UMMSM - A Diverse and Inclusive Student Body

Marie-Denise Gervais MD
Assistant Dean for Admissions and Diversity

Stephen Symes MD, FACP
Associate Dean, Diversity and Inclusion
UMMSM Office of Diversity would like to acknowledge that the land we are meeting on today has long served as a site of meeting and exchange amongst a number of Indigenous peoples, dating back 12,000 years. The first inhabitants settled on the banks of the Miami River, with the main villages on the northern banks.

The inhabitants at the time of first European contact were the Tequesta people, who controlled much of southeastern Florida, including what is now Miami-Dade County, Broward County, and the southern part of Palm Beach County. The Tequesta Indians fished, hunted, and gathered the fruit and roots of plants for food, but did not practice any form of agriculture. They buried the small bones of the deceased with the rest of the body, and put the larger bones in a box for the village people to see. The Tequesta are credited with making the Miami Circle.

Additionally, Florida is currently home to the Seminole and Miccosukee tribes. Previous inhabitants included Seminole, Ais and Apalachee, Calusa, Creek, Timucua & Yemassee Indians.

UMMSM honors and respects the diverse Indigenous peoples connected to this territory on which we gather.
Diversity and Inclusion - Who Are We?

- Miami – Dade, home to 2.7 million, 7% growth since 2010
- **67% Hispanic, 18% Black, median age 39.6yrs**
- **51% foreign born, >70% language not English (at home)**
- Median Household Income $43,100, per capital income $23,400, poverty level 20%
UMMSM Diversity Statement

CORE MESSAGE

“UMMSM will be one of the premier academic institutions that leads the region, and our nation in Diversity and Inclusion workforce”

LCME focus (measurable and accountable)

– Blacks & Hispanics
– in leadership (women, blacks and Hispanics)
– Disadvantaged *
### Table 2

