleans to provide relief to victims of Hurricane Katrina and was subsequently awarded the Humanitarian Service Medal. As an active duty Sergeant, Chad completed his B.S. at Southern Illinois University in 2007 and later worked as a civilian field engineer for companies including Boeing and AT&T until 2014. Inspired to pursue medicine, Chad conducted his premedical studies at the University of Arizona while working at a non-profit led by the 17th Surgeon General of the U.S., Dr. Richard Carmona. While there, he managed free health promotion programs in low-income communities ranging from South Tucson, AZ to South Bronx, NY. As a recipient of the Andrew F. Pleasant Scholarship for Advanced Studies in Health Literacy and Prevention, he concurrently completed a Master of Public Health at George Washington University in 2016. Now a fourth-year medical student at Dartmouth and a 2018 AAMC Nickens Award recipient, Chad has worked to "pay forward" the mentorship he received following the loss of his father and has helped URM students pursue their dreams with the national non-profit Mentoring in Medicine, counseled high school students of color experiencing racial discrimination in New Hampshire, and, as an Albert Schweitzer Fellow, co-founded an organization that encourages low-income high school students to pursue STEM-based careers. He has also served on SNMA's National Board of Directors and was recently elected to Dartmouth's student government as their inaugural Vice President of Diversity and Inclusion.

Itzel Jazmín López-Hinojosa graduated cum laude from Washington University in St. Louis in 2017 with a BA in Biochemistry and American Culture Studies. At WashU, Itzel led educational and policy discussions related to health disparities as a peer mental health counselor. In addition, she wrote a thesis exploring the experience of Latinx undergraduates with mental health. After college, Itzel returned to her alma mater, Illinois Math and Science Academy, and served as a residential counselor. As a 2019 Albert Schweitzer Fellow, Itzel developed healthy eating and exercise curriculum for 3rd and 4th graders, and an empowering and mentorship curriculum for high school girls living in Back of the Yards. At Pritzker, Itzel was the Co-President of the Latino Medical Student Association, a laboratory coordinator for the Community Health Clinic, and the curriculum development chair for the Chicagoland Clinic Consortium. She co-organized both the annual Black and Latina Women in Medicine Forum and the Annual Regional LMSA conference. This past summer Itzel traveled to Peru to provide

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cervical cancer screenings with REMEDY, a service-learning program. As a Medical Organization for Latino Advancement scholar, she works with Dr. Pilar Ortega to assess a ten-module medical Spanish curriculum for clinical interviews and physical exams using pre- and post- assessments. She is currently working with Dr. Elizabeth Tung to understand the lived experience of Spanish speaking immigrants with violent political rhetoric and its implications on health. “

Ray Lucas MD serves as the Associate Dean for Continuing Professional Development and is Associate Professor of Emergency Medicine at the George Washington University School of Medicine and Health Sciences. A career medical educator, Dr. Lucas has served in leadership roles that have spanned the continuum as the medical director for the GW undergraduate program in Emergency Health Services, GW Emergency Medicine Residency Program Director, Director of the GW EMS and Disaster Medicine Post-graduate Fellowship and as the Vice Chair for Education for the GW Department of Emergency Medicine. In the GW School of Medicine and Health Sciences he helped establish the GW SMHS Center for Faculty Excellence which provides faculty development related to teaching and learning, the scholarship of education, mentoring, and leadership development for all basic science, health sciences and clinical faculty in the school. Also in his role of Associate Dean he oversees the GW Office of Continuing Education in the Health Professions (CEHP) which is accredited with commendation from the ACCME. CEHP provides over 150 CME activities per year for over 8,000 individual learners. In addition to internal GW CME programs, CEHP provides accreditation and learning support to a number of external healthcare related organizations. CEHP accredits programs for physicians, physician assistants, pharmacists and nurses. Dr. Lucas's recent scholarly work has focused on general clinical emergency medicine, curriculum and technology enhanced teaching in EM, and leadership development. He is a five time recipient of the GW Emergency Medicine Teaching Excellence Award and has mentored numerous students, residents and junior faculty members.

Olufunmilayo (Funmi) Makinde is a public health professional with a wide range of expertise, which includes community engagement, research, data analysis, grant writing, and evaluation. A Maryland native, Ms. Makinde received her Bachelor of Arts in Health Administration and Policy from the University of Maryland, Baltimore County, and her Masters degree in Public Health from the University of Maryland, College Park. She is also a Certified Health Education Specialist. In her role as a Health Equity Research Analyst at AAMC, Funmi conducts and contributes to large research projects such as systematic review papers and policy correspondence, including comment letters for newly released federal regulations/guidance. Additionally, she provides leadership and subject matter expertise on special initiatives within the Health Equity Research & Policy Unit at AAMC (e.g. Call for Research, maternal health workgroup).

Emily Mallin, MD, FACP, SFHM, is an Associate Professor of Medicine at the University of Arizona College of Medicine – Phoenix and serves as Director of Education for the Department of Medicine. She is an Associate Program Director of the Internal Medicine residency program. She is also Chair of the GME Patient Safety and Quality Improvement Committee. Dr. Mallin attended medical school at Tel Aviv University, followed by residency and chief residency at the former Banner Good Samaritan Medical Center in Phoenix, Arizona. Her focus is in quality improvement, faculty development and mentorship, and enhancing educational experiences for learners of all levels. She serves as Chair of the national Society of Hospital Medicine Academic Committee and is co-course director of Academic Hospitalist Academy Level 2. She speaks nationally on quality improvement and patient safety, women in academic medicine, and other topics in Internal Medicine.

