Student & Employee Diversity
Pipelines and Partnerships
JABSOM Annual Report
AY 2019-2020

Winona Kaalouahi Lee, MD
AAMC Diversity Officer
May 28, 2021
JABSOM’s resolve to ensure access to quality medical education during the COVID-19 pandemic

- Despite the devastating health and economic impact of COVID-19, JABSOM continued to provide high quality medical education while expanding its leadership and clinical services throughout the state.

- In partnership with the Hawai‘i State Department of Health and Hawai‘i – Emergency Management Agency, JABSOM also provided critical services to support the state’s pandemic response and recovery efforts.

- JABSOM is committed to prioritizing opportunity, diversity, and equity as signs of excellence in all that we do.
Institutional Diversity Statement

The John A. Burns School of Medicine (JABSOM) embraces diversity and inclusion as part of our shared Hawaiian, Asian and Pacific values. These shared values are responsive to our unique location in the center of the Pacific. We uphold that an environment of inclusiveness, equal opportunity and respect for the similarities and differences in our communities advances our mission of education, research and innovation, community service and clinical healing. JABSOM is committed to preparing a culturally competent health and science workforce that meets the needs of Hawaii. We strive to reflect the demographics of Hawai‘i, including representation of Native Hawaiians and Pacific Islanders, individuals from rural areas of Hawaii, first generation college students and those from economically, socially, and educationally disadvantaged backgrounds. JABSOM is cultivating a transformative teaching and learning environment that promotes the recruitment and retention of students, faculty, and staff, who are representative of the diverse population of Hawaii.
JABSOM Diversity Matters MONTH
September 2020

**Diversity Matters 2020**
ADVOCATING FOR INDIVIDUALS WITH DISABILITIES
- Friday, September 4, 2020
  - 11:30 AM - 1:00 PM via ZOOM

Malia Perreira, MA

**Diversity Matters 2020**
INCREASING VISIBILITY AND INCLUSIVITY FOR SEXUAL & GENDER MINORITIES
- Friday, September 11, 2020
  - 11:30 AM - 1:00 PM via ZOOM

Charlene Bumanglag, PhD

**Diversity Matters 2020**
WOMEN IN MEDICINE
- Friday, September 25, 2020
  - 1:00 PM - 2:30 PM via ZOOM

Rupa Wong, MD

**Diversity Matters 2020**
GAME CHANGERS FOR DIVERSITY
- Friday, September 18, 2020
  - 11:00 AM - 1:30 PM via ZOOM

Kaliewipakaukasok "Dumi" Lipe, PhD

**Diversity Matters 2020**
GAME CHANGERS FOR DIVERSITY
- Friday, September 18, 2020
  - 11:00 AM - 1:30 PM via ZOOM

Camille Nelson, JD, LLM

**Diversity Matters 2020**
GAME CHANGERS FOR DIVERSITY
- Friday, September 18, 2020
  - 11:00 AM - 1:30 PM via ZOOM

Brena Thomas, MD, PhD
Objective 1 – Student Diversity

Institutional Diversity Policy Objective 1. The medical school supports initiatives including the ‘Imi Ho‘ola Post-Baccalaureate Program, the Native Hawaiian Center of Excellence (NHCNE), the Area Health Education Center (AHEC) program and the Health Careers Opportunity Program (HCOP). These programs are designed to promote medical student diversity in the dimensions of gender, ethnicity, geographic origin and economic background, with the goal of having an inclusive student body that reflects the diversity of Hawai‘i.

Activities & Outcomes to be monitored:

1. The medical school will maintain post-baccalaureate program and medical student admission policies and practices that are aligned with the institutional diversity policy.

2. The maintenance and/or growth of programs to recruit or retain a diverse medical student body, with annual tracking of the results of these programs in terms of contributing to the diversity of the medical student body.

3. Diversity of the medical student body along the abovementioned dimensions will be tracked and reviewed on an annual basis. Progress will be made towards the objective by providing feedback to those involved in the admissions process and assessing the availability of scholarships and other incentives for qualified student applicants meeting diversity needs.
1980 Applicants
1682 (85%) Non-Residents
298 (15%) Residents

304 Interviews
136 (45%) Non-Residents
168 (55%) Residents

77 Matriculants
9 ‘Imi Hoʻola
9 Non-Residents
59 Residents

• AMCAS
• Letters of Recommendation
• JABSOM Essays
• Admissions Committee

JABSOM 2019 Entering Class

Source: JABSOM Admissions Database AY 2019-2020
Matriculant Demographics
2019 Entering Class

Sex

- Female: 39 (51%)
- Male: 38 (49%)

Race/Ethnicity

- Japanese, Japanese/White, Japanese/Other: 23%
- NHOPI, NHOPI/Other: 17%
- Chinese, Chinese/Other: 16%
- Filipino, Filipino/White, Filipino/Other: 13%
- White: 10%
- Korean, Korean/White: 9%
- Other Asian: 7%
- Other: 1%
- Other Asian: 7%
- Other: 1%

