

BNGAP

Building the Next Generation of Academic Physicians

OUR MISSION

TO HELP DIVERSE MEDICAL STUDENTS AND RESIDENTS EMBARK UPON AN
ACADEMIC MEDICINE CAREER

LETTER FROM THE VICE PRESIDENT

Congratulations to the future physicians from the class of 2023 on Match!

This month we celebrate 11 successful years of the LGBT Health Workforce Conference® in NYC ([Registration link](#)). This conference brings together allies and LGBTQ+-identified academicians and leaders from across the United States, providing participants with practical guidance and tools for pursuing professional excellence and advancement in academia ([Video by Dr. Nelson Sanchez - why its meaningful-link](#)). We are excited, once again, to gather in person and virtually over three days to discuss 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 ([Program Link](#)). Our leaders are overcoming numerous barriers and challenges to completing LGBTQ+ health related work, and they will impart their stories and resources to inspire and motivate the next generation of trailblazers.

On March 24th our fellows of the National Center for Pre-Faculty Development showcased their medical education innovations. Since August 2022, our cohort of diverse trainees, residents, fellows, and faculty have been designing, implementing, and evaluating DEI-related teaching materials to advance curricula at their institutions. We celebrate their innovations in DEI focused curricula content that may be helpful to include at your own institution. Topics included Cervical Cancer Health Disparities, Strategies to Reduce Unintentional Gender Bias implicit bias, Structural Racism and Indigenous Communities, and much more. Congratulations, we look forward to seeing their work submitted for publication.

This year for the first time, we are partnering with CVENT to use modern technology to further optimize engagement with all of our conference attendees. We have created a new website and conference app for our attendees where they can livestream events and network with participants. Please join us at our annual awards dinner where we will congratulate our leadership award winners for their efforts to support LGBTQ+ academic achievement ([Awards Link](#)).

We hope to see you in NYC!

NELSON SÁNCHEZ, MD
VICE PRESIDENT, BNGAP INC.



UPCOMING EVENTS

PREFAC Seminar
April 15

LGBTHWC
April 20-22 2023



BNGAP

Building the Next Generation
of Academic Physicians

LGBT HEALTH WORKFORCE CONFERENCE®



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/>)

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 43 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.

BNGAP

Building the Next Generation of Academic Physicians

NATIONAL CENTER FOR PRE-FACULTY DEVELOPEMENT

University of Iowa Health Care Faculty Postings

Position Title:

Medical Director – Internal Medicine LGBTQ+ Clinic
University of Iowa – Carver College of Medicine



Position Information:

The Division of General Internal Medicine within the Department of Internal Medicine at the University of Iowa Carver College of Medicine is seeking a candidate for appointment at the rank of Assistant Professor, Associate Professor, or Professor in the Clinical Track to lead and grow the University of Iowa LGBTQ+ Clinic as Medical Director of the Internal Medicine LGBTQ Program and to Co-Direct the institution-wide multidisciplinary gender affirming comprehensive program.

The Internal Medicine LGBTQ+ Clinic, located at the Iowa River Landing General Internal Medicine Clinic, in collaboration with the Family Medicine LGBTQ+ Clinic, serves over 15,000 LGBTQ-identified people, with over 70% being transgender or non-binary people. The Internal Medicine LGBTQ+ Clinic provides comprehensive primary care to adult LGBTQ+ identified patients and their families, with a special focus on gender-affirming care for transgender and non-binary and gender non-conforming people, including gender-affirming hormone therapy, preparation, and referral for gender-affirming surgery, HIV prevention as well as STI prevention and treatment, screening and treatment for anal dysplasia, chronic disease management, acute care, and preventive care in a primary care home format.

The clinic is part of a larger nationally recognized multidisciplinary clinic that encompasses physicians, mid-level providers, urology, plastic surgery, and gynecology surgeons, dermatologists, in-clinic gender-affirming mental health therapist, gender-affirming speech therapy, pelvic floor physical therapy, supportive beauty salon for wig fitting and education on feminizing beauty tips, the Rainbow legal clinic offering support for questions related to gender transition such as documentation changes, gender-affirming family counseling, and many other services.

To learn more about our nationally recognized clinic, please visit our website: <https://uihc.org/services/lesbian-gay-bisexual-transgender-queer-and-questioning-lgbtq-clinic>

Contact information:

Jontell Harris-James, MPA
Inclusive Faculty Recruitment

Application Link: <https://jobs.uiowa.edu/faculty/view/74691>



BNGAP

Building the Next Generation
of Academic Physicians

ACADEMIC MEDICINE WRITING FELLOWSHIP

Congratulations to the selected fellows



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.

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).

Congratulations to the selected fellows for the NBME and BNGAP Academic Writing Fellowship!

Alexandra Conde, MSII

Universidad Central del Caribe (UCC) (LMSA)

Derek Huell, MSI

New York University Grossman School of Medicine (SNMA)

Karan Luthria, MSI

Columbia University Vagelos College of Physicians and Surgeons (APAMSA)

Alec Calac, MSIV+

UC San Diego School of Medicine (ANAMS)



BNGAP

Building the Next Generation of Academic Physicians

BNGAP

Building the Next Generation
of Academic Physicians

National Center For Pre-Faculty Development

PREFAC Engagement & Leadership Seminar

Save the Date: April 15th, 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.

- 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



PREFAC

Empowering Future Academic Careers

BNGAP

Building the Next Generation of Academic Physicians

BNGAP

Building the Next Generation
of Academic Physicians

National Center For Pre-Faculty Development

PREFAC Seminar for Diverse College & Post-Bacc Trainees

Save the Date: May 27th, 2023



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



PREFAC

Empowering Future Academic Careers

BNGAP

Building the Next Generation
of Academic Physicians

What empowers you to pursue a career in academic medicine?

"To contribute to the progression of making the physician population more reflective of the patient population. Through this, we will be able to begin the conversions to re-earn the **trust of the underserved and disenfranchised** populations in the healthcare system."

Deion Ellis

Fourth-Year Medical Student



Not a member yet?

Register at www.BNGAP.org/registration