Hyacinth Mason, PhD, MPH, CHES, serves as Assistant Dean for Student Support and Inclusion and an Associate Professor in the Departments of Medical Education and Family and Community Medicine at Albany Medical College. Dr. Mason earned her PhD in Preventive Medicine at the University of Southern California and her MPH with a concentration in Health Education and Human Resource Management from the University of Illinois. She graduated from Grinnell College with a BA in Biology. Prior to joining Albany Med, she was an Assistant Professor of Research at Vanderbilt University School

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of Medicine where she coordinated the Vanderbilt-Ingram Cancer Center and Meharry Medical College Cancer Research Partnership and a Research Associate the University of Southern California School of Medicine. She is a member of the AAMC UME Section's First-Generation College Graduate Resource Toolkit Working Group and on the Building the Next Generation of Academic Physicians (BNGAP) National Board. Her career and scholarship have focused on equity, inclusion and holistic support for medical trainees, patients and communities, particularly those that have been historically marginalized.

Kristin I. McCann, PhD serves as the Associate Dean of Students and Executive Director for The University of Chicago's Medical Scientist Training Program where she supports trainees who are pursuing both a MD and PhD. Her interdisciplinary research and practice centers on how institutions can best support historically underrepresented and underserved student and faculty populations in academia. Her collaborative work has been published in *The Review of Higher Education*, *The Journal of College Student Development*, *Journal of the Professoriate*, among other outlets. In addition to her role at The University of Chicago, she is active with AAMC's MD/PhD section and Group on Diversity and Inclusion, and she has previously served with BNGAP in various capacities. Prior to her current role, she was with Northwestern University's School of Education and Social Policy and their Feinberg School of Medicine.

Francisco Moreno MD is Tenured Professor of Psychiatry at the University of Arizona Colleges of Medicine Tucson and Phoenix, and Associate Vice President at the University of Arizona Health Science, Office of Diversity and Inclusion. As part of his academic efforts he serves as Multiple Principal Investigator and Engagement Lead for the NIH-Precision Medicine Initiative's "All of Us Research Program"; Multiple Principal Investigator and Training Program Director for Az-PRIDE, an NIH-NHLBI grant to enhance the research skill and academic advancement of early career faculty from diverse backgrounds who seek to improve health equity; Principal Investigator and Director of "Arizona HOPE" a HRSA- Health Career Opportunities Program which works to enhance diversity of the health professions workforce. He has been conducting research in biology and treatment of mood and anxiety disorders, geared to improve our understanding of the brain basis for mental illness, the underlying mechanisms of treatment response and resistance.

Aaditi Naik is a second-year medical student at the University of Chicago Pritzker School of Medicine. She has a Bachelors in Arts in Women's & Gender Studies and Neuroscience from Vanderbilt University. Her research interests are in healthcare disparities, social determinants of health, and quality improvement. She was part of the team that organized the inaugural Asians in Medicine conference at the University of Chicago, and is co-presenting the poster on challenges faced by Asian-American medical students today.

Mytien Nguyen, MS (she/her/hers) is a MD/PhD student in the Department of Immunobiology at Yale School of Medicine. Mytien is an Afro-Vietnamese first-generation college graduate, and is a current pre-doctoral fellow at the Yale Center for Clinical Investigation. She obtained her undergraduate and master's degree at Cornell University studying microbiology and bioengineering. Mytien is a co-founder of the Yale First-Gen and/or Low-income (FGLI) affinity organization, and the National FGLI in Medicine Association (FGLIMed). She is passionate about advocating for socioeconomic diversity in medicine. Growing up as a low-income refugee, Mytien fully intends to utilize her platform as a health professional advocate to uplift the voices of the oppressed, and advocate for the needs of minoritized individuals.

Nabiha Nuruzzaman, MPH (she/her/hers) is a medical student at the Frank H Netter MD School of Medicine at Quinnipiac University. A native of Queens, New York, she graduated with a B.A. in Anthropology from Princeton University and an MPH from Columbia University. As a student invested in liberation medicine and health equity, Nabiha's research interests center on community activism around health and the role of colonialism and racism in producing health inequalities.

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Gianna O’Hara, D.O. is an Internal Medicine Resident at the University of Arizona College of Medicine - South. After graduating from the University of California, Irvine with a Bachelor’s in Neurobiology, she attended Western University of Health Sciences – COMP where she obtained her D.O. degree. Dr. O’Hara has career aspirations in the field of Geriatrics and will be going to University of Washington for her Fellowship training. Dr. O’Hara is heavily involved in medical and premedical student mentorship as well as helped pilot a high school program invested in expanding medical opportunities for high schoolers in the greater Tucson area.

Jamieson O’Marr, MS (he/him/his) is a medical student at Yale School of Medicine. He graduated from Stanford University with a B.S. in Ecology and Evolution before completing a Masters in Epidemiology and Clinical Research. His previous research focused on how ecological factors respond to climate change, and on how social factors impact spread and treatment of infectious diseases. While at Stanford, Jamieson was involved with the first generation and/or low-income (FLI) community advocating for additional resources and support to help build community and ease the transition into college for FLI-identifying students. He aims to continue this work in medical school and promote pipelines for FLI students interested in pursuing careers within science and medicine.

David J. Park DO is the Vice President and Dean of the Southern Utah Campus of Rocky Vista University College of Osteopathic Medicine, which launched in 2017 with its inaugural class of 135 students. Dr. Park received his DO degree from the New York College of Osteopathic Medicine in 1998. After completing his Family Medicine residency in New York City, which was an affiliate of the Mt. Sinai School of Medicine, Dr. Park served as full-time faculty for a total 4 years teaching residents and medical students before joining a new osteopathic medical school in Henderson, Nevada. Dr. Park has held numerous leadership roles in the full spectrum of medical education, including department chair, residency program director, assistant dean of GME, and state and national board positions.

