U of M Medical School DEI Collaborations with URM Communities

- Miguel E. Fiol MD
- Department of Neurology
- Chairman neuro DEI committee,
- Coordinator FALM
Members of FALM  Thank YOU

- Volunteers and Organizations associated with FALM
  - Asamblea Derechos Civiles
  - HACER
  - PRIM
  - Coalition of Boricuas in Minnesota
  - St Paul Foundation Fondo Boricua
  - Fairview Vaccination Program
  - Latino Medical student association
  - Fairview Pharmacy Services
  - Los Chacales Musical group
  - Conversaciones de Salud
  - CHUCC
  - Office of Immigration Affairs
    - Minneapolis
    - St Paul
Outline of presentation

- Review current collaborations of U Med School with URM communities in our 3 mission areas
- Review the history of FALM involvement in community work
  - Health needs of URM communities and access to care
  - The intersectionality between immigration status and access to health care
- Propose a new model or structure to meet challenges
  - Creation of a Community Coordinator
  - Creation of Ad Hoc Community-U Med School DEI committee
  - Pilot a Multidisciplinary model of ML clinics in conjunction with Law School Health Law
Current community Partnerships

- The mission statement of ODEI--Collaboration with community partners and health system leadership to promote and advance innovative ideas, programs, and initiatives making diversity, equity, and inclusion a foundation of institutional excellence.

  Community clinics
  - CUHCC
  - Free pop Up Medico-Legal clinics by FALM and other community partnerships
  - Mobile Health Unit Dr. Jonathan Kirsch

  Migrant Health Issues and the U—Mobile Unit role
  - Dept of Family Medicine has a community engagement unit
  - Fairview has a community engagement group (CCHE) run by Dr. Diane Tran
  - Fairview Vaccination Program
Education Partnerships

Education
- UGME and GME experiences in community clinics (Philipps, CUHCC)
  - GME Advisory Group
- Native Americans issues and CUHCC/Smiley’s role events - Opioid crisis Narcan campaign
- Latino Medical Student Association clinic participation
- White Coats for Black Lives (National Program)
- Stethoscopes for Black Lives (HCMC)
Potential collaborations by Dr David Hamlar*

- North Point Health and Wellness Center or Open Cities
  - To expose med students to AA communities of North mpls
- Support and participate in The LADDER: [https://theladdermn.org/](https://theladdermn.org/)
- Minnesota Academy of Science: [https://www.mnmas.org/minnesota-stem-diversity-resources](https://www.mnmas.org/minnesota-stem-diversity-resources)
- CORE: [https://core.umn.edu/community-outreach](https://core.umn.edu/community-outreach)
- StarBase: [https://www.starbasemn.org/](https://www.starbasemn.org/)

*DEI Council Task force on community*
Research collaborations

• PHDR Program Health Disparity Research Dr Michelle Allen
• HACER Hispanic Advocacy and Community Engagement Through Research Rodolfo Gutierrez
• Hmong Community Outreach and Research Dr Hussein Neurology
• Mobile Unit (Dr. Jonathan Kirsch) and Research HIHOPE program
• CTSI unit
  • CEARCH Community Engagement to Advance Research and Community Health
    • University researchers looking for community collaborators, such as physicians, clinics, nonprofits, and other community entities
  • Community engagement insights on your research topic area.
• Community clinics (Phillips Neighborhood, CUHCC, etc.)
Research Initiatives

- Historical Health disparities in different medical disorders
- Immigration status as a social determinant of health—focusing on advances in health equity
  - Impact of successful Minn Care 2025 expansion to include undocumented immigrants
U Non-Medical Current Initiatives and Programs and Opportunities

There are a number of spaces/places/units/centers that work with our communities in multiple issues:

- Robert J. Jones Urban Research & Outreach-Engagement Center (UROC)
  - Links the University of Minnesota in public partnership with urban communities to **advance learning**, improve quality of life and discover breakthrough solutions to critical urban issues.