Source: JABSOM OSA/Admissions
AY 2019-2020
Matriculant Origin

- 77 Matriculants
  - 68 Residents (88%)
    - 54 Honolulu County
    - 12 Neighbor Islands
      - 5 Hawai‘i County
      - 3 Kaua‘i County
      - 4 Maui County
    - 2 Pacific Islands
      - 1 Guam
      - 1 CNMI
  - 9 Non-Residents (12%)
    - 7 Continental US
    - 2 Canada

Source: JABSOM OSA/Admissions AY 2019-2020
JABSOM 1\textsuperscript{st} Generation College Students
2019 Entering Class

Source: JABSOM Diversity Survey 2018
ʻImi Hoʻōla Program

Class of 2018-2019

12 Enrollees

9 Completers

Source: IH Database AY2018-2019
ʻImi Hoʻōla: Student Demographics
Class of 2018 – 2019 (Matriculants to JABSOM in 2019)

Gender
- Male: 3 (33%)
- Female: 6 (67%)

Race/Ethnicity
- Hawaiian: 3 (34%)
- Chinese: 1 (11%)
- Vietnamese: 1 (11%)
- Chamorro: 1 (11%)
- Okinawan: 1 (11%)
- Filipino: 2 (22%)
ʻImi Hoʻōla: Student Geographic Origin
Class of 2018 – 2019 (Matriculants to JABSOM in 2019)

Source: IH Database AY2018-2019
ʻImi Hoʻōla: 1st Generation College Students
Class of 2018-2019 (Matriculants to JABSOM in 2019)

Source: IH Database AY2018-2019
Objective 2

Institutional Diversity Policy Objective 2. The medical school is committed to creating a diverse workplace within the school, whereby faculty, staff and administrative leadership reflect the ethnic diversity of Hawaiʻi and promotes gender equity.

Activities & Outcomes to be monitored:

1. The medical school will establish hiring policies and practices that are aligned with the institutional diversity policy.

2. Diversity of the faculty, staff and administrative leadership of the school along the abovementioned dimensions will be tracked and reviewed on an annual basis.

3. Progress will be made towards the objective by providing feedback to those involved in the selections process and assessing the strategies used to enhance the diversity of qualified applicants.
Women in Medicine (WIM) Speakers Forum 2020

- Dr. Rupa Wong and Dr. Elizabeth Tam served as keynote presenters for the Women in Medicine Speakers Forum which also served as the culminating session for Diversity Matters 2020.

- Since 2015, JABSOM has showcased the accomplishments of women physicians and has highlighted advocacy related to women's health issues. This year's theme was “Advancing Equity, Creating Change”.

- Dr. Wong and Dr. Tam serve as compassionate clinicians for their patients and academic leaders in their field. Most importantly, they are visible and engaging as supportive mentors for both students and residents.
JABSOM Employee Overview

- Faculty: 371 (67%)
- APT: 105 (19%)
- Grad Asst: 58 (10%)
- Executive: 5 (1%)
- Civil Service: 17 (3%)

N = 556

SOURCE: JABSOM HR AY 2019-2020
Intersex individuals are born with any of several variations in characteristics including chromosomes, gonads, genitals, or sex hormones due to combinations of chromosomal genotype other than XY-male and XX-female and according to the UN Office of the High Commissioner for Human Rights, "do not fit the typical definitions for male or female bodies."

SOURCE: JABSOM HR AY 2019-2020
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SOURCE: JABSOM HR AY 2019-2020
Staff
(n = 105)

Sex

- Male: 31 (30%)
- Female: 74 (70%)

Race/Ethnicity

- Japanese: 48 (46%)
- Chinese: 12 (11%)
- White: 15 (14%)
- NHPI: 8 (8%)
- Filipino: 12 (11%)
- Other Asian: 4 (4%)
- African American: 3 (3%)
- Mixed Race: 2 (2%)
- Hispanic/Latino: 1 (1%)

SOURCE: JABSOM HR AY 2019-2020
Summary

- JABSOM’s admissions and pipeline (pathway) programs remain significant contributors to JABSOM student diversity

- Strengths – NHOPSI students and matriculants from rural areas, particularly from neighboring islands are better represented than in previous years. JABSOM is a leader in the nation for its strong representation of women among students and faculty/staff

- Challenges – Need to continue to expand pathway programs for NHOPSI, first generation college students, and students from disadvantaged backgrounds in order to continue to produce physicians that are representative of the diverse populations of Hawai‘i
Mahalo

- Dr. Mālia Purdy, Dept of Native Hawaiian Health
- Dr. Ivy Nip Asano, JABSOM Director of Admissions
- Mr. Craig Morimoto, JABSOM Registrar/Admissions Officer, Office of Student Affairs
- Ms. Kathy Matsumoto, Director JABSOM Human Resources