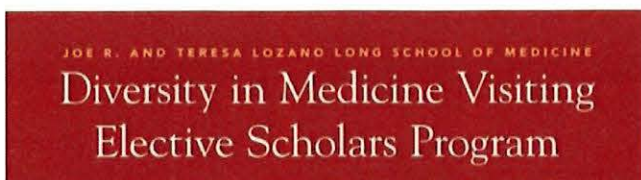


UT Health San Antonio Long School of Medicine GME Inclusion and Diversity Efforts

Sample of Initiatives	Date	Description
Housestaff Emerging Academy Leaders (HEAL)	Sep-18	Each year between three and five UIM residents participate in a year-long multi-institutional program "Housestaff Emerging Academy of Leaders (HEAL)" which imparts the leadership training necessary for UIM residents to pursue academic careers.
GME Program Leader Training	Oct-18	Program Leadership Retreat "Implicit Bias"
ACGME Vice President of Diversity	Dec-19	Dr. William McDade visited and addressed the Graduate Medical Education Committee on the importance, value and evidence in support of more diverse GME training programs.
GME Focus Groups	Jun-19	Multiple focus groups with underrepresented minority residents to identify strategies to increase the number of UIM students entering HSC GME programs
Social Determinants of Health (SDoH) Orientation	Jun-20	The ½ day experience included speakers, videos created by UT Health Promotoras and a discussion of ways residents can have an impact on the San Antonio community while they are in training.
Latino Medical Student Association (LMSA) Engagement	Jul-20 - Ongoing	Vice Dean meetings with student leaders. Arranging speakers, mentors, focus group feedback on improving Latino recruitment to GME.
Program Administrator Development Session	Sep-20	Program Administrator Development Series (PADS) "Holistic Review"
GME Diversity Fair	Oct-20	Virtual Fair highlighting diversity efforts of Institution and Program breakouts. 428 senior students, 98 ranked by GME Program, 8 Matched.
Diversity in Medicine Visiting Elective Scholars Program	Aug-21	Grants up to \$2K for UIM students to rotate at UH/UT as MSIVs in order to recruit to GME program. 38 Applicants - 10 Scholarships

GME Race/Ethnicity 2020	UT GME	Bexar County	National GME Data
Hispanic/Latino*	18.00%	64.00%	7.60%
African American/Black	4.60%	6.40%	6.20%
American Indian	0.80%	0.10%	0.30%
Asian	23.00%	2.70%	25.00%
International (Tx Data)	9.50%		

*May not capture International Latino/Hispanic students



Join us for a live interactive residency fair!

Participants will meet with current residents and program directors to learn about exciting training opportunities at the Joe R. and Teresa Lozano Long School of Medicine. Don't miss this showcase and networking opportunity. Registration ends on October 17, 2020 at 5:00 PM CST.

LIST OF PARTICIPATING PROGRAMS:

Anesthesiology	Pediatrics
Emergency Medicine	Physical Medicine and Rehabilitation
Family Medicine	Psychiatry
Internal Medicine	Interventional Radiology
Neurological Surgery	Diagnostic Radiology
Neurology	Radiation Oncology
Obstetrics and Gynecology	General Surgery
Orthopaedic Surgery	Thoracic Surgery - Integrated
Otolaryngology	Urology
Pathology - Anatomic and Clinical	