- Center for Community-Engaged Learning (CCEL)
  - The Center for Community-Engaged Learning (CCEL) serves all students, faculty, staff, and community members at the University of Minnesota, Twin Cities. Through partnerships with **local non profit organizations**, we focus on immersing **students** in the community through volunteering, community-engaged classes, and other unique experiential opportunities.
Other University of Minnesota Medical School DEI community interactions

- SNMA Pre-Med Forum
- Science Fusion
- SNMA Health Fair
- Physician Networking Event
- High School Mentoring Program dept of Neuroscience
- White Coats for Black Lives
- PRIDE in Healthcare
New Citizens and health Care Access

Issues
- Clinics of FALM over last few years have addressed the intersectionality between immigration status and access to health care. The partnership between MN care will be extended to undocumented in 2025
  - 47% of undocumented Minnesotans lack health insurance.
- Multisector collaboration to ensure that newcomers to the Twin Cities have access to healthcare services
- Minn has already received approximately 5,800 newcomers from April 2022–April 2023
Medico Legal services collaboration Initiative

- Propose joint Medico Legal service with immigration Lawyers of community to offer dual service CC
  - Use FALM successful model of ML community clinics
    Health Law Policy interaction with Mitchell Hamline School of Law, Ana Pottratz Acosta - Health Law Clinic

  Everyone who applies for permanent resident status (i.e. a green card) is required to complete an immigration physical—assistance with this issue-civil surgeon role.

- Collaboration with other University areas
  - Expand “U Medical and Law School Coalition symposium” of 2022 to bring together many services for New citizens arriving
Community clinic on Covid times
Covid FALM clinic Med Students collaboration
Legal services as part of FALM clinic
La Triste Frontera: The Sad Border and The American Dream
June 3, 2022 | 9am-3pm
Room 25, Mondale Hall
Register: z.umn.edu/7qnn

Co-sponsored by The James H. Binger Center for New Americans
Frente Acción Latinx de Minnesota • City of St. Paul Immigrant and Refugee Program
Minneapolis Office of Immigrant and Refugee Affairs
Experience and review of Challenges of Community clinics x 3 years

- Pop up community ML clinics are entry to a health system for New citizens that is difficult to navigate
  - No continuity of care is possible unless referrals done CUHCC others
  - No medical records
  - No medications were given except basic ones
  - Undocumented people do not attend for fear of retaliation
  - Safe places, such as churches, community centers
    - Identify the leaders as community participants who are trusted.
  - Alliance with community groups is of the essence, sharing resources
    - Offer other services and food
  - Vaccinations are very important attractions. Fairview health services and MDH
  - Immigration Lawyers collaboration/OIRA, Mitchell Hamline
Community clinics challenges

- Mental health evaluation/treatment not possible due to lack of follow up system

- Opens up issues that limited community resources other than CLUES need to be urgently addressed.

- CD is a huge community problem and especially **Opioids (Fentanyl)** crisis in AA and Latino with statistics showing:
  - 40 % incarcerated for fentanyl/drug dealing are AA, 38 % Latino similar figures **for mortality** due to Fentanyl overdose.
  Converseaciones de Salud and other community organizations are actively dealing
Research challenges

- Generally, DEI barriers: lack of trust, access, staff diversity for research are significant and this area needs structure and mutual trust, cultural sensitivity and many meetings.

- Distrust of URM due to historical trauma is a challenge.
  - Seen Covid vaccine hesitancy - was highest in AA, Latino and NA community.
  - Participation is dismal in research protocols and language issues, lack of research staff of their background, historical trauma.

- IRB work in progress Dr. Linnea Anderson to look at DEI-friendly protocols and resources in the framework of FDA current regulations.
Education Challenges for collaboration

- Culturally sensitive and responsive health education
  - Training in microaggressions, implicit bias and other areas of DEI
- More Medical student clinic participation in URM areas in the curriculum
- LMSA’s role and other affinity groups
- Supervision and participation of Med students and Residents need to be regulated and assigned as part of the education
Community coordinator

- Coordinate following needs in areas by leader or liaison or Community Coordinator

**Clinical**

- Programs development with a supportive role for departments initiatives already
  - Add Mental health and fentanyl crisis, group
  - Develop International and global health connection
  - Migrants workers organization in Ad hoc with mobile Unit and Health Law

**Education**

- Facilitate Med student educational issues, credits, legal responsibility, and program development for GME, meet with educators of Med school to coordinate

**Research**

- Work with IRB to develop DEI sensitive protocols to incorporate URM in research and beat the scientific gap of data in minorities
- Work with CTSI to promote DEI research initiatives and PHDR
- Community speakers bureau on historical trauma and restorative justice
- Historical trauma groups
- Support “Ready, set, go Program” of ODEI
Community Collaboration group

- Committee that would include
  - Community representatives of large organizations and
    - Ethnic groups representatives
    - Med student and GME representative—Native Americans
    - Migrant health and service workers’ issues
      Health Law representatives
  - Engagement of another part of the Univ. structure to offer advice on matters that intersect with DEI e.g. law School Health Policy development
  - Foster educational activities to educate community groups on DEI issues and listen to communities’ needs to structure action-based partnerships