

UCLA

Health

**David Geffen
School of Medicine**

UCLA Health
Department of Medicine

OFFICE OF
**EQUITY, DIVERSITY,
AND INCLUSION**

DGSOM Chairs Symposium
E. Dale Abel, Chair, DOM
April 13, 2023


For over 60 years, the Department of Medicine at UCLA has engaged in world-class medical research, teaching, and patient care.

- 1527 faculty
- 238 residents and 200 fellows
- 3100 staff
- In 18 subspecialties including
 - Cardiology
 - Clinical Immunology and Allergy
 - Clinical Nutrition
 - Dermatology
 - Digestive Diseases/Gastroenterology
 - Endocrinology

- General Internal Medicine
- Geriatric Medicine
- Hematology Oncology
- Infectious Disease
- Medicine-Pediatrics
- Nano Medicine


- Nephrology
- Pulmonology/Pulmonary
- Rheumatology
- VA Greater Los Angeles
- Care Center
- Center for East West Medicine

Medicine News




Ramin Salehi-Rad, MD, PhD Awarded Career Development Award from VA

[Learn More →](#)



Tannaz Moin, MD and O. Kenrik Duru, MD Awarded \$2.85M CDC Funding to Evaluate Effectiveness of Diabetes Prevention Program

[Learn More →](#)

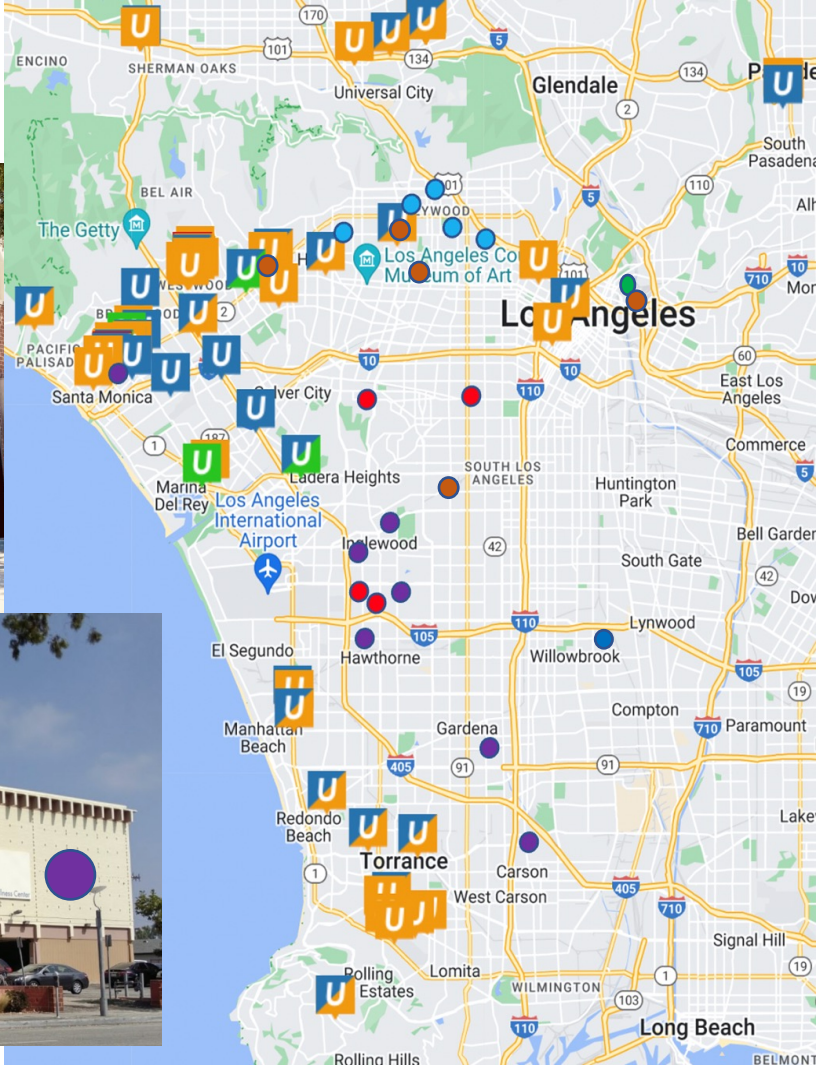


Request for Applications — UCLA-CDU CFAR and UCLA AIDS Institute — HIV Research Pilot Projects

