



PRESS RELEASE – August 30, 2022

Latina/o/x/e, Hispanic or of Spanish Origin+ (LHS+)-Identified Medical Students Continue to Face Unique Experiences of Discrimination During the Residency Selection Process

Between July 19, 2022 - August 22, 2022, the Latino Medical Student Association (LMSA), the largest and oldest national organization for the advancement of LHS+ identified students in medicine, launched a national needs assessment to better document experiences of discrimination faced by LHS+ identified medical students when applying to residency programs, especially students matriculated at the four LCME-accredited medical schools in Puerto Rico. This first-ever needs assessment was in response to personal accounts and an email from the Association of American Medical Colleges (AAMC) reminding academic medicine community members that “...the four medical schools in Puerto Rico are fully accredited by the Liaison Committee on Medical Education (LCME). Residents of Puerto Rico are U.S. citizens who carry U.S. passports, and graduates from these medical schools are graduates of a U.S. medical school, not international graduates.” (AAMC Announcements and Information - May 9, 2022) LMSA leaders, in collaboration with the four medical schools in Puerto Rico, and Down Boatright, MD, MBA, MHS have been concerned that **considering** LHS+ identified matriculants of AOA- and LCME-accredited medical schools on the U.S. mainland and in Puerto Rico as “international”, “non-U.S. citizens” or “non-English speakers” is discriminatory and places an inequitable burden on these trainees as they apply for residency positions and strive to become physicians for our U.S. population, which is nearly 18.9% LHS+ identified (U.S. Census Bureau, QuickFacts, <https://www.census.gov/quickfacts/fact/table/US/PST045221>, accessed on August 29, 2022)

NEEDS ASSESSMENT FINDINGS FROM CURRENT LHS+ IDENTIFIED MEDICAL STUDENTS

When asked – “Did you **hear** from upper-class persons or medical school graduates that during the residency application process they...”

Type of discrimination	Puerto Rico Medical Students (%) n-113	Mainland Medical Students (%) n- 37	p-value [^]
Received offensive questions or comments regarding their own English proficiency? (Yes)	48.7%	48.6%	NS
Received notification of application denial because they were considered an international medical student? (Yes)	51.4%	35.3%	NS
Received offensive questions or comments because they were considered an international medical student? (Yes)	56.3%	29.4%	<0.01
Received offensive questions or comments based on the medical school they attended? (Yes)	61.3%	54.3%	NS
Were asked if they were a U.S. Citizen? (Yes)	64.6%	48.6%	NS
Were asked to show documentation or proof of U.S. Citizenship? (Yes)	43.1%	19.4%	<0.05

[^]Chi-square analyses were conducted to compare dependent variables across independent variables, p<0.05. NS represents ‘not significant’.

A high proportion of LHS+ identified medical students, irrespective of medical school location, have heard from upper-class persons that they experienced offensive questions/comments regarding their English proficiency, the medical school they attended, and citizenship status. The aforementioned forms of discrimination may contribute to increased stress, anxiety, or imposter syndrome among LHS+ identified medical student applicants to residency programs and cause discriminatory rejections when applying to residency programs.

LMSA ACTION

Register to participate in LMSA-sponsored upcoming webinars on Addressing Unique Experiences of Discrimination Faced by LHS+ Identified Individuals During the Residency Selection Process taking place *Wednesday, September 7, 2022 at 5 pm MST* and *Friday, September 9, 2022 at 10 am MST*. **Registration Link:** <https://form.jotform.com/222405227018042>. In addition, all learners, faculty, and staff can report episodes of discrimination, at any time, to the AAMC ERAS Investigations via erasinvestigations@aamc.org, your medical school leadership (e.g. Dean of Students Affairs, Dean for GME/DIO, Dean of Diversity) or to your University Office for Equal Opportunity. Residents or fellows can make formal complaints about their treatment in their program via complaints@acgme.org. Feel free to also contact LMSA leadership for further information – Director Deion Ellis MD, MMS at dlellis@salud.unm.edu, LMSA National Executive Director J.P. Sanchez MD, MPH at exec.director@lmsa.net, or LMSA National President Gualberto Muñoz MS IV at president@lmsa.net