



SUPPORTING BLACK STUDENTS THROUGH THEIR SEM CAREER JOURNEYS

Professional and Graduate Schools – Honing Skills

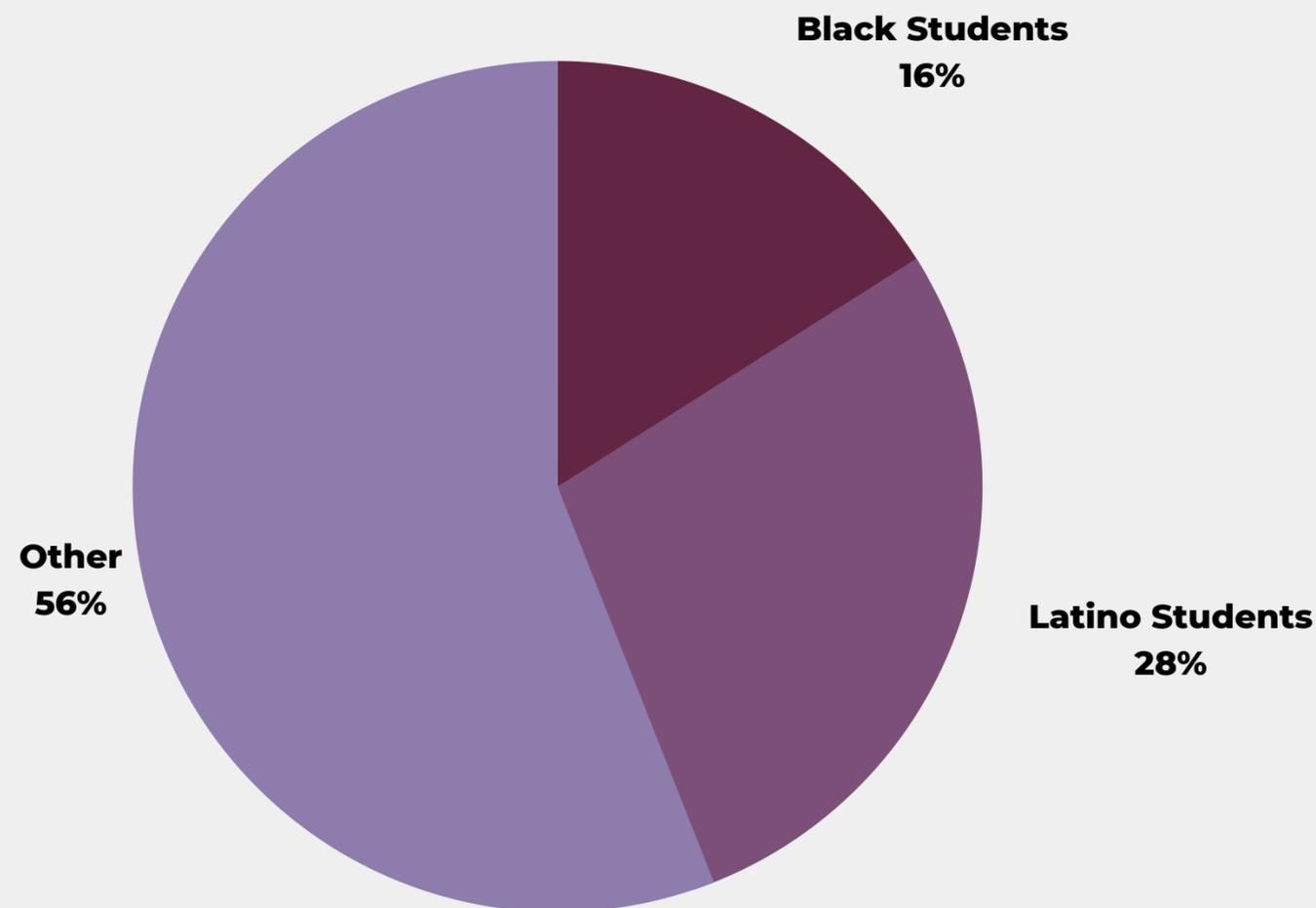
[NMFONLINE.ORG](https://nmfonline.org)