[Learn More →](#)

Filling the gaps in clinical care for our under-resourced communities and providing opportunities to serve for our faculty and trainees

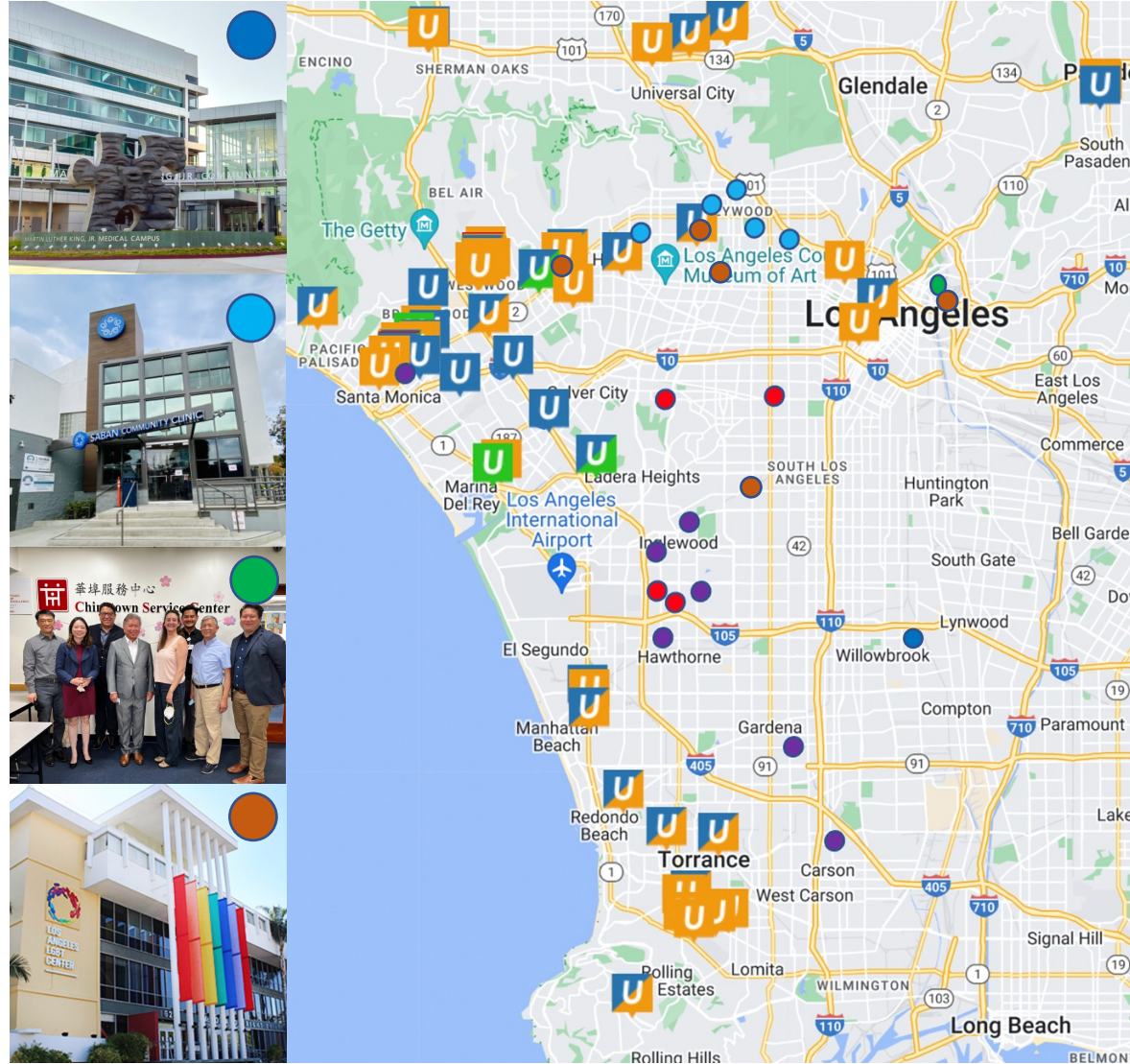
- To Help Everyone Health & Wellness Center (T.H.E.)
Existing: provide 2 HIV faculty 1 day a week
 - *In Process:* 1 Endocrinologist and 1 Cardiologist two days/month and 2 Internal Medicine faculty one day/week
- Venice Family Clinic
Existing: many part-time volunteer Internal Medicine faculty, 1 paid Fulltime Internal Medicine faculty (working on 2nd Fulltime)
 - *In Process:* provide part time Cardiologist and Dermatologist, *expansion of Internal Medicine faculty & several specialty faculty at current and new sites*