Hector R. Perez, MD, MS is Assistant Professor of Medicine at Montefiore Medical Center. After graduating with an MD from the Columbia University College of Physicians and Surgeons, he graduated from the Primacy Care Social Medicine residency at Montefiore Medical Center. Subsequently, he completed a Primary Care Research Fellowship at the New York University School of Medicine. Currently, he has a career development award from the National Institute on Drug Abuse of the National Institutes of Health to study novel methods for opioid tapering in primary care. He has been on the Executive Board of BNGAP since its inception.

Dr. Cynthia Perry earned her Ph.D. in Molecular Pathology from UCSD and is Assistant Academic Dean for Admissions and Assistant Professor in the Department of Medical Education at Texas Tech University Health Sciences Center El Paso Paul L Foster School of Medicine. She serves on the Joint Admission Medical Program (JAMP) Council – a program created by the Texas legislature to provide support for economically disadvantaged students to pursue careers in medicine, the Texas Medical and Dental Schools Application Services (TMDSAS) advisory council and is the AAMC Southern Group on Student Affairs Regional Team Leader for the Professional Development Initiative (PDI).

Norma Iris Poll-Hunter, Ph.D. is Senior Director of Human Capital Initiatives in Diversity Policy and Programs at the Association of American Medical Colleges (AAMC). She leads a portfolio of career development initiatives focused on advancing diversity and inclusion across the medical education continuum. She also serves as the Deputy Director for the Robert Wood Johnson Foundation’s Summer Health Professions Education Program, manages numerous partnerships and collaborations, an awards program recognizing national leadership in diversity and health equity, and research projects focused

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on an array of diversity, cultural competence and workforce topics. She was the lead author of *Altering the Course: Black Men in Medicine*, and major contributor to *Reshaping the Journey: American Indians and Alaska Natives in Medicine*. Prior to the AAMC, Dr. Poll-Hunter practiced as a bilingual psychologist in Schenectady, New York. She attended the University of Albany, SUNY, where she earned her Ph.D. in counseling psychology, and she earned her BA in Psychology at Lehman College, CUNY. “

Carmin Powell, MD (she/her/hers) is a Clinical Assistant Professor, in the Pediatric Hospitalist Medicine Division, Department of Pediatrics at Stanford Medicine. She is a graduate of The Ohio State University College of Medicine. Carmin completed her pediatrics residency at Stanford and served as Chief resident where she was actively involved with the pediatric diversity committee and curriculum. Her interests led her to found, and co-direct the Stanford Medicine LEAD Program started in 2017 and serves as the Office of Faculty Development and Diversity (OFDD) Liaison for the pediatrics department and is a faculty advisor for the Stanford GME Diversity committee and Stanford SNMA Chapter. Currently she serves as the Site Director, for Stanford Affiliate Watsonville Community Hospital. Her interests include researching effectiveness of diversity and inclusion programs, medical education, advocacy and promoting inclusive environments.

Edwin Ramos MD is a neurosurgeon specializing in the treatment of spinal disorders—particularly deformity and spinal tumors. He holds the title of Assistant Professor at the University of Chicago where he also serves as the residency program director for neurosurgery. Dr. Ramos is originally from Puerto Rico where he earned his medical degree from The University of Puerto Rico. He subsequently obtained his neurosurgery training at The University of South Florida and fellowship training at The Ohio State University.

Sarah Rasmussen-Rehkopf is Makah and Quileute from the northwest coast of Washington and grew up in southeast Alaska. She is the Program Coordinator for Native Youth Enrichment at the Northwest Native American Center of Excellence, where she runs the Wy'east Post-Baccalaureate Pathway for American Indian and Alaska Native students interested in medical school and Tribal Health Scholars Program, a tribal community-based clinical shadowing program for high school aged youth. She received her Bachelor of Science in Biology from Linfield College in Oregon. She is actively pursuing a career in Medicine with plans to enter medical school in Fall 2021.

Patrick Rendon, MD grew up in Albuquerque, New Mexico, and is an Associate Professor and Hospitalist physician in the Department of Internal Medicine at the University of New Mexico Hospital (UNMH). He received his MD from the UNM School of Medicine (SOM) and completed his Residency and Chief Residency at UNMH. His scholarly interests are in resident and medical student education and critical thinking. He is currently the Clerkship Director for Internal Medicine and Director of the UNM SOM WISE Curriculum.

Robert Rock, MD (he/him/his) is a Family Medicine Resident in the Bronx, NY committed to using medicine as a means to social justice. He graduated cum laude from New York University (NYU) with a BA in Art History. Robert later attended the Yale School of Medicine where he co-developed, US Health Justice (USHJ), an elective in social medicine, domestic health equity, and health advocacy for medical, nursing, and physician associate students. He went on to work with graduate students from across the university in forming the multidisciplinary USHJ Collaborative, which works to educate and strengthen the growing health justice community.

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Ashley Rodgers, MBS is a second-year medical student at Rutgers New Jersey Medical School in Newark, New Jersey. She graduated with her Bachelor of Arts in Psychology from Rutgers University in New Brunswick, New Jersey. After graduating from college, she attended the Rutgers Graduate School of Biomedical Sciences and obtained her Master's degree. She is currently an executive board member of the American Medical Women's Association (AMWA) and the NJMS Society of Oncology at New Jersey Medical School.

