

CLINICAL KEY: Med School Application Guidance for Underrepresented in Medicine

Barnard Palmer, MD, Alameda Health System, bpalmer@alamedahealthsystem.org

Project Description: I wanted to address How Might We help more underrepresented individuals into medical school because a more diverse healthcare work force results in better healthcare outcomes. I am committed to improving healthcare equity by helping to create a medical school environment that matches our patient population.

Outcome - Oriented Objective: The initial outcome measure was the number of students in this undergraduate or post-baccalaureate UIM cohort that gain acceptance to medical school or other healthcare professional programs.

Solution:

My initial proposal was to provide medical school application standards and guidelines for the non-traditional applicants in the Bay Area while pairing them with advisors to help them through the application process.

COVID-19 and Racism epidemics made we aware of the limited success of UIMs in my own residency program, and I ended up focusing on the creation of a support system for my own UIM residents.

Ultimately, the goal of the implementation was to build mentorship program to improve their success.

CLINICAL KEY→ UCSFEB “BSA”

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Project

Create the UCSF-East Bay Black Residents Association and UIM Programs

- Regular meetings for support
- Mentorship
- Networking and academic opportunities
- Specialty group conference involvement

Progress

- Groups created June 2020
- Monthly meetings
- UIM involvement in residency program improvement and recruitment



Next Steps

- Implement multiple aspects of the project (program)
 - Mentor matching
 - Program advertising and recruitment
 - Create alumni network and sponsorship
 - Obtain funding for local events and access to regional/national conferences
- Involvement in local outreach programs
- Secure Funding source
- Have Group established for incoming class
- Send all members to national conf by July 1, 2021
- Data collection: UIM attrition, UIM recruitment, conference attendance

Lessons Learned

- Easy to overlook smaller local projects that can make a large difference to the health care
- Implicit bias and systemic racism significantly affects all institutions and people regardless of best efforts
- Mentorship is key component to success at all levels