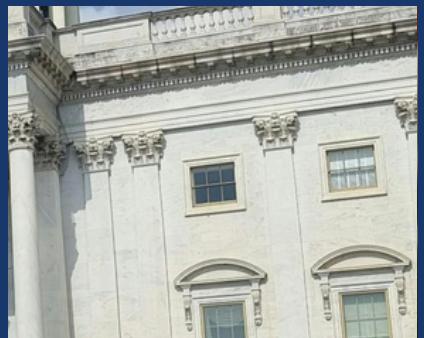
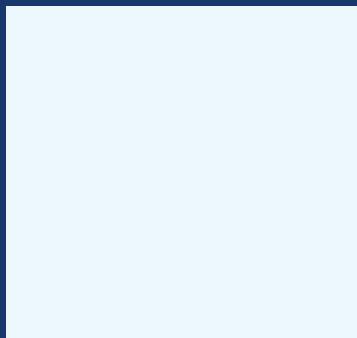




National Hispanic Medical Association

# Strategic Plan

2026-2030



The National Hispanic Medical Association (NHMA) stands at a defining threshold. As the health challenges facing our communities intensify, from systemic racism in health care delivery and the worsening climate-health nexus, to the worsening physician workforce shortage and the ongoing underrepresentation of Latinos in medicine, this Strategic Plan (2026–2030) is a call to action.

Guided by values rooted in equity, cultural fluency, intergenerational care and sustainability, this plan affirms NHMA's role as both a national leader and a catalyst for transformation in medicine. It envisions a future where Hispanic and Latino communities are not an afterthought, but central to reimagining health systems that heal with dignity, innovate with purpose and advance justice.

## Innovation with Integrity

To remain relevant and responsive, NHMA must lead, not follow, in defining and deploying innovation. This includes leveraging digital health tools, AI-enabled diagnostics and health technologies that close, rather than widen, access gaps.

NHMA will advocate for the ethical and culturally competent implementation of artificial intelligence, ensuring that language access, data and algorithmic transparency reflect the lived realities of Latino patients. Innovation must be grounded in community trust, cultural humility and clinical excellence, ensuring that new technologies do not replicate historical harm or deepen inequities.

In parallel, we will expand our research and thought leadership capacity to influence federal agencies, academic institutions and the private sector in designing and funding innovations that serve the health needs of Hispanic/Latino communities. This also includes creating educational resources for clinicians and the public to combat health misinformation, promote evidence-based care and empower Latino communities with accurate, accessible information.



## A Sustainable and Accessible Future

NHMA's sustainability requires more than funding. It demands diverse partnerships, inclusive leadership, a healthy organizational ecosystem that can adapt and endure and a vibrant, interconnected community of Latino physicians, trainees and leaders who thrive through shared purpose and collaboration.

Accessibility will remain a guiding principle, from rural and border communities to urban medical deserts, ensuring that NHMA's programs, education and advocacy efforts meet people where they are, linguistically, geographically and culturally. We will develop bilingual public health initiatives and design educational content tailored to Latino health, with a focus on the prevention and management of chronic diseases. Our policy, education and workforce strategies will continue to focus on reducing barriers and building systems that adapt to the needs of our communities.

Together, these initiatives form the backbone of a sustainable and accessible organization, one that thrives on collaboration, empowers its members and remains grounded in the communities it serves.

## Philanthropy as Fuel for Systems Change

To realize this vision, NHMA must expand its philanthropic strategy and fundraising infrastructure. This includes cultivating major gifts, institutional partnerships, legacy giving and unrestricted revenue streams.

Philanthropy is not just financial; it is a relationship-based investment in health justice and community empowerment. Our approach will blend traditional development tools with culturally rooted storytelling, uplifting the voices and experiences of Latino physicians and the communities they serve, to mobilize new donor communities and deepen alignment with mission-driven funders.

Through these efforts, NHMA will position philanthropy as a strategic engine for impact, driving the creation of new programs in education, mentorship and health equity.