Minerva A. Romero Arenas MD is an Endocrine & General Surgeon at the University of Texas Rio Grande Valley. She serves as Assistant Professor of Surgery and Clerkship Director. She is a Faculty Advisor to several student groups and as a mentor to students interested in surgery, various careers in medicine, and pre-medical students. Dr. Romero Arenas is a Diplomate of the American Board of Surgery. She completed a fellowship in Oncologic Surgical Endocrinology at the University of Texas MD Anderson Cancer Center in Houston, TX. She completed her General Surgery Residency at Sinai Hospital of Baltimore in Baltimore, MD. Dr. Romero Arenas received her MD and MPH from The University of Arizona College of Medicine and the Zuckerman College of Public Health. She earned a Bachelor of Science degree with a major concentration in Cell Biology and minor concentration French at Arizona State University. Her interests include surgical improvement, and genomics. She has been part of the Association of Women Surgeons' Blog since its creation in 2013. She is a Founding Member of the Latino Surgical Society. A native of Mexico City, Mexico, Dr. Romero Arenas is passionate about recruiting the next generation of surgeons and is involved in mentoring through various organizations. She enjoys fine arts, films, gastronomy, and sports. She enjoys jogging, swimming, boxing and kickboxing. Most importantly, Dr. Romero Arenas treasures spending time with her family and loved ones. You can find her on Twitter as @minervies.

Valerie Romero-Leggott MD has been a primary care provider for many years on the forefront of treating populations burdened by socio-economic, racial and ethnic disparities. Presently she serves as Vice Chancellor for the Office for Diversity, Equity & Inclusion at the UNM Health Sciences Center, and Professor in the UNM Department of Family and Community Medicine. She also serves as the Executive Director of the UNM Combined BA/MD Degree Program. Her office advances diversity, equity and inclusion throughout the Health Sciences Center and communities through capacity building, sustainable programs and collaborations. This includes many educational pipeline programs developed to help students enter and graduate as well as diversify NM's health professions to better reflect the population of the state. Dr. Romero-Leggott is a role model for young female students and other professional women in the health sciences. She works to link diversity with excellence using the skills and knowledge she has developed as an administrator, leader, female ethnic minority, and native New Mexican. She believes that advancing diversity, cultural and linguistic competence, social justice, equity, and inclusion and addressing social determinants are integral to achieving better health outcomes for our communities and our nation.

Nelson F. Sanchez MD is an Associate Professor of Medicine at Memorial Sloan Kettering Cancer Center (MSKCC) and Weill Cornell Medicine (WCM), where he joined faculty in 2008. He has published research on medical students' clinical experiences with LGBT patients, transgender patients' access to medical care and hormone therapies, and LGBT health professionals' perspectives on academic medicine careers. Since joining WCM and MSKCC, Nelson developed the LGBT Allies Training Workshop, Chair's WCM's LGBTQ+ Steering Committee and Co-Chairs the Annual National LGBT Health Workforce Conference, now celebrating its eighth year. He is also Vice-President of Building the Next Generation of Academic Physicians Initiative (BNGAP), a nonprofit that supports diverse trainee interest in academic medicine careers.

Judy Seidenstein is the Associate Dean for Diversity & Inclusion and Chief Diversity Officer for the Duke School of Medicine. As a member of the Dean's senior leadership team, she focuses her efforts on the development and management of a comprehensive strategy providing leadership, guidance and support across the school to conceptualize, define, assess and nurture the climate required for diversity, inclusion and excellence to thrive. She is a graduate of the first cohort of the

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AAMC & Georgetown University's Healthcare Executive Diversity & Inclusion Certificate Program. In 2012, Judy was one of 100 top diversity leaders invited by The U.S. Department of State for the first ever think tank and strategy session of public and private-sector diversity and inclusion leaders convened to study the intersection of diversity, inclusion, and U.S. foreign policy with a global focus. Judy has been committed to diversity, equity and inclusion and their inherent links to leadership and excellence for the majority of her career. Her perspectives have been informed by 20+ years of leading this work across a wide spectrum of contexts (academia, corporate, government, non-profit) and geographies (Canada, US, Latin America, Asia, Africa, Europe) each of which has contributed to her innovative strategies and her effective and creative approaches to today's most sensitive and controversial workplace issues.

J. Caleb Shahbandeh is a proud citizen of the Chickasaw Nation and a fourth-year medical student at the University of Oklahoma's School of Community Medicine in Tulsa, Oklahoma. He is passionate about increasing the number of natives pursuing health professions and has been a committed board member of the Association of Native American Medical Students for years. He currently serves as President of the organization, which aims to be a resource and support network for native students on the national level. Before medical school, Caleb earned bachelor degrees in Chem/Biochem and Biomedical Sciences from the University of Oklahoma. He then went on to obtain a Master of Public Health degree from the University of Oklahoma Health Sciences Center. Currently, Caleb is pursuing a residency in General Surgery and he intends to work on addressing health disparities and the educational needs of natives in some capacity throughout his career.

Violet Perez Siwik MD is a native Arizonan, and first-generation college bound Hispanic female who pursued a career in Family Medicine after attending the UA College of Medicine-Tucson (UA COM). She has served as the Medical Director in the Department of Family and Community Medicine (FCM), FCM Clerkship Director, and is currently an Assistant Dean of Student Affairs at the UA COM-Tucson. Three years ago, she co-founded the Leaders in Emerging Academic Development of Residents and Students (LEADRS) program to provide mentorship to underrepresented students in medicine. During her tenure as a family physician, she has served in roles that promote diversity and inclusion and in the past has served in roles including: the Director of the Partners in Medical Opportunities (PRIMO) program and our faculty mentored underrepresented medical students at the UA COM. Currently, she is Chair of the UAHS Faculty Diversity Advisory Committee and Co-Chair of the UAHS LGBTQ+ interest group. She co-founded the Leaders in Emerging Academic Development of Residents and Students (LEADRS) program to provide mentorship to underrepresented students in medicine. She has also been actively involved with her medical student wellness committee in promoting a peer support program, which was implemented this year. She has served as a student facilitator for our Healer's Art program for over 9 years to emphasize humanism in medicine. As the Co-chair for the LGBTQ+ committee, she is passionate in ensuring a welcoming, safe environment of inclusiveness for the professional and academic growth, as well as the wellbeing of her students, staff and faculty to ensure all of our patients receive the compassionate and comprehensive care they deserve.

