Dear BNGAP Community Members:

Happy Women’s History Month! Women’s History Month is an annual declared month that highlights the contributions of women to events in history and contemporary society.

Since its inception BNGAP has been dedicated to advancing women pre-faculty and faculty members within academia. Currently, Dr. Rosa Lee, Dr. Valerie Romero-Leggott and I serve on the BNGAP Board; 60% of BNGAP Chapter presidents are woman; and 71% of the BNGAP 2022-2023 writing fellows are woman. Overall, 37% of active physicians in the U.S. were women in 2021, up from about 36% in 2019, and about 47% of residents and fellows were women, according to the AAMC report. Thank you to all of the woman who are advancing educational; research; clinical; community engagement; and diversity, equity and inclusion efforts at our osteopathic and allopathic institutions. However, there is room for improvement consider, large gender pay gaps continue to exist and according to a 2021 report from the Rand Corporation, female physicians earn $2 million less than men over the course of their career, with the largest gaps in male-dominated specialties. As we continue through the month formulate ways in which you can continue to uplift and support women faculty at your institution or organization. This is an exciting time to be a woman in medicine. As more women enter the field, they are defying stereotypes, challenging biases, shattering glass ceilings, and changing the narrative. The future of medicine looks promising.

This month BNGAP has several seminars to support the development of our pre-faculty members. Join us for the PREFAC Academic Career Development Seminar on March 11, 2023 to learn about faculty roles and responsibilities and how to convert daily activities into scholarship. On March 16, 2023, Allison Acevedo Esq., NBME Philanthropy Director, will share a new exciting Writing Scholarship for BNGAP and ANAMS, APAMS, LMSA, MSPA, or SNMA members. Join us on March 24, 2023 for the Medical Education Conference, as 7 BNGAP Writing Fellows present their novel educational projects at- come help evaluate their content and consider inviting them to your institution to lead a discussion! Beyond March, please be mindful of the PREFAC Engagement and Leadership Seminar on April 15 and the 11th Annual LGBT Health Workforce Conference on April 20-22, 2023.

We look forward to connecting with you at our upcoming meetings.

Gratefully,

CHERYL BREWSTER EDD
EXECUTIVE BOARD, BNGAP INC.

UPCOMING EVENTS

PREFAC Seminar
March 11
Academic Medicine Writing Fellowship
March 16
LGBTHWC
April 20-22 2023
National Center For Pre-Faculty Development

PREFAC Academic Medicine Career Development Seminar

Save the Date: March 11th, 2023

This seminar is open to all diverse medical students, residents, and fellows. It consists of interactive case discussion and reflections exercises to promote your interest in academic medicine:

- Explore academic medicine careers to fit with their personal and professional interests
- Navigate the array of academic medicine career paths and opportunities
- Develop and enhance their academic medicine portfolio
- Expand their network among academic medicine colleagues and role models

For any additional questions please reach out to BNGAP Coordinator Nicholas Brutus at BNGAPCoordinator@gmail.com

Register by March 10th
LETTER FROM THE NBME

National Board of Medical Examiners

NBME recently awarded BNGAP a $25,000 grant. NBME recognizes the critical need to fund pathway programs particularly to advance diversity, equity and inclusion in the medical profession. BNGAP was selected to receive the NBME award because of its nationally recognized work and impactful initiatives over several years to promote diversity and inclusion in the academic medicine workforce.

NBME also provides medical education funding and mentorship through the Latin America Grants Program, Stemmler Fund, and Strategic Educators Enhancement Fund, which serve to advance assessment at educators’ and health professionals’ own institutions.
The purpose of the program is to provide student members and advisors of ANAMS, APAMSA, LMSA, MSPA and SNMA with advising and financial support to develop and submit a module to MedEdPORTAL for peer-reviewed publication. Partially supported by the National Board of Medical Examiners (NBME). (Up to $2500 in Project Support)

Submit project proposal by March 21, 2023
Acceptance Letter by April 1, 2023
Project Due December 21, 2023

Award Application Link - https://forms.gle/zSgYNiL3kG9rkxhs8

Speakers: Allison Acevedo, Esq., Philanthropy Director, NBME and J.P. Sanchez MD, MPH, President, BNGAP Inc.

For information regarding the fellowship, join us on Thursday March 16, 5pm MST.
ZOOM LINK - https://us02web.zoom.us/j/84678483415

For further information contact J.P. Sanchez MD, MPH President, BNGAP Inc. – jopsanchez@salud.unm.edu
Medical Education Conference

Opening Remarks begin 10:00 AM (MST) March 24, 2023
Registration Link: 

Register today: Link Embedded

The conference will be completely virtual. Hosted via Zoom.
MEDICAL EDUCATION CONFERENCE SCHEDULE

National Center for Pre-Faculty Development Writing Fellowship
March 24, 2023: 10:00am (MST)

**Room 1**

10:30am-11:45am
Anna-Maria South
University of Kentucky
Assistant Professor, Internal Medicine
Module Title: The ADA and its Implications for Patients with OUD: A Workshop

12:00pm-1:15pm
Maya Pandit
Module Title: A Narrative Medicine Approach to Medical Student Implicit Bias Processing

1:30pm-2:45pm (part 1) & 3:00pm-4:15pm (part 2)
Ashten Duncan
Module Title: Part #1: Introduction to Positive Psychology: Foundations and Applied Theory
Part #2: Introduction to Leadership in the Therapeutic Alliance

**Room 2**

10:30am-11:45am
Melissa Armas
Module Title: Cervical Cancer Health Disparities in the Hispanic Community: An Instructional Module

12:00pm-1:15pm
Bethel Mieso
Module Title: Decoding the Reference Letter: Strategies to Reduce Unintentional Gender Bias in Letters of Recommendation

1:30pm- 2:45pm
Whitney Wills
EVMS Family Medicine PGY-2
Module Title: Teaching Advance Care Planning Among African Americans to Family Medicine Residents Through Role-Play

3:00pm- 4:15pm
Charity Bishop
Module title: Structural Racism in the Indigenous Community
This seminar is open to all diverse medical students, residents, and fellows. It consists of interactive case discussion and reflections exercises to promote your interest in academic medicine.