Fundraising will be a driving force for expansion, sustainability, and innovation.



# Building Our Community, Empowering Our Future

NHMA's greatest strength lies in its people, a growing network of physicians, trainees and advocates united by a shared mission to advance Latino health. NHMA will intentionally cultivate this community as a foundation for connection, collaboration and collective growth, ensuring that every member thrives from our shared experiences and strengths.

We will expand networking and mentorship opportunities across all career stages, from students and residents to early-career physicians, faculty and seasoned attendings. Through regional and national gatherings, digital communities and structured mentorship programs, NHMA will create a dynamic ecosystem that enables Latino physicians to connect, collaborate and lead. This network will serve as a source of mutual support, cultural pride and professional advancement, fostering a sense of belonging and empowerment that transcends geography.

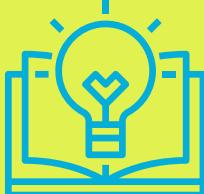
Educational excellence will remain a central focus of this effort. NHMA will design and deliver bilingual, evidence-based educational content that keeps our members informed of medical advances while combating health misinformation. Through webinars, conferences and digital platforms, we will produce culturally tailored resources focused on prevention and management of chronic diseases, mental health and wellness, empowering both clinicians and the public to make informed health decisions.

Finally, NHMA will continue to champion diversity and representation in the physician workforce by strengthening the pipeline for Latino physicians. This includes expanding support for international medical graduates (IMGs), new global partnerships and advocating for equitable access to medical education and career advancement, from pre-med to practice.

## Diversity and Representation



## Educational Excellence



## Community Building



## Looking Ahead

This Strategic Plan marks a shift from programmatic survival to systems-level influence. It centers NHMA's commitment to being a bridge-builder: between generations of Hispanic and Latino health professionals, across regional and cultural identities and between community needs and national policymaking. Through strategic investments in innovation, workforce development, advocacy and sustainability, NHMA is poised to lead with clarity, purpose and collective strength.

## Our Mission

The National Hispanic Medical Association (NHMA) leads the transformation of health care by centering Hispanic and Latino physicians and communities as architects of equity and innovation.

We amplify our collective voice to reshape policy, advance sustainable and just access to care and cultivate a thriving, inclusive health care workforce. NHMA fosters a vibrant, connected network that promotes mentorship, professional growth and leadership among Hispanic and Latino physicians, while strengthening diversity and collaboration across the entire medical field.



## Our Vision

Our vision is a just and innovative health care system shaped by Hispanic and Latino leadership, where equity is the standard, collaboration drives excellence, communities thrive and medicine reflects the voices, knowledge and brilliance of all the people it serves.

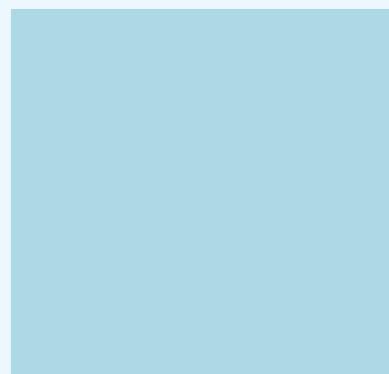
## Core Values

- **Equity and access:** We work to build equitable health systems that address the root causes of disease and remove financial, structural and cultural barriers to medical education and quality care
- **Generational Leadership:** Building pathways and mentorship for future Latino leaders across medicine, policy and research, advancing shared leadership across generations
- **Advocacy:** Influencing policy to dismantle inequities in care access, research and education while elevating Latino leadership and voice in shaping health systems
- **Community-Driven Knowledge:** Ensuring Latino voices shape research, clinical practice and innovation, transforming knowledge into equitable solutions
- **Integrity and Innovation:** We pursue innovation with integrity, grounded in ethics, cultural humility and the lived experiences of Latino communities to strengthen care and leadership.
- **Collaboration and Mentorship:** We grow together by fostering relationships, connections and shared learning among Latino physicians, trainees and allies. Through collaboration across generations and disciplines, we empower our community to lead, thrive and shape a more inclusive future in medicine.
- **Sustainability for Thriving Futures:** Building sustainable systems that nurture community well-being, environmental health and leadership continuity for future generations