DOM keeps all faculty whole who do outreach

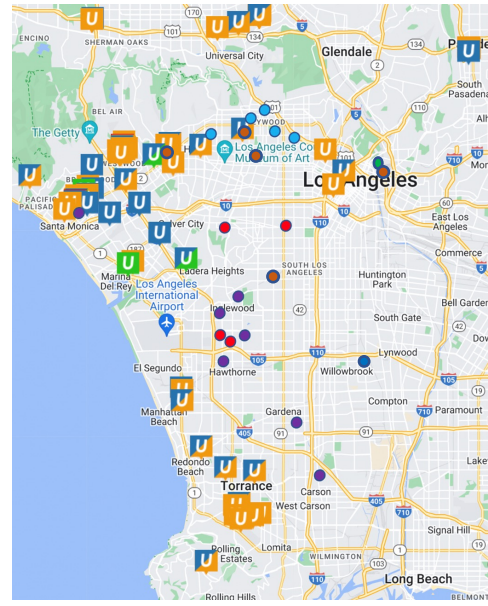
Filling the gaps in clinical care for our under-resourced communities and providing opportunities to serve for our faculty and trainees

- Martin Luther King Jr Community Healthcare
 - Existing: provide Hospitalists (they also lead IM residency training) & one Cardiologist 1-2 day/month
 - In Process: TBD (meet next week)
- Saban Community Clinic – Primary care
 - In Process: 1-2 Internal Medicine faculty 1 day/week
- Chinatown Service Center
 - Existing: East-West Medicine faculty care
 - In Process: TBD
- Los Angeles LGBT Center
 - In Process: DOM faculty to support Residency/ Medical Student training and clinical care



Filling the gaps in clinical care for our under-resourced communities and providing opportunities to serve for our faculty and trainees

- Health Care LA, IPA (Independent Physicians Association)
 - Working in collaboration with UCLA Health around Medicaid contracts
 - Promoting coordination of primary care contracts with specialty care to provide continuity of care for patients



Who We Are

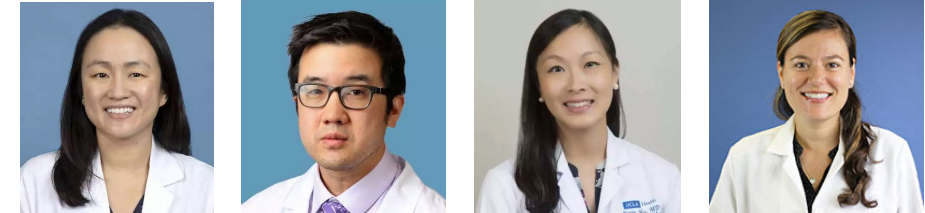
Since 1991, Health Care LA, IPA (HCLA IPA) has been a not-for-profit network of Federally Qualified Health Centers (FQHCs) and Community Health Centers (CHCs) serving the underserved patient community in Los Angeles County. Together with our network of health centers and medical professionals we form a safety net delivery system, providing quality care and health promotion and illness prevention services to those who need them most.