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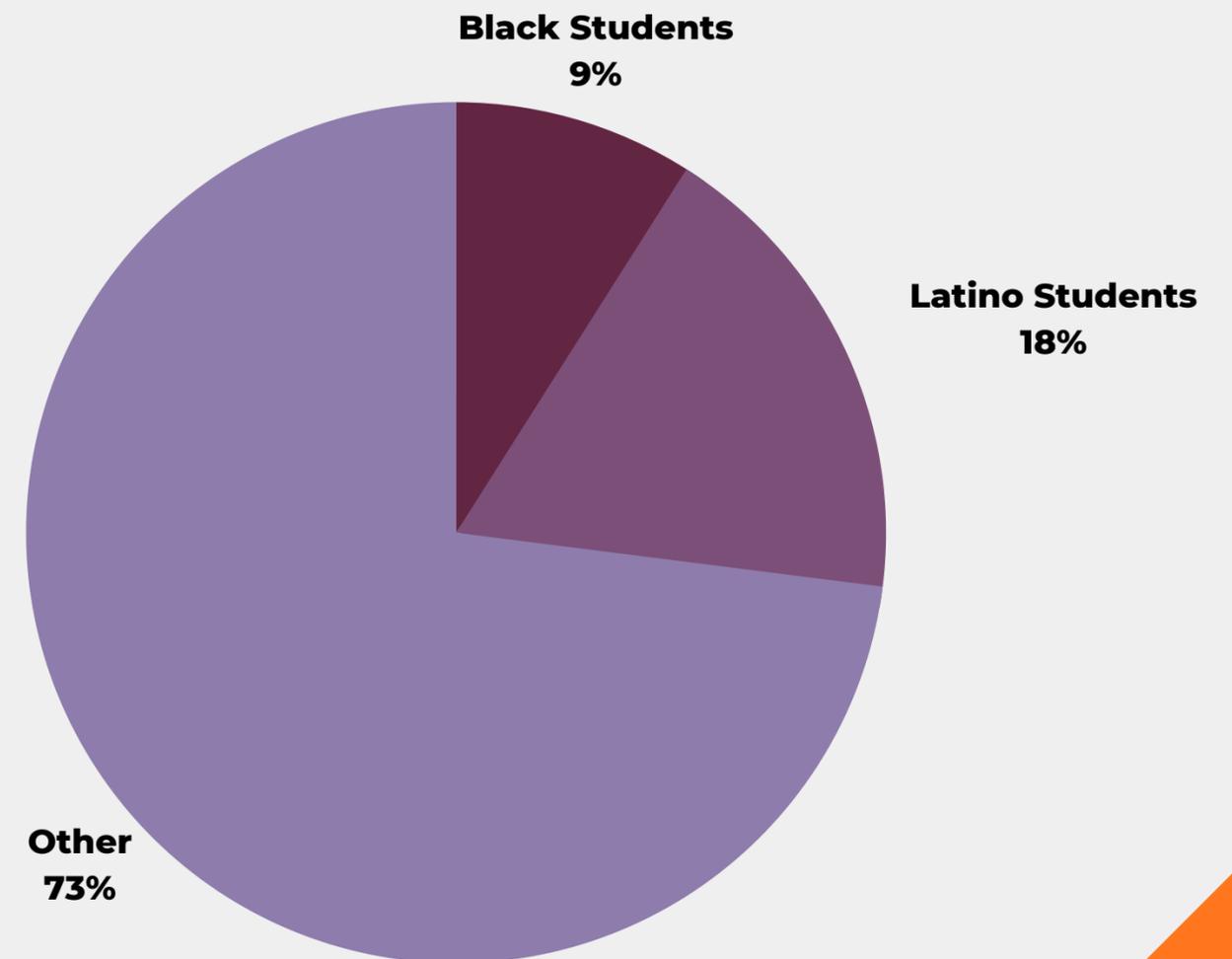
CREATING A STRONG AND COMPREHENSIVE STUDENT PATHWAY

Black and Latino students are shut out of gifted and talented programs as early as elementary school.

OVERALL ENROLLMENT IN ELEMENTARY SCHOOLS



ENROLLMENT IN GIFTED AND TALENTED PROGRAMS





MEDICAL SCHOOL ENROLLMENT

REPRESENTATION MATTERS

“You can't be what you can't see.”