# Priority Giving Areas

- Prevention of Chronic Diseases (Cardiovascular health, Diabetes, Cancer, Obesity, Vaccine-Preventable Diseases, HIV/AIDS, Liver disease, Depression/Anxiety)
- Research & Data Transparency (Data Disaggregation, Clinical Trial and Research Diversity)
- Policy Advocacy (Health Care Access, Medicaid and Immigration reform, Medical Education, Advancing Women's Health)
- Pathways for Latino Leadership (Mentoring, Scholarships, Fellowships)
- Community and Workforce Impact (Improve Insurance access, Immigration barriers for health care workers, enhance Health Literacy)



# HOW NHMA WILL DELIVER IMPACT (2026–2030): FROM VISION TO ACTION

Over the next five years, NHMA will focus its national leadership, partnerships and advocacy on a clear set of strategic priorities. These priorities reflect what we will do, who we will serve and how we will lead systems change for Hispanic and Latino health.

## 1. REDEFINING MEDICAL EDUCATION & WORKFORCE EQUITY

NHMA will build a strong, visible pipeline of Hispanic and Latino health professionals—supporting learners, trainees and physicians at every stage of their careers.

### Key Actions:

- Expand career-stage-specific professional development for students, residents, IMGs, early-career physicians and faculty
- Launch national pipeline and mentorship pathways connecting aspiring clinicians to NHMA early
- Deliver leadership training, fellowships and education that prepare Latino physicians for academic, administrative and policy leadership
- Advocate for greater Latino representation in medical education, faculty leadership and health care administration

### What Success Looks Like:

A more diverse, prepared and empowered Latino health workforce shaping medicine, research and policy nationwide.

## 2. ADVANCING RESEARCH & DATA

Latino communities and researchers must shape the evidence that drives health care decisions, funding and policy.

### Key Actions:

- Support Latino researchers through mentorship, partnerships and funding opportunities
- Expand NHMA's role as a national research convener through flagship research initiatives and awareness campaigns
- Advocate for federal data disaggregation and equitable research standards
- Grow the Journal of NHMA as a platform for community-informed, equity-centered research
- Partner with academic institutions and agencies to advance bilingual and community-based participatory research

### What Success Looks Like:

Research and data that accurately reflect Latino health realities and drive equitable solutions.

**Hispanic people make up 20% of the U.S. population but only 7% of the physician workforce.**

source: <https://www.kff.org/racial-equity-and-health-policy/physician-workforce-diversity-by-race-and-ethnicity/>



# HOW NHMA WILL DELIVER IMPACT (2026–2030): FROM VISION TO ACTION

## 3. SHAPING THE FUTURE OF HEALTH EQUITY POLICY

NHMA will lead with clarity and authority as the national voice for Hispanic and Latino health policy.

### **Key Actions:**

- Advance policies that protect access to care, Medicaid, immigrant health and workforce development
- Equip physicians and trainees with policy and advocacy training to lead locally and nationally
- Convene policymakers, clinicians and partners through summits, briefings and coalitions
- Publish actionable policy tools, including the Hispanic Health Equity Index, to hold systems accountable

### **What Success Looks Like:**

Policies shaped by Latino physician leadership that measurably improve access, care and health outcomes.

## 4. BUILDING A THRIVING & CONNECTED NHMA COMMUNITY

NHMA's strength lies in its people. We will invest in connection, belonging and shared leadership.

### **Key Actions:**

- Expand chapters, mentorship networks and national convenings
- Elevate member voices through media, storytelling and public leadership opportunities
- Create exclusive, high-value member experiences across education, service and leadership
- Strengthen organizational sustainability through philanthropy, partnerships and inclusive governance

### **What Success Looks Like:**

A vibrant, engaged and nationally connected community of Latino physicians leading change together.





National Hispanic Medical Association

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