**Graduates Between Academic Years 2008-2009 and 2013-2014**

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Total Graduates</th>
<th>Number who are Hispanic or Latino</th>
<th>Percent who are Hispanic or Latino</th>
<th>Number who are American Indian or Alaska Native</th>
<th>Percent who are American Indian or Alaska Native</th>
<th>Number who are Black or African-American</th>
<th>Percent who are Black or African-American</th>
<th>Number who are Hawaiians or Pacific Islanders</th>
<th>Percent who are Hawaiians or Pacific Islanders</th>
</tr>
</thead>
<tbody>
<tr>
<td>90</td>
<td>1,188</td>
<td>129</td>
<td>13.5%</td>
<td>12</td>
<td>1.3%</td>
<td>126</td>
<td>3.5%</td>
<td>126</td>
<td>0.7%</td>
</tr>
<tr>
<td></td>
<td>138</td>
<td></td>
<td></td>
<td>13.4%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>80</td>
<td>1,032</td>
<td>79</td>
<td>9.9%</td>
<td>9</td>
<td>1.2%</td>
<td>71</td>
<td>8.9%</td>
<td>4</td>
<td>0.5%</td>
</tr>
<tr>
<td></td>
<td>1,390</td>
<td></td>
<td></td>
<td>13.4%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>70</td>
<td>983</td>
<td>67</td>
<td>7.3%</td>
<td>7</td>
<td>0.9%</td>
<td>64</td>
<td>7.5%</td>
<td>3</td>
<td>0.4%</td>
</tr>
<tr>
<td></td>
<td>1,372</td>
<td></td>
<td></td>
<td>6.9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60</td>
<td>914</td>
<td>47</td>
<td>5.6%</td>
<td>6</td>
<td>0.7%</td>
<td>55</td>
<td>6.2%</td>
<td>3</td>
<td>0.3%</td>
</tr>
<tr>
<td></td>
<td>1,136</td>
<td></td>
<td></td>
<td>6.9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50</td>
<td>830</td>
<td>39</td>
<td>5.0%</td>
<td>5</td>
<td>0.6%</td>
<td>44</td>
<td>5.3%</td>
<td>2</td>
<td>0.3%</td>
</tr>
<tr>
<td></td>
<td>974</td>
<td></td>
<td></td>
<td>5.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>713</td>
<td>29</td>
<td>3.9%</td>
<td>4</td>
<td>0.5%</td>
<td>37</td>
<td>4.4%</td>
<td>2</td>
<td>0.2%</td>
</tr>
<tr>
<td></td>
<td>799</td>
<td></td>
<td></td>
<td>3.9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>632</td>
<td>22</td>
<td>3.1%</td>
<td>3</td>
<td>0.4%</td>
<td>24</td>
<td>3.6%</td>
<td>1</td>
<td>0.1%</td>
</tr>
<tr>
<td></td>
<td>631</td>
<td></td>
<td></td>
<td>3.1%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>573</td>
<td>18</td>
<td>2.3%</td>
<td>2</td>
<td>0.3%</td>
<td>18</td>
<td>2.4%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td></td>
<td>418</td>
<td></td>
<td></td>
<td>2.3%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>420</td>
<td>10</td>
<td>1.7%</td>
<td>1</td>
<td>0.2%</td>
<td>9</td>
<td>1.5%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td></td>
<td>233</td>
<td></td>
<td></td>
<td>1.7%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td>824</td>
<td>62</td>
<td>8.7%</td>
<td>6</td>
<td>0.8%</td>
<td>54</td>
<td>7.1%</td>
<td>3</td>
<td>0.4%</td>
</tr>
<tr>
<td>Valid N</td>
<td>126</td>
<td>126</td>
<td>126</td>
<td>126</td>
<td>126</td>
<td>126</td>
<td>126</td>
<td>126</td>
<td>126</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Total Faculty</th>
<th>Number who are Women</th>
<th>Percent who are Women</th>
<th>Number who are Hispanic or Latino, American Indian or Alaska Native, Black or African-American, or Hawaiians or Pacific Islanders</th>
<th>Percent who are Hispanic or Latino, American Indian or Alaska Native, Black or African-American, or Hawaiians or Pacific Islanders</th>
</tr>
</thead>
<tbody>
<tr>
<td>90</td>
<td>2,299</td>
<td>887</td>
<td>44.9%</td>
<td>193</td>
<td>15.1%</td>
</tr>
<tr>
<td>80</td>
<td>1,883</td>
<td>706</td>
<td>42.2%</td>
<td>137</td>
<td>11.4%</td>
</tr>
<tr>
<td>70</td>
<td>1,372</td>
<td>526</td>
<td>40.3%</td>
<td>109</td>
<td>9.3%</td>
</tr>
<tr>
<td>60</td>
<td>1,136</td>
<td>424</td>
<td>38.9%</td>
<td>92</td>
<td>7.4%</td>
</tr>
<tr>
<td>50</td>
<td>974</td>
<td>361</td>
<td>37.0%</td>
<td>73</td>
<td>6.5%</td>
</tr>
<tr>
<td>40</td>
<td>799</td>
<td>298</td>
<td>36.4%</td>
<td>56</td>
<td>5.9%</td>
</tr>
<tr>
<td>30</td>
<td>631</td>
<td>230</td>
<td>35.1%</td>
<td>45</td>
<td>5.3%</td>
</tr>
<tr>
<td>20</td>
<td>418</td>
<td>148</td>
<td>33.1%</td>
<td>33</td>
<td>4.7%</td>
</tr>
<tr>
<td>10</td>
<td>233</td>
<td>87</td>
<td>31.6%</td>
<td>21</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

Mean: 824 62 8.7% 6 0.8% 54 7.1% 3 0.4% 1,185 460 38.0% 93 11.5%

Valid N: 126 126 126 126 126 126 126 126 126 126 126 126 130 130 130 130 130

Note: The percentile distributions include reported zero values but exclude missing values.

Source: AAMC Student Records System; AAMC Faculty Roster

Staff Contact: For general report questions, contact Ron Espiritu at respiritu@aamc.org or Hershel Alexander, Ph.D., at halexander@aamc.org. For the data contributors to this table, see the definitions section of the report (pages 7 through 12).
2020 MD Class - UMMSM

- 1st Gen College?
- 1st Gen US?
- Dreamers?
- Disabled?
- Financially Disadvantaged?
- Urban/ Rural? (Over town, Liberty City, Little Havana, Homestead, Hialeah, Homestead, Belle Meade)
1. Composition
   - Diversity Champion – one from each major department
   - Representatives - Faculty Affairs, Human Resources, Medical Students, Residents

2. Organization and Oversight
   - Reporting back to the individual department
   - Reporting to the Dean, Diversity Council

3. Duties and Responsibilities
   - Endorse institutional mission statements
   - Set Diversity Objectives (benchmarks, accountability)
   - Track diversity trends over time - as a QI initiative
   - Identify and solve barriers related to climate, overt bias, micro-aggressions
Meetings and Forums
- Deans Diversity Council, monthly
- SNMA/ LMSA/ Medic-Out resident panels/ socials
- Second look Diversity recruitment social

Service and Professional Development
- Human Rights Clinic SNMA Barbershop Hypertension clinic, Needle Exchange clinic
- DOCS - Health Fairs, Lotus, SJB

Mentoring Programs
- SNMA mentoring program
- GME Faculty research/ scholarly activity program

Education and scholarly activity
- Unconscious Bias Training, Safe Space and LGBTQ sensitivity training
- Cultural Competency Training
- GME intensive language training – Spanish and Kreyol
HUMAN RIGHTS CLINIC

The Human Rights Clinic of Miami

A student-run independent collection of medical students, residents, and attending physicians

Dedicated to helping torture-asylum seekers and refugees obtain legal residence in the US.