Dennis J. Spencer, MD, PhD is a Clinical Fellow in Pediatric Gastroenterology, Hepatology, Nutrition at Boston Children's Hospital / Harvard University. Dr. Spencer completed his Pediatrics training as member of the house staff at Lucile Packard Children's Hospital / Stanford University where he was inducted into the Stanford Society of Physician Scholars. He has been the recipient of a number of national awards including being named a 2016 "New Century Scholar" by the Academic Pediatric Association. Dr. Spencer obtained a Bachelor of Science degree in Biology from Morehouse College in Atlanta, Georgia. He later graduated from the Weill Cornell / Rockefeller / Sloan-Kettering Tri-Institutional MD-PhD Program, earning his PhD in Microbial Pathogenesis and Immunology. Dr. Spencer is a founding board member and Treasurer of the Building the Next Generation of Academic Physicians (BNGAP) Inc.

ADDITIONAL BIOS

Julia Su is an MD/PhD candidate at the Donald and Barbara Zucker School of Medicine at Hofstra/Northwell. She is currently in her second year of PhD and researching the effects of maternal autoantibodies on fetal neurodevelopment in the context of autism. She currently serves as the National President of the Latino Medicine Student Association where she spearheads initiatives to advance Latino health and supports minority prehealth and health students throughout their academic careers. She aspires to be a physician leader that not only helps patients through medicine but also through research, advocacy, and policy. She also enjoys mentoring others who are interested in career in the field of medicine and sciences through mentorship programs like 1000 Girls, 1000 Futures by the New York Academy of Sciences and through American Physician Scientist Association.

Karey M. Sutton PhD, is a Director for Health Equity Research Workforce at the Association of American Medical Colleges (AAMC). Dr. Sutton works to help build AAMC member institutions' capacity to conduct solutions-focused health equity research by identifying levers of change, building strategic partnerships, and incentivizing action. She is also responsible for leading efforts to diversify the health equity research workforce by developing a vision, strategy, and resources which will aid in engagement and active participation from underrepresented groups, particularly by URM faculty, in AAMC health equity projects. Dr. Sutton received undergraduate degrees in Chemistry and Classical Civilization, minoring in Mathematics from Howard University and a PhD in Science and Technology Policy at Virginia Tech where she was awarded the National Human Genome Research Institute's Ruth Kirschstein Minority Predoctoral Fellowship.

K. Marie Traylor received her BS in Animal Science from Texas Tech University in 2015 and graduated with my MS in Medical Sciences from UNT Health Sciences Center in 2017. Her MD is expected from Texas Tech University HSC El Paso Foster SOM in 2021. She is the treasurer for my cohort, and serves as the American Academy of Pediatrics delegate for PLFSOM. Her interests include academic medicine, quality improvement, and intensive care.

George Nguyen is a 4th year medical student and future internist at the University of Arizona College of Medicine in Phoenix. I was born and raised in Phoenix, AZ and eventually graduated from the University of Arizona with a degree in Physiology. After serving 2 terms as a Region 7 Co-Director and 1 term as a Co-Membership Director, I am proud to represent the Asian Pacific American Medical Student Association (APAMSA) as a Membership Vice President this year. APAMSA directly promotes the health and well-being of the Asian and Pacific Islander community as well as helps all health care workers who work with these communities understand how to care for Asian and Pacific Islander patients in a culturally sensitive manner. APAMSA provides an important forum for APIA medical students to meet, exchange information and experiences and develop personally and professionally.

Renee Williams MD is an Associate Professor of Medicine in the division of gastroenterology at NYU Langone School of Medicine where she serves as the Program Director for the gastroenterology and hepatology training program. Her interests include health disparities in colorectal cancer screening and medical education, with a focus in simulation education such as the observed structural clinical encounters (OSCE's). She currently serves on the NYC Citywide Colorectal Cancer Coalition (C5) screening guidelines committee. She is the former Chair of the Minority Affairs and Cultural Diversity committee for the American College of Gastroenterology (ACG). She completed a Master's program for Health Profession Education at NYU School of Medicine and Maastricht University in the Netherlands. Dr. Williams joined the ACG Board of Trustees in 2018. She has been actively involved in BNGAP since 2014 as a committee member, speaker and co authored the workshop on "Educational Scholarship".

ADDITIONAL BIOS

Sherree Wilson PhD joined Washington University School of Medicine in St. Louis (WUSM) in October 2018 as the inaugural Associate Vice Chancellor and Associate Dean for Diversity, Equity & Inclusion; she is charged with leading, developing and implementing innovative and comprehensive plans that will foster a climate that is welcoming and inclusive for all who learn, teach and visit the campus. Dr. Wilson is serving as the institutional lead for a pilot program through the AAMC, in which the School of Medicine is one of seven participating; the pilot has allowed the WUSM to “test drive” an innovative new tool designed to assess inclusion at medical schools and teaching hospitals. Wilson is currently serving as co-chair of the medical school’s Commission on Equity in Clinical Grading, which is tasked with making recommendations for equitable grading practices for medical students; she is also leading the strategic planning process for diversity, equity and inclusion within the WUSM.