What We Do

HCLA IPA offers expertise and resources to our network of health centers, supporting them as they deliver quality care and service to their patients. Our management company, MedPoint Management, also provides administrative services like utilization management, care management, customer service and claims processing to help members and providers to more easily navigate managed care.

Development of mentorship and mentor training program for clinical and research faculty

- **Strategies include:** Several DOM faculty completed the Train the Trainer Workshop – Based on NIH National Research Mentoring Network Faculty Mentor Training *including culturally sensitive mentor training*, conducted during Summer 2021
- **Workgroup leaders include:**
 - Grace Chen, MD, Associate Clinical Professor of Medicine, Clinical Chief of Division of Geriatrics
 - Eric Yang, MD, Associate Clinical Professor of Medicine, Cardiology
 - Katie Hu, MD, Assistant Clinical Professor of Medicine, Fellowship Program Director, Center for East West Medicine
 - Tanaz Moin, MD, MBA, MSHS, Associate Professor of Medicine, Endocrinology, Diabetes & Metabolism and GIM & HSR



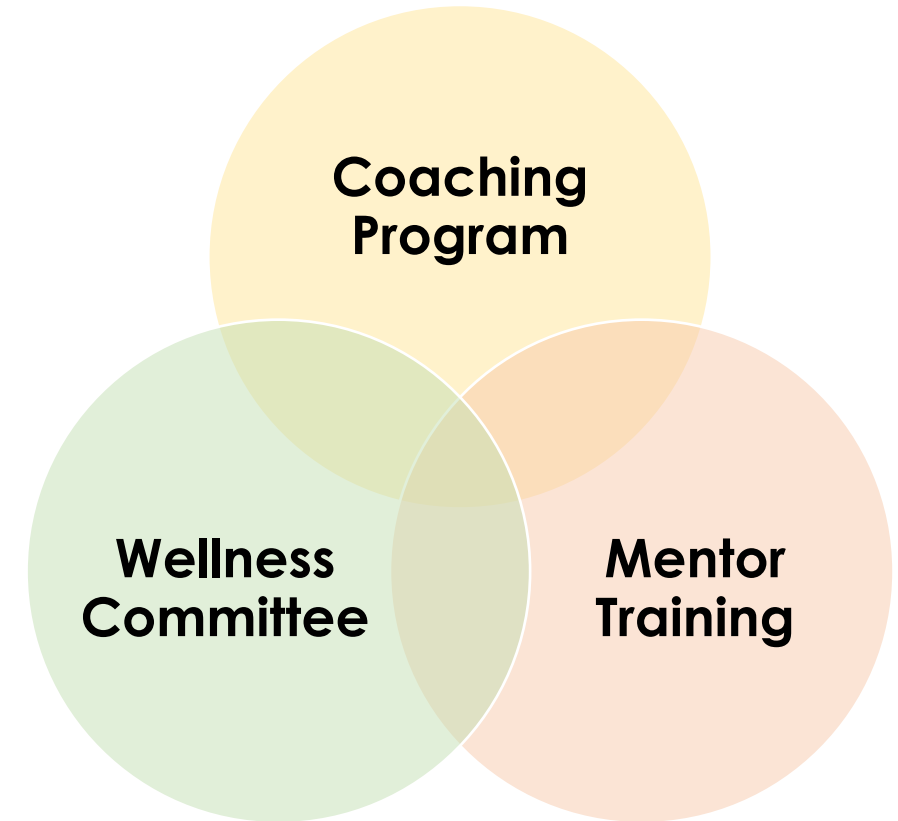
Advancing Faculty Mentoring Practices Workshop

University of California, Los Angeles

On behalf of the [Graduate Programs in Bioscience](#) at UCLA and the [National Research Mentoring Network \(NRMN\)](#) it is our pleasure to invite you to participate in a mentor development workshop to support your efforts in building diverse future scientists.