– Marian Wright Edelman

Founder, Children's Defense Fund

Race/ Ethnicity	2019-20	2020-21
Black	5.5%	5.8%
Hispanic	7.5%	7.8%
American Indian/ Native American	0.6%	0.6%
Native Hawaiian or OPI	0.2%	0.2%

Sources:

<https://www.aamc.org/data-reports/students-residents/interactive-data/report-residents/2020/executive-summary>

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RETAINING AND SUPPORTING DIVERSE STUDENTS

Medical education must contribute to building a diverse health care system that will advance health equity

- Address the health-wealth gap by offering generous financial aid
- Understand the impact of “weathering” due to constant exposure to systemic and structural racism within institutions and society
- Require cultural competence training and/or the utilization of racial equity assessment tools for all employees and faculty

Generational trauma + historic disinvestment, + implicit bias = uneven distribution of power + privilege



PRACTICE ACTIVE INCLUSION

1

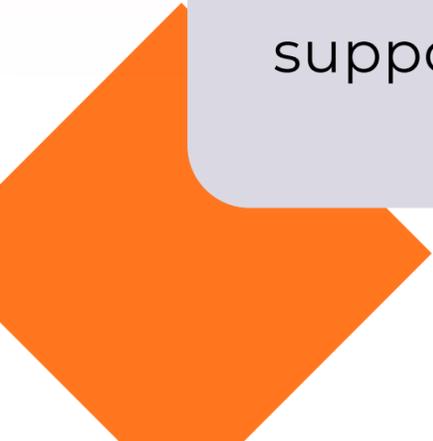
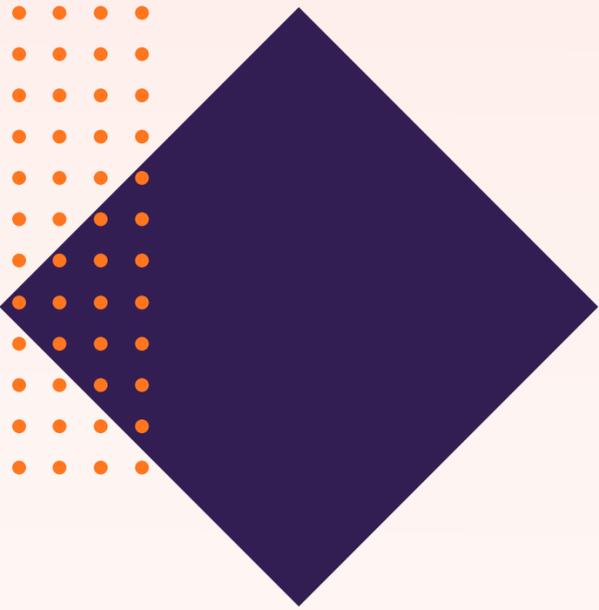
Actively recruit, retain, and support diverse students

2

Tangible demonstration that the worth and value of these students is understood

3

Foster a sense of belonging



WHY DIVERSITY IN HEALTH CARE IS SO IMPORTANT



1 IN 5

- Black adults surveyed in The Undefeated Survey on Race and Health say they have personally experienced race-based discrimination in healthcare in the past year.