Eliza Yellow Bird, MS is from Mandaree, ND and is an enrolled member of the Mandan, Hidatsa and Arikara nation. She has over ten years working in higher education advocating for marginalized students and challenging systemic barriers within academia. She joined the University of Arizona Health Sciences Office of Diversity and Inclusion in the Fall of 2016 as a Learning Specialist and currently is the Director of Student Services within the office. Additionally, she is the Program Manager for the Arizona Health Opportunities Pathways to Excellence (AZ-HOPE) program. She earned her BA in Native American Studies modified with Psychology from Dartmouth College and her M.S. in Counseling from South Dakota State University. Eliza is currently a Ph.D. candidate in the Center for the Study of Higher Education at the University of Arizona. Her research interests are access and retention of underrepresented students in higher education.”

Lahia Yemane MD is a Clinical Assistant Professor in General Pediatrics and Associate Program Director for the Stanford Pediatrics Residency Program. She is originally from Texas and K. completed medical school at UT Southwestern. After completing residency and a year as chief resident at Stanford, she stayed on as faculty in 2014. She is involved with various diversity and inclusion activities across the School of Medicine, including Co-Director of the Stanford Medicine LEAD (Leadership Education in Advancing Diversity) Program. Nationally, she is the current chair of the Underrepresented Minorities in Pediatric GME Learning Community for the Association of Pediatric Program Directors.

Alejandra Zapien MD is an International Medical Graduate from Sonora, Mexico. She is the Director of the Bilingual Medical Spanish and Distinction Track, at the University of Arizona- College of Medicine-Tucson. This program launched in fall 2015, having 16 students with a Spanish proficiency Intermediate High and Above (ACTFL). After four years in the program, 90% of the participants in the first cohort obtained the certification as a Bilingual Healthcare provider (CCLA) offered by ALTA Language Services. Alejandra began developing and instructing Spanish courses at the UA-College of Medicine-Tucson (COM-T) since 2009, giving her the opportunity and the skills to co-create the longitudinal Spanish programming at UA-COM-T in 2015. She is also teaching and developing curriculum for two Medical Spanish programs offered to Banner-residents that started in 2018. She believes in giving back to the community. Working on improving and expanding these programs is her way of contributing to reducing health disparities in Southern Arizona.

Cazandra Zaragoza holds a BS Physiology and MPH in Policy & Management. She will graduate this spring from the College of Medicine Tucson with her MD. Cazandra has served as president of the COM Tucson Student Government; co-chair of the Student Diversity Advisory Committee; and Western Regional Chair for the Organization of Student Representatives of the AAMC. Cazandra’s research has focused on best practices in medicine and increasing the number of underrepresented in health professions through service-learning and peer mentorship and advocating for equity for migrant/asylum seekers and undocumented patients in a health care setting. Cazandra will complete three Distinction Tracks at the College of Medicine: Community Service, Rural Health, and Leadership & Innovation in Healthcare. She is a volunteer facilitator for LGBTQ Safe Zone and serves as a forensic medical evaluator for the Arizona Asylum Network.

BNGAP HISTORY



2017 LGBT Health Workforce Conference



2019 LGBT Health Workforce Conference

Collaboration with the Hispanic Serving Health Professions Schools (HSHPS)

In the fall of 2012, BNGAP collaborated with the Hispanic Serving Health Professions Schools (HSHPS) under the guidance and support of Ms. Michelle Quinteros, Dr. Valerie Romero-Leggott and Dr. Maria Soto-Greene to assess HSHPS member organization efforts to promoting diverse medical students' and residents' interest in academia. The data was analyzed and presented at numerous regional and national conferences.

BNGAP HISTORY



2013 APAMSA National Conference

Asian Perspectives on Academia

In the Fall of 2012, after Einstein held a Pre-Faculty Academic Medicine Career Development Conference for medical students, medical students Lindy Zhang and Edward Lee approached Dr. Sanchez about assessing the Asian perspectives on academia. In the Fall of 2013, Lindy Zhang, Ed Lee, Serena Chiang, Charles Kenworthy, Dr. Louisa Holaday, and Dr. Spencer conducted a mixed methods study at the Annual Asian Pacific American Medical Student Association Annual Conference to assess medical student awareness and interest in academia. The findings were published in the Journal of Career Development. Since then BNGAP, with the leadership of Dr. Lindy Zhang, has identified other opportunities to highlight Asian diversity and inclusion in academic medicine.

Supporting the Academic Dental Workforce

In the Summer of 2013, BNGAP was approached by Dr. Rosalia Rey who was interested in exploring diverse dental student awareness and interest in academic careers. BNGAP worked with Dr. Rey to complete an institutional study on factors influencing students' likelihood of pursuing academic dental careers. At the 25th Annual Conference of the Hispanic Dental Association Conference (San Antonio, Texas), Mrs. Diana Macri, Dr. Sarita Artega and Dr. J.P. Sanchez delivered a presentation on BNGAP's work and opportunities to collaborate in diversifying the academic dental and medical workforces. In April 2016, BNGAP, with the guidance and leadership of Dr. Mark Lopez (ADEA) and Dr. Norma Poll (AAMC) brought together dental and medical school faculty to discuss adaptation of the BNGAP Academic Medicine Career Development Conference for Diverse Trainees for dental hygienist and dental graduate students. From this BNGAP-ADEA-AAMC meeting emerged the BNGAP Academic Dentistry Curriculum Committee (ADCC), with dental faculty from across the country. Through the leadership of Dr. Eugenia Mejia (Assistant Dean of Admissions and Enrollment Management, NYU College of Dentistry), the first BNGAP Academic Dentistry Conference was held on April 8, 2017 at NYU College of Dentistry.