Development of mentorship and mentor training program for clinical and research faculty

- We continue to work to integrate and synchronize this EDI-based program with existing DOM mentor training and coaching programs
- This includes adaptation of existing evidence-based mentor training program materials and assessment tools to tailor to different faculty needs



People: Increase the number of residents and fellows from groups underrepresented in medicine (UIM)

Current data shows low % UIM groups in DOM compared to local/national prevalence data, but similar to national academic data

(2017-19 DOM UIM faculty ~7% vs 2018 AAMC academic institution UIM faculty ~8%)

2022 Residency Program Match

- 73 students matched into our five programs
- 18 states and 28 medical schools are represented
- 47 incoming residents are women, and eight identify as underrepresented in medicine
- These statistics represent much to celebrate, but also represent some challenges for future recruitment
- 13% of our categorical and 16% of our primary care residents are UIM (~14% of medical students report belonging to UIM groups & ~9% report multi-racial)

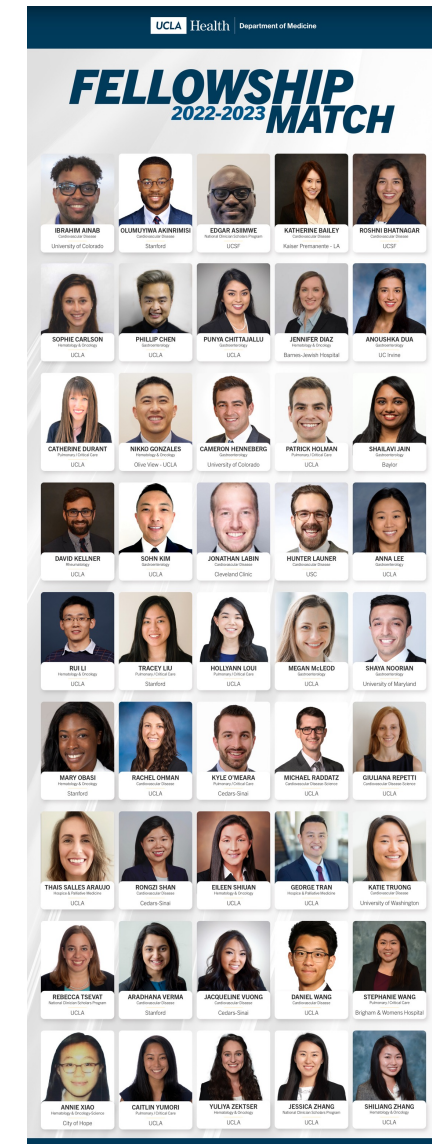


Guevara JP, Wade R, Aysola J. Racial and Ethnic Diversity at Medical Schools - Why Aren't We There Yet? N Engl J Med. 2021 Nov 4;385(19):1732-1734.

People: Increase the number of residents and fellows from groups underrepresented in medicine (UIM)

The Way Forward – Active strategies to increase diversity in DOM include:

- UIM focused resident/fellow recruitment slide presentations
- Holistic interview questions and application review
- DOM EDI led UIM Open House Event in Sept/October to meet UIM faculty and current residents/fellows
- Track participation of:
 - Fellowship Program Director participation in meeting with DOM EDI at the start of the application season
 - Aim for 100% applicant & 80-90% current fellow participation at DOM EDI Open House Fellow Events
 - Assess UIM match data per division as compared to AAMC national data and share with Program Directors
- **Just launched DOM First Gen Program** – Building our DOM community of *First-Generation college graduates* who are medicine faculty; initial survey to identify interests in activities and connections