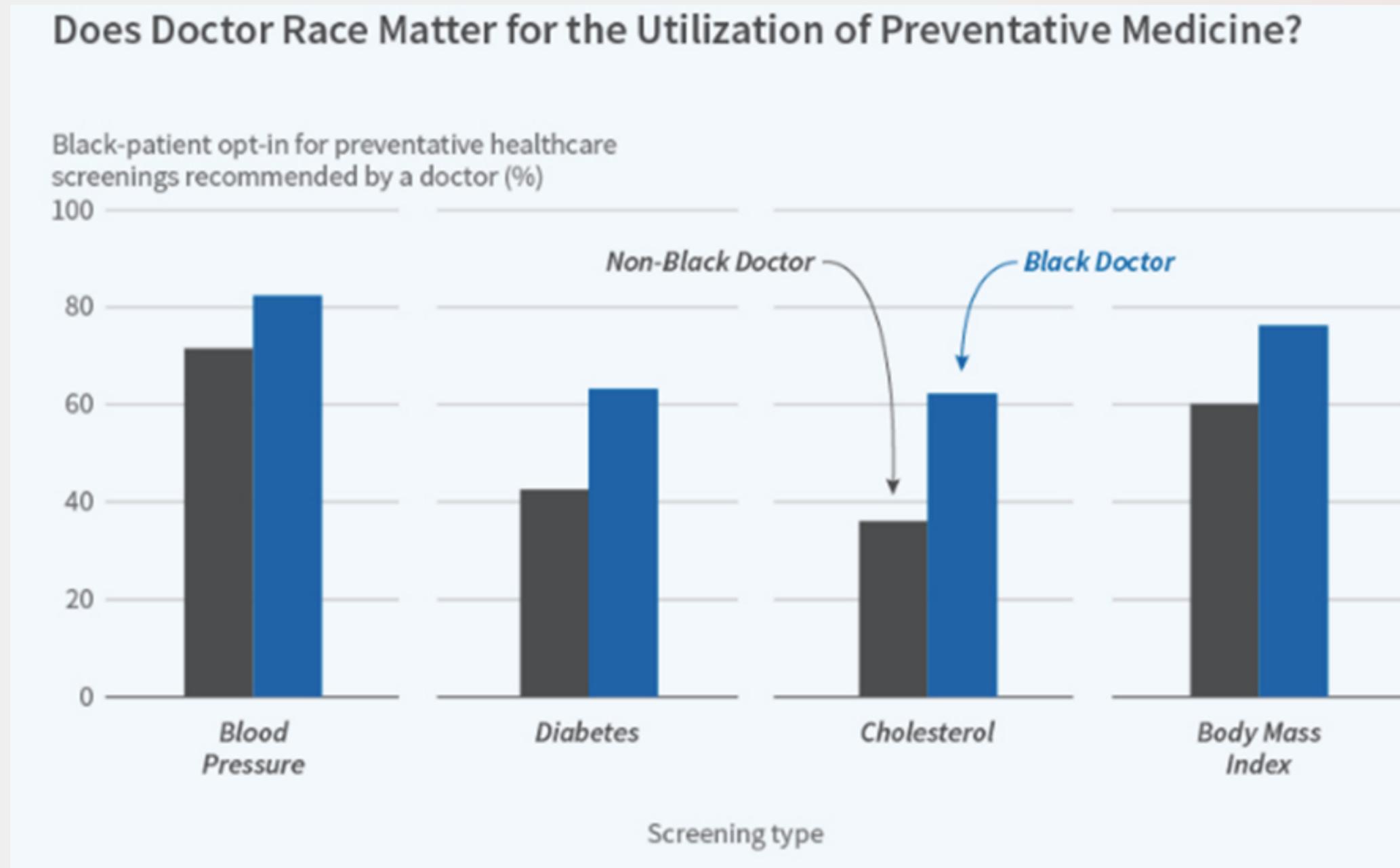
37%

- Black women who have a child under the age of 18, 37% say they have been treated unfairly based on their race while getting health care for themselves or a family member.



BETTER PATIENT OUTCOMES

A 2018 National Bureau of Economic Research study that showed when Black patients and physicians were paired together, Black patients had better health outcomes.



NATIONAL MEDICAL FELLOWSHIPS IS THE SOLUTION

NMF is vigorously investing in the development of health care leaders who will be laser-focused on eliminating unnecessary and preventable health disparities.

Equity-minded health professionals from the very communities that endure the highest levels of health inequity are urgently needed to address the well-earned historical and present-day causes of mistrust in the health care system.

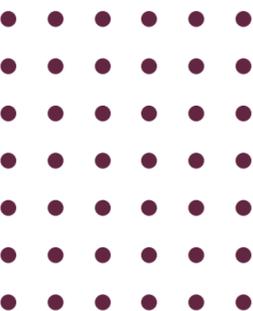
The mission of National Medical Fellowship is to provide scholarships and support for students underrepresented in medicine and the health professions.

Founded in 1946, NMF is one of America's first diversity organizations.

Today, as the only national organization solely dedicated to providing scholarships to medical and health professions students in all groups underrepresented in health care, NMF is reducing health care disparities by creating new generations of clinicians and health care leaders who are dedicated to realizing health equity.



LEARN MORE: [NMFONLINE.ORG](https://nmfonline.org)



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