Incorporation

In the Spring of 2015, BNGAP became Incorporated as a 501(c)(3) in the State of New York.

BNGAP HISTORY

Developing, Implementing and Evaluating Curricula on Pre-Faculty Development

Findings from BNGAPs publications coupled with information gathered from participants of workshops, led BNGAP to bring together an initial group of 33 distinguished diverse trainees, faculty, and senior leaders from across the country to develop a core curriculum to enhance diverse medical students' and residents' awareness of, interest in, and preparedness for academic careers. The curricula for the *Academic Medicine Career Development Conference for Diverse Trainees (I)* consists of 12 modules. Between Fall 2015 and Fall 2019, the curriculum has been implemented at 32 medical schools across the United States. The curricula has been published in MedEdPORTAL as twelve distinct submissions and was used to develop BNGAPs first book entitled *Succeeding in Academic Medicine: A Roadmap for Diverse Medical Students and Residents*, Springer Publishing. The success of the initial curricula led to an adapted version of the curriculum for dental and dental hygiene trainees (II). Students who benefited from the Academic Medicine Career Development Conference requested additional knowledge and skills development as they progressed during their training leading to the development of the BNGAP *Engagement and Leadership in Academic Medicine Curriculum* and *BNGAP Critical Transitions: Finding an Academic Medicine Residency, academic Fellowship or First Academic Position*. Through our encounters with trainees and in reviewing the literature we realized the importance of providing academic medicine career development knowledge and skills earlier in the pipeline to college and post-bacc trainees. This curricula is entitled - *Health-Related Academic Careers Conference for Diverse College/Post-Bacc Students*.

Subsequently BNGAP has developed a conference forum for trainees and academic leaders to share innovations in developing the pre-faculty workforce, entitled - *Pre-Faculty Career Development Conference*. To enhance publication rates among diverse trainees and faculty BNGAP, in conjunction with AAMC MedEdPORTAL, has offered writing seminars. The following describes host sites of our curriculums, conferences, and writing seminars.

I. Academic Medicine Career Development Conference for Diverse Trainees

2012 Albert Einstein College of Medicine, November

2015 Mt. Sinai Icahn School of Medicine, May; Herbert Wertheim College of Medicine, September; UC Davis School of Medicine, October; Association of American Medical Colleges; Loyola Stritch College of Medicine, November; University of New Mexico Health Sciences Center, December (below)



BNGAP HISTORY

2016 San Juan Bautista School of Medicine, May; University of Texas, Galveston, School of Medicine July; Rutgers New Jersey Medical School, October; University of Iowa Carver College of Medicine, October; University of Utah School of Medicine, September; Eastern Virginia Medical School, October; University of California, San Francisco School of Medicine, October

2017 University of Alabama College of Medicine February (left); Duke University School of Medicine May; University of Arizona College of Medicine, Tucson Campus March (bottom); Jefferson Medical College March (right); University of Texas Medical Branch, Galveston, October; University of Minnesota Medical School, October; NYU College of Medicine, December



2018 Stanford School of Medicine January (bottom right); University of Arizona College of Medicine, Phoenix Campus, March; George Washington University School of Medicine, September (top-right); Albany Medical College, September (bottom left); Loyola University Chicago Stritch School of Medicine, October; Baylor College of Medicine, October (top left)



BNGAP HISTORY

2019 Indiana University School of Medicine, February Eastern Virginia Medical School, March; Cooper Medical School of Rowan University March; Washington University School of Medicine in St. Louis November (left); Rocky Vista University – College of Osteopathic Medicine, Utah November (right).



II. Academic Dental Career Development Conference, NYU College of Dentistry, April 2017



III. Engagement and Leadership in Academic Medicine Conference for Diverse Trainees, Herbert Wertheim College of Medicine February 2018, McGovern Medical School, September 2019 (right), Weill Cornell Medical College, October 2019, (left) University of Oklahoma Health Sciences Center, October 2019



BNGAP HISTORY

IV. Health-Related Academic Careers Conference for Diverse College/Post-Bacc Students, Hunter College (2016-2018) (left), Rutgers NJMS (2016-2019) (bottom right), Iowa Carver College of Medicine (2019) (right)



V. Pre-Faculty Career Development Conference, Herbert Wertheim College of Medicine, February 2018, (right) University of Arizona, Phoenix Campus January 2020



VI. Critical Transitions Seminar: Finding Your Academic Residency, Fellowship, Academic Position, September 2018 (right) and August 2019 CUNY School of Medicine (left)



BNGAP HISTORY



BNGAP-University of Arizona Phoenix Campus 10th Anniversary Planning Committee, Meet and Greet, November 9, 2019



BNGAP-MedEdPORTAL-Universidad Central de Caribe School of Medicine in collaboration with Ponce Health Sciences Center, San Juan Bautista School of Medicine, and Hispanic Center of Excellence University of Puerto Rico School of Medicine and August 16, 2019

Sánchez, JP (Editor), *Succeeding in Academic Medicine: A Roadmap for Diverse Medical Students and Residents*. Springer Publishing, Publication Date January 2020.