Stay tuned for Fellowship Match upcoming Fall 2023

On the web:

- <https://edi.med.ucla.edu>

On Instagram and Twitter:

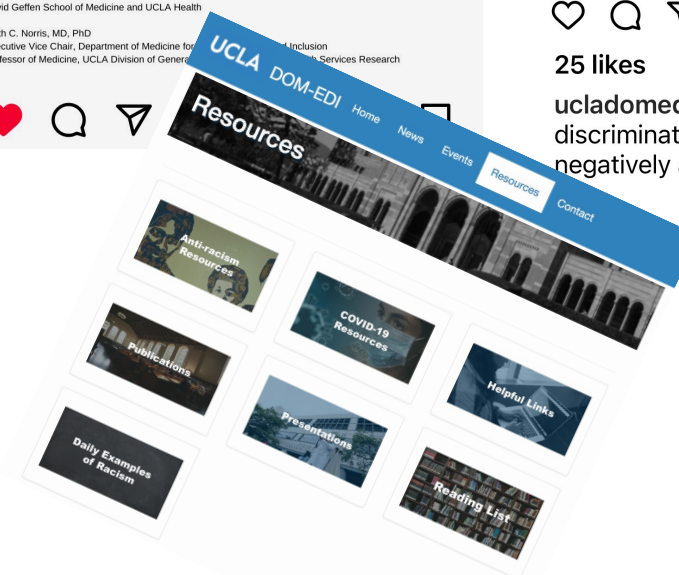
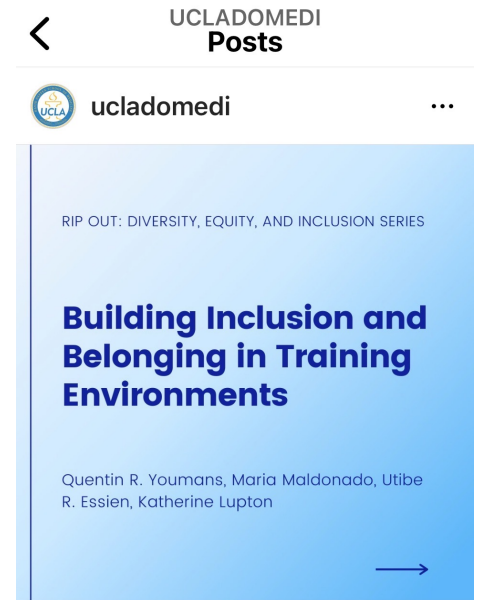
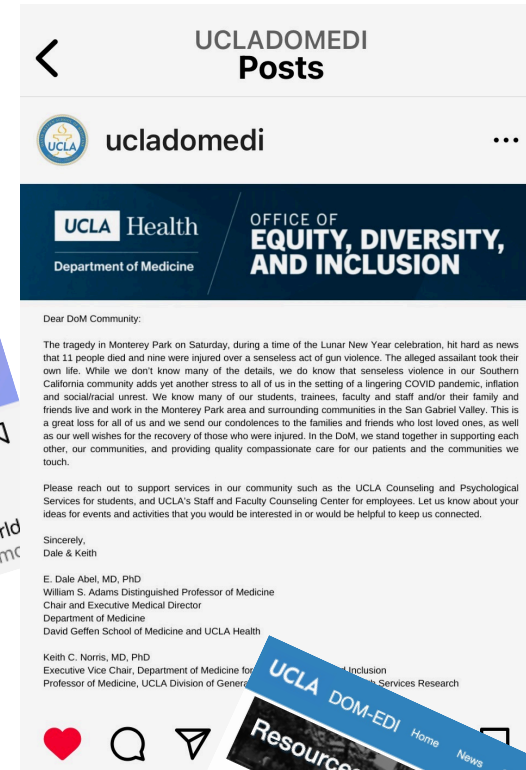
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