



Participation in a Mentorship Organization Contributes to Leadership Development Among URM

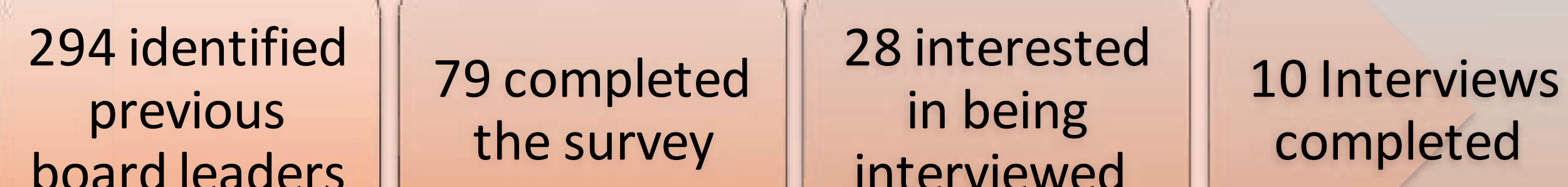


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I. INTRODUCTION

- MiMentor is a student-led non-profit org whose mission is to provide innovative and inclusive mentorship opportunities to inspire the next generation of diverse healthcare leaders.
- This project aims to identify factors that contribute to leadership identity formation among students that have participated in MiMentor leadership positions.
- Currently, there are less than 3.8% of physicians in faculty leadership positions in Academic Medicine that identify as Latino/Hispanic.
- Latinx are the largest single racial/ethnic group in California at 39% and are expected to constitute nearly half of Californians by 2060, there is an urgency to diversify our healthcare workforce to improve the health and future of our state.

II. METHODS



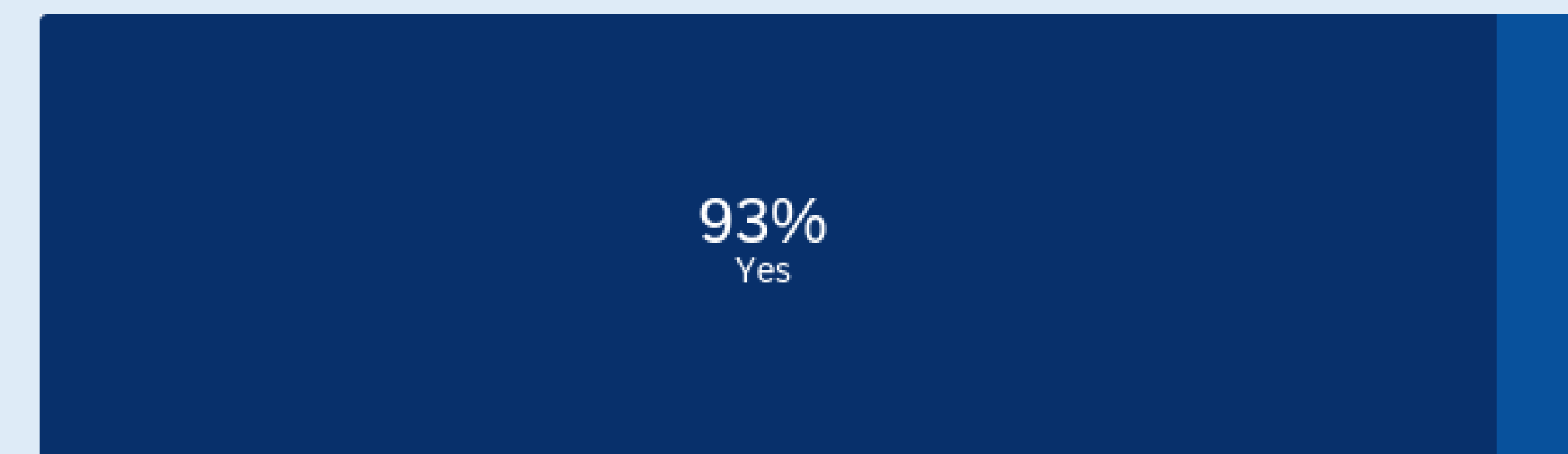
- Quantitative research- Gathering survey responses over 6 weeks to previous MiMentor leaders that participated in a leadership role dating back to 2012.
- Qualitative research- Conducted 10 individual interviews to explore how participation in MiMentor influenced their trajectory into a healthcare career and helped shape their identity as leaders.