A voluntary service in collaboration with referring attorneys, prepare medical affidavits in support of immigration appeal.

• Our website: http://humanrightsclinicofmiami.org/

• Weekly sessions: contact
  Madeline Cohen axh902@med.miami.edu or Yaa Abu fxp190@med.miami.edu
Somalis Injured in Failed Deportation, UM Doctors Find, Hearing Monday

Volunteering with the HRC

“Physicians from the University of Miami Miller School of Medicine and the Human Rights Clinic of Miami examined 18 Somali nationals in immigration detention. They found many of the 92 men and women sustained injuries from being shackled at their wrists, waists, and legs for almost two days, including over 20 hours when the plane sat on the runway in Dakar, Senegal, while under the control of Immigration and Customs Enforcement officers.”

“At Glades, Dr. Symes was joined by med-pediatrics resident Dr. Adria Jimenez-Bacardi and medical student Luke Caddell, physician-trainees who help run the Human Rights Clinic at the medical school. The clinic provides medical attestation for victims of torture and asylum seekers.”

BY: MIAMI LAW STAFF REPORT  CREATED: Thursday, January 04, 2018

SNMA BARBERSHOP HYPERTENSION SCREENING PROGRAM
1st Saturday of each month

The Healthy Barbershop
Free blood pressure testing and information about healthy living
1-4pm
Urgent Cuts
3211 NW 7th Ave Cir
Miami, FL 33127
OVERTOWN STEM SATURDAYS

2nd Saturday of each month

STEM SATURDAY

NOVEMBER 11, 2017
10:00AM – 12:00PM

Slime Time!
Do you want to play with goo? Come make slime and learn about polymers! Enjoy an interactive lesson and hands-on activities with University of Miami undergraduate and medical students.

UNIVERSITY OF MIAMI

OVERTOWN

Fun and entertaining way to learn about Science and Math while making new friends!

Ages 5-15 welcome

Activities on the SECOND Saturday of Every Month

OVERTOWN YOUTH CENTER

450 NW 14th St.
Miami, FL 33136

Questions? Contact: stemssaturday@gmail.com
Resident / Student Panels and Mentoring Program

Collaboration with SNMA chapters from UM, FIU and FAU successfully paired 80+ pre-med students with mentors resident and student mentors. This program is still growing and we hope to continue the cultivation and growth of future physician leaders.
LMSA National Conference – with UMMSM student co-chairs Roxana Navarro and Victoria Fernandez

The Latino Medical Student Association
13th National & 10th Southeast Annual Annual Conference

April 13-15, 2018 • Miami, FL

Location: Miami-Dade Wolfson Campus Downtown Miami
White Coats for Black Lives

National Black Out Day - Day of Solidarity

https://www.facebook.com/SNMAMiami
Annual Student – Resident Faculty Reception

Diversity and Inclusion leads to improvements in population health outcomes, for all..
UMMSM Diversity Representatives

– Liaison with the Office of Admissions and the Office of Diversity and Multicultural Affairs
– Morning diversity breakfast during interview day
– Connect admitted diverse students with currently enrolled diverse medical students
– Organize Diversity and Inclusion Reception for 2nd look
– Assist the Cultural Awareness Week Chair in planning the annual Cultural Awareness Week
– Collaborate with all diversity and inclusion student groups
– Serve as an advocate for underrepresented identities in medicine
  • Involves Peer counseling or coordinating personnel counseling via the Office of Student Affairs

Executive Diversity Rep
Nelson Sanchez, MS3
Nsanchez@med.miami.edu

Class Diversity Reps
Doris Cubas, Class ‘19
d.cubas@med.miami.edu
Elizabeth Jordan, Class ‘20
eaj48@med.miami.edu
Kiera Parrish, Class ‘21
k.parrish@med.miami.edu

Longitudinal Diversity Committee Chair
Jared Lee, MS2
jll193@med.miami.edu

Cultural Awareness Week Chair
Karishma Desai, MS2
kdesai66@med.miami.edu
Why do we do this?