

# U of M Medical School DEI Collaborations with URM Communities

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UNIVERSITY OF MINNESOTA

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Crookston Duluth Morris Rochester Twin Cities

# 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/>

Minnesota Academy of Science:

<https://www.mnmas.org/minnesota-stem-diversity-resources>

CORE: <https://core.umn.edu/community-outreach>

StarBase: <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.



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# 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 betwe.... **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





# Law School and FALM symposium

*Symposium*

## **La Triste Frontera: The Sad Border and The American Dream**

**June 3, 2022 | 9am-3pm**

**Room 25, Mondale Hall**

**Register: [z.umn.edu/7qnn](https://z.umn.edu/7qnn)**

**CO-SPONSORED BY THE JAMES H. BINGER CENTER FOR NEW AMERICANS  
FRENTE ACCION 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. **Conversaciones 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