III. RESULTS

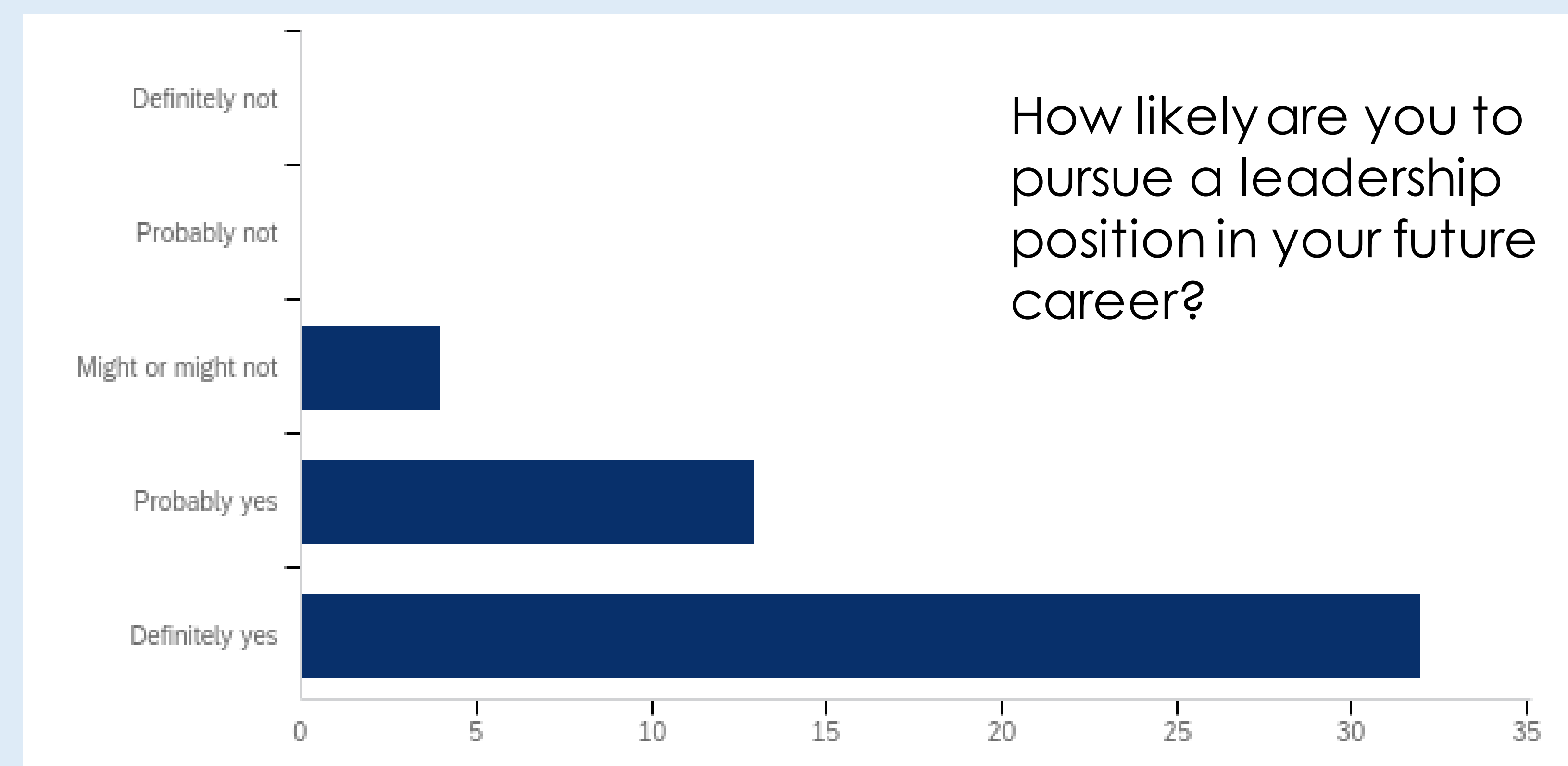
- 90% of respondents identified as Latino/Hispanic
- 29% attended community college
- 93% identify as first generation to pursue higher education
- 62% completed either a formal or informal post-bacc program



Did you matriculate into professional school (i.e PA, MD/DO, nursing, pharmacy)?



Do you hold any leadership positions at your school/residency program?



Experiences contributing to leadership identity

- Growing up low-income
- Family values
- Being 1st generation to pursue higher education
- Engagement in pipe-line programs
- Work and internships

Meaning of leadership

- Uplifting others to help them reach their potential
- "Leading from the back"
- Leadership as a supportive role
- Being open to feedback and personal growth

How to support URM leaders

- Access to mentors with similar cultural backgrounds
- Investing in and strengthening pathway programs
- Opportunities to grow as leaders through orgs like MiMentor

IV. RESULTS cont.

What organizations/networks have contributed to your development as a future physician leader?



"If I was in the middle of the ocean, MiMentor and these pre-health organizations provided a raft, a lifesaver"

V. PROGRESS

- Pending to complete 5 more interviews.
- Two authors will complete a thematic analysis for each recorded interview.
- There will be one final meeting to discuss and interpret participants' responses.

VI. REFERENCES