- Describe the role and responsibilities of various medical school offices;
- Navigate the array of leadership opportunities for medical students and residents in the various medical school offices or organizations;
- Describe the benefits of engaging in leadership opportunities in the various medical school offices, especially as a diverse individuals;
- Explore academic medicine career fit with their personal and professional interests;
- Expand their network among academic medicine colleagues and role models.

For any additional questions please reach out to BNGAP Coordinator Nicholas Brutus at BNGAPCoordinator@gmail.com

Register by April 13th
The LGBT Health Workforce Conference is the largest and most well known national LGBT health workforce conference in the United States held annually in New York City. The conference provides an overview of up-to-date practices (climate, educational, research, and clinical) in preparing the health care workforce to address the health concerns and disparities of lesbian, gay, bisexual, and transgender (LGBT) communities. This conference is designed for health professionals (M.D., D.O., P.A.-C., R.N., N.P., D.D., social workers, psychologists, etc.), educators, and students (pre-health professions, professional schools, and graduate), but all interested are invited to attend. CME credit will be available.

For more information: [http://bngap.org/lgbthwfconf/](http://bngap.org/lgbthwfconf/)
Abstract Submission Site: [Abstracts due January 1, 2023](http://bngap.org/lgbthwfconf/)
2023 LGBTQ+ HEALTHCARE WORKFORCE CONFERENCE

National Award winners

**Jr. Leadership Awardees:**

**Jonathan Hulse** - University of New Mexico SOM

Jonathan is a 3rd year medical student who collaborated to develop the healthcare workforce through the development and implementation of a longitudinal curriculum providing LGBTQ+ knowledge and competency-based education at their institution. They have also worked to create a more diverse and inclusive learning environment through their participation in an interdisciplinary student organization. They have been participating in the conference for the past 3 years and have gained mentors and knowledge on how to better address the needs of the LGBTQ+ community.

**Gabriel Ramirez** - San Juan Bautista SOM

Gabriel is a 3rd year medical student who has endeavored to promote an LGBT-friendly learning environment. He has participated in organizations and committees that have forwarded the work of LGBTQ+ inclusivity at the SOM. They have collaborated with student special interests groups to educate interdisciplinary students on gender-affirming care. They have been a member of the BNGAP family since 2020 and quickly evolved from participant to presenter over the years.

**Health Professional Leadership Awardee:**

**Richard Green, MD** – NYU Grossman SOM

Dr. Green’s work spans over 20 years working at their institution to ensure LGBTQ+ healthcare was not an afterthought in the education of health professionals and has moved to be inclusive of other marginalized groups have voice and are represented in the curriculum. They have secured funding for their medical education research, with their work being recognized nationally across disciplines. Through their work as medical director for the center for health identity, behavior and prevention studies, they developed a residency anti-racism curriculum in collaboration with URiM residents and recent graduates that is now a permanent component of the core curriculum. Dr. Greene has served as and continues to be a mentor and role model to numerous students.

**Institutional/Organizational Awardee:**

**Northwest Portland Area Indian Health Board** - a tribal organization that represents 48 federally recognized Indigenous tribes in Washington, Oregon, and Idaho. Their work to increase LGBT workforce capacity began in 2019, when they produced the short documentary “There’s Heart Here,” which documented the experience of three Two Spirit and Indigiqueer people on their journeys toward affirming healthcare. Their latest body of work centers the Two Spirit and Indigiqueer community and increasing access to competent and caring healthcare providers. Based upon their research they developed customizable, multi-tiered training for interprofessional healthcare staff. Over the past 4 years they have been able to increase the numbers of trained providers for this population.
This virtual seminar is open to all diverse College and PostBacc Trainees. It consists of interactive case discussion and reflections exercises to promote your interest in academic medicine.

- Explore how research, educational and service work not only makes them competitive for graduate school (dentistry, medical, nursing, population health, pharmacy, health professions, etc.) but also helps them build a foundation for an academic career;
- Describe how to transform research, educational and service work to scholarship to enhance their competitiveness for graduate school;
- Develop and enhance their portfolio to be a more competitive applicant to health professional graduate school and academia;
- Expand their network of graduate school faculty and role models

For any additional questions please reach out to BNGAP Coordinator Nicholas Brutus at BNGAPCoordinator@gmail.com.

Register by May 24th
Why is it important to promote diversity and inclusion in the academic medicine workforce?

“I have had many teachers, coaches, and mentors throughout my academic journey from a pre-medical student-athlete to an osteopathic student-doctor. They saw so much in me before I could and supported me to continue becoming my best self. So, as I pursue applying to pediatrics next year, I look excitedly expectant toward the future of the world and the next upcoming generation of physicians. I’ve been blessed to be poured into by many in academic medicine. I aspire to diversify medicine by carrying the torch, keeping the flame alive, and passing it on to the next generation of academic physicians as they learn to care for the communities in which we all live, learn, work and play.”

Chloe Soremekun
Third-Year Osteopathic Medicine Student