

Minority health professional associations have a proven track record of increasing the diversity in health workforce by creating and maintaining programs. These programs have resulted in increased numbers of medical students from the underrepresented communities. Below is a list of program examples.

National Hispanic Medical Association (NHMA)

NHMA Mentorship Program. Funded by GE, NHMA identified 50 medical students and 50 physicians and brought the students to the NHMA Annual Conference in Washington, D.C. for two years. The students were interested in primary care and this program increased their interest and understanding about the careers of other physicians.

NHMA College Health Scholars Program. Started in 2017 and funded by HHS Office of Minority Health (OMH) for five years, NHMA has developed a cohort of 200 pre-health college students per year who attended pre-health conferences hosted by NHMA in California, Texas, and Washington, D.C. College students who are in the intervention group have been given the following resources while in the program: (1) personal mentor, who is a current health professional or a current health professional student, who stays with the college student until college graduation; (2) webinars that discuss Social Determinants of Health, National CLAS Standards, and Hispanic health; (3) access to online communities, and (4) materials on the NHMA College Health Scholars Program website. Students who are in the control group are given information on materials on the NHMA College Health Scholars Program website and the pre-health conferences. After the first cohort, the intervention group has better grades in math and science.

NHMA Resident Leadership Program. The NHMA Resident Leadership Program's purpose was to develop leadership potential among members of NHMA to increase the number of skilled Hispanic physicians who may be eligible for entry to the pool of applicants for policymaking and executive positions. The program allowed the residents to enhance their leadership capability, increased their understanding of current key national/state health policy issues, increased their awareness of Department of Health and Human Services training opportunities, expanded their networks, and prepared to lead organizational change processes leading to improved quality health care in Hispanic communities across the country.

NHMA Medical School Liaison Program. NHMA physicians are assigned to medical schools to meet with students about Latino physician careers in their communities near the schools. NHMA is closely working with current physicians and the Latino Medical Student Association for this program. Liaisons serve on a three-year term to ensure continuity.

National Medical Association (NMA)

National Minority Mentor Network. This program was funded for 10 years from 1999-2009. African American Medical Students were paired with NMA members to enhance their medical education, provide advice on specialty selection and residency program application/process, and give overall support during their transition to postgraduate training.

National Council of Asian Pacific Islander Physicians (NCAPIP)

Student Community Engagement Program (SCEP). From 2011-2013 NCAPIP instituted the SCEP. It brought together over 20 students, including Vietnamese, Cambodian, Filipino, and Native Hawaiian underrepresented sub-ethnicities and paired them with a physician mentor (from a pool of 18) based on geography, specialty, and practice/professional setting. This mentor matching provided students in-person and online mentoring, shadowing opportunities, internships, and career advice. It laid the groundwork for future initiatives including online mentoring and group mentoring.

Research Leadership Training Program. This program was administered from 2012-2016 by Suhaila Khan in conjunction with UC Berkley. It targeted undergraduate students majoring in public health, biology, social welfare, sociology, psychology, anthropology, Asian American studies, and/or interested in pursuing a career in a health field. Student trainees also participated in NCAPIP events where they met physician leaders from around the nation, and experience how real-time research to policy advocacy takes place. The program contributed to the pipeline with diverse cohorts of API students. They developed and wrote research proposals, wrote a final report after the 10 week training, and many were encouraged to continue honing their skills through other projects such as posters, factsheets, and abstracts.

Association of American Indian Physicians (AAIP)

AAIP Advances in Indian Health Care Program. This program is funded through a grant from the Office of Minority Health. Through this program, AAIP addresses health disparities by improving health care workforce development and cultural and linguistic competency in American Indian/Alaska Native healthcare and will increase the diversity of the health professions workforce through recruitment and training for American Indian/Alaska Native students.

National Native American youth Initiative (NNAYI). This program provides an intense summer program for American Indian and Alaska Native high schools students. This weeklong event is designed to prepare and motivate students to pursue a career in health care or biomedical research. The curriculum prepares high school students for admission to college and professional schools.

Pre-Admission Workshops (PAW). The Pre-Admission Workshops (PAW) is an event held to bring together AAIP member physicians, AI/AN college students, public health professionals, university admissions professionals and other interested individuals with the goal of providing students with the information and skills necessary to succeed in the medical and health-profession school admission process. This 2-day event is aimed at addressing common challenges encountered by students in the health professional application process. The curriculum focuses on skills necessary for successful application and admittance to health professional schools.