BNGAP Peer-Reviewed Journal Publications (Accepted and Under Review)

1. Gilbert J, Spencer D, Kothari P, Sánchez N, Soto-Greene M, Sánchez JP. Financing in Academic Medicine: How to Navigate Loan Repayment and Career Enhancement. Under review in *MedEdPORTAL*.
2. Nakae S, Parrish W, and Sánchez JP. Office of Admissions: Engagement and Leadership Opportunities for Medical Students. Accepted to *Academic Medicine*.
3. Sola O, Kothari P, Mason HRC, Onumah CM, Sánchez JP. The crossroads of health policy and academic medicine: an early introduction to health policy skills to facilitate change. *MedEdPORTAL*. 2019;15:10827. https://doi.org/10.15766/mep_2374-8265.10827
4. Garcia AN, Castro MC, Sánchez JP. Social and structural determinants of urban American Indian and Alaska Native health: a case study in Los Angeles. *MedEdPORTAL*. 2019;15:10825. https://doi.org/10.15766/mep_2374-8265.10825. Editor's Choice.
5. Sola O, Kothari P, Mason HRC, Onumah CM, Sánchez JP. The crossroads of health policy and academic medicine: an early introduction to health policy skills to facilitate change. *MedEdPORTAL*. 2019;15:10827. https://doi.org/10.15766/mep_2374-8265.10827.
6. Mason BS, Landry A, Sánchez JP, Williams VN. How to find an academic position after residency: who, what, when, where, why, and how. *MedEdPORTAL*. June 2018;14:10727. https://doi.org/10.15766/mep_2374-8265.10727.
7. Sánchez NF, Callahan E, Brewster C, Poll N, Sánchez JP. Mentoring LGBT Health Professional Trainees. *LGBT Health*. 2018 Apr;5(3):212-220.
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Sánchez, JP (Editor), *Succeeding in Academic Medicine: A Roadmap for Diverse Medical Students and Residents*. Springer Publishing, Publication Date January 2020.

BNGAP Peer-Reviewed Journal Publications (Accepted and Under Review)

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10. Dickerman J, Sánchez JP, Portela-Martinez M, Roldan E. Leadership and academic medicine: preparing medical students and residents to be effective leaders for the 21st century. *MedEdPORTAL*. Feb 2018;14:10677. <https://www.mededportal.org/publication/10677/>
 11. Paredes Molina CS, Spencer DJ, Morcuende M, Sanchez, JP An introduction to research work, scholarship, and paving a way to a career in academic medicine. *MedEdPORTAL*. Feb 2018;14:10686. <https://www.mededportal.org/publication/10686/>
 12. Guilliamas C, Sule H, Perez H, Hubbi B, Sánchez JP. Providing Trainees with an Introduction and Decision-Making Framework for Pursuing an Academic Residency Position. *MedEdPORTAL*. Jan 2018. <https://www.mededportal.org/publication/10667/>
 13. Nakae S, Soto-Greene M, Williams R, Guzman D, Sánchez JP. Helping Trainees Develop Scholarship in Academic Medicine From Community Service <https://www.mededportal.org/publication/10659/> Dec 2017
 14. Callahan EJ, Banks M, Medina J, Disbrow K, Soto-Greene M, Sánchez JP. Providing Diverse Trainees an Early and Transparent Introduction to Academic Appointment and Promotion Processes *MedEdPORTAL*. 2017;13:10661 <https://www.mededportal.org/publication/10661/>
 15. Fernández CR, Lucas R, Soto-Greene M, Sánchez JP. Introducing trainees to academic medicine career roles and responsibilities. *MedEdPORTAL*. Nov 2017;13:10653. <https://www.mededportal.org/publication/10653>
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Sánchez, JP (Editor), *Succeeding in Academic Medicine: A Roadmap for Diverse Medical Students and Residents*. Springer Publishing, Publication Date January 2020.

BNGAP Peer-Reviewed Journal Publications (Accepted and Under Review)

19. Sánchez JP, Poll-Hunter N, Stern N, Garcia AN, Brewster C. Balancing Two Cultures: American Indian/Alaska Native Medical Students' Perceptions of Academic Medicine Careers *Journal of Community Health* Feb 2016.
20. Rey R, Behar-Horenstein L, Feng X, Sánchez JP, Garvan C. Factors influencing students' likelihood of pursuing academic dental careers and comparison by under-represented minority status and gender. *IOSR Journal of Medical and Dental Sciences*, Volume 14, Issue 10, pp 89-99, 2015.
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22. Yehia B, Cronholm P, Wilson N, Palmer S, Sisson S, Guilliamas, C, Poll-Hunter N, Sánchez, JP. Mentorship and Pursuit of Academic Medicine Careers: A Mixed Methods Study of Residents from Diverse Backgrounds. *BioMed Central Medical Education*. Feb 9 2014, 14:26.
23. Sánchez NF, Sánchez JP, Lunn MR, Yehia BR, Callahan E. Meeting Report: First Annual LGBT Health Workforce Conference: Empowering Our Health Workforce to Better Serve LGBT Communities. *LGBT Health* March 2014, 1(1): 62-65
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25. Sánchez JP, Castillo-Page L, Spencer D, Yehia B, Peters L, Kaye-Freeman B, Lee-Rey E. Building the Next Generation of Academic Physicians Initiative: Why, Who, How and "What Are We Missing?" *Academic Medicine*. August 2011. Aug;86(8):928-31.

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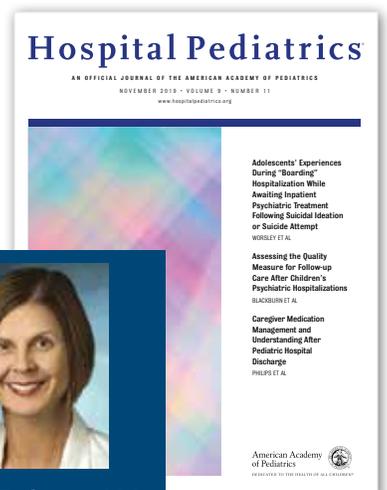


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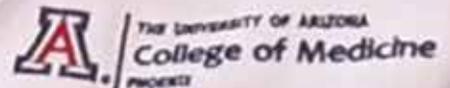
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