

Disrupting Racism in Medicine to *Achieve* Lasting Health Equity

Equity-minded health professionals from the very communities that endure the highest levels of health inequity in this nation are needed more than ever to address mistrust in health care.

For over 75 years, National Medical Fellowships (NMF) has been providing scholarships to Black, Indigenous, People of Color (BIPOC) medical students. In recent years, it has extended its support to scholars seeking to serve in other critical roles in the health care workforce.

As NMF works to expand access to education in the health care professions, it is elevating its efforts to strengthen partnerships and increase a sense of belonging for BIPOC students by enhancing financial, communal, and emotional support. NMF also offers resources for health care practitioners and works to prepare more BIPOC researchers to lead clinical research—an emerging focus to ensure that diverse participants are recruited and clinical research findings benefit all populations.



To learn more about NMF's strategy to achieve lasting health equity, please visit: nmfonline.org/strategy.

NMF is dismantling the systemic racism that drives health disparities. By doubling down on its historic mission to provide scholarships to students underrepresented in medicine, NMF has committed itself to advancing an agenda for lasting change. This plan is founded on seven pillars.



PILLAR ONE

Build an Endowment for a Sustainable Future

Through an enhanced fundraising program, NMF will build an endowment of \$25 million to function as a reliable source of income for its work in perpetuity and dramatically increase the size and number of scholarships offered annually.



PILLAR TWO

Advance Thought Leadership

NMF will embrace its 75-year legacy of advancing health equity and rise to its rightful position of influence by engaging in, contributing to, and leading the national conversation to end the systemic and structural racism that drives health inequity for communities of color.



PILLAR THREE

Engage in Impactful Policy Partnerships

To disrupt the proliferation of racial disparities in health care, NMF will develop an expansive coalition of partners to advance programs and policies in the private and public sectors, within organizations and industries, and at the local, state, and national levels.



PILLAR FOUR

Diversify Clinical Research

NMF will provide an onramp for physicians and students underrepresented in medicine to become clinical investigators and lead community-oriented research. Through programs that offer clinical research career pathways, professional development, and mentoring, NMF will diversify the investigators and participants in clinical research. Such change will ensure resulting therapeutics and disease prevention efforts have greater efficacy across all populations.



PILLAR FIVE

Launch a Robust Mentorship Network

NMF will build a formal mentorship program to make it easier for alumni and students to connect, receive support, and learn from each other. Mentorship and networking bolster career advancement and professional resiliency, which are especially important for those underrepresented in medicine.



PILLAR SIX

Expand Focus on Behavioral Health and Wellbeing

To address growing demand within BIPOC communities for behavioral health care access, NMF will work to enhance the pipeline of BIPOC behavioral health specialists. This will ensure that trauma-informed care—delivered by professionals who have the cultural sensitivity to guide patients through the journey of healing—is more readily available to communities subjected to ongoing racial trauma. NMF also will deliver racial trauma-informed supports to its scholars and alumni who endure the racism endemic to society and prevalent in medicine today.



PILLAR SEVEN

Develop a Strong and Comprehensive Student Pipeline

NMF will play a leading role in expanding the pipeline of students who seek health care as a career path, responding to the predicted physician shortage that will come in just a decade and the present-day crisis of underrepresented BIPOC individuals in medicine. NMF seeks to prevent a further shortfall—as underrepresentation most acutely impacts BIPOC communities who need access to culturally competent health care.