

# INMED & Workforce Diversity

Donald Warne, MD, MPH

*Oglala Lakota*

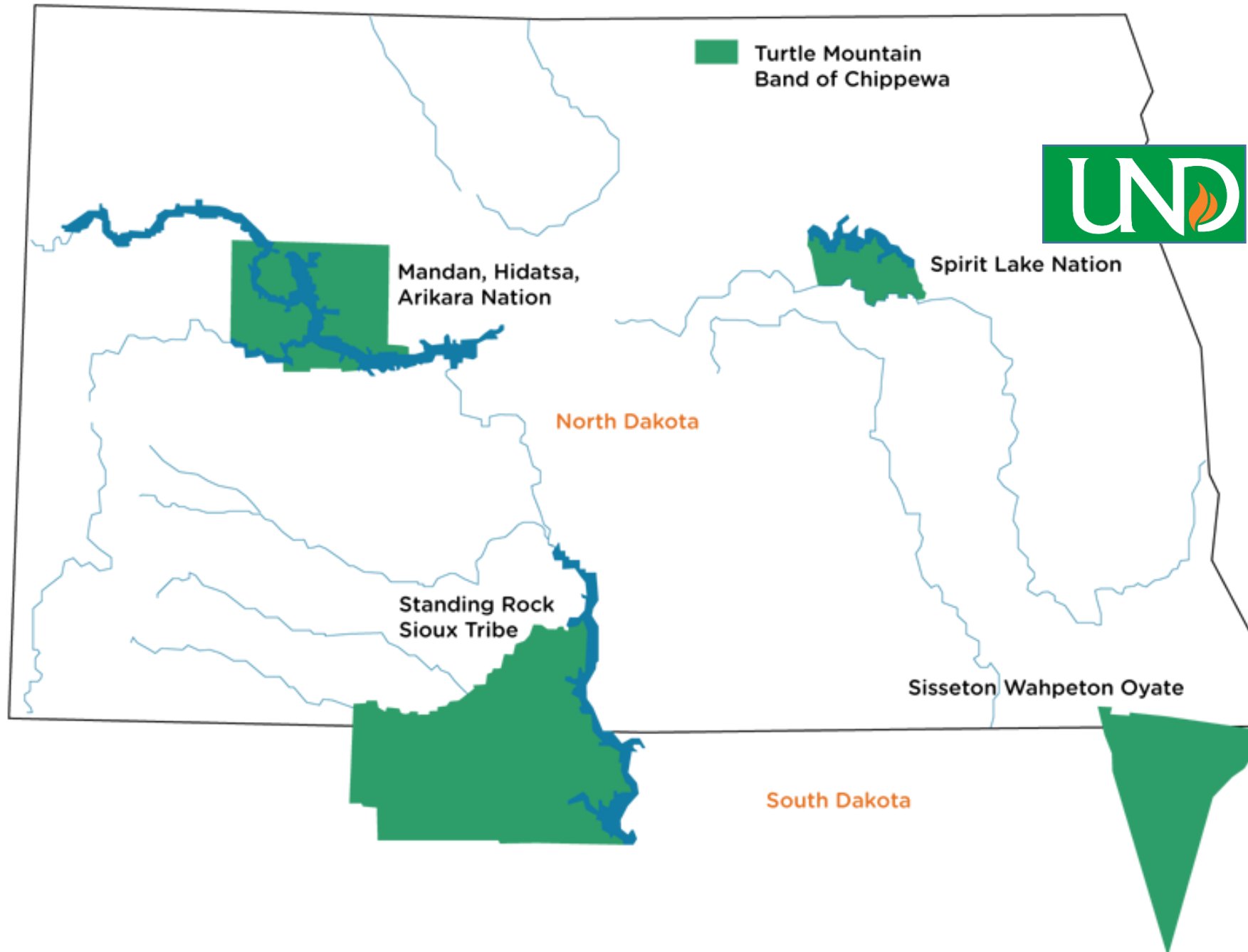
Associate Dean, Diversity, Equity & Inclusion

Director, INMED & Public Health Programs

# Land Acknowledgement



Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



# SMHS Diversity Statement



UND SMHS takes pride in their mission to meet the individual and group needs of a diverse and pluralistic society through education, research, and service. The people served by and associated with the SMHS vary widely; all are valued for the richness their different cultures, heritages, perspectives, and ideas they bring to the community. The SMHS is, in part, a conduit through which individual perspectives and global interrelationships are enhanced by a working, learning, and teaching environment that is aware of and sensitive to the diversity of its constituents. Diversity in the SMHS is constituted by the full participation of people of different racial and ethnic heritage, age, gender, socioeconomic background, religion, sexual orientation, and disability; and of people from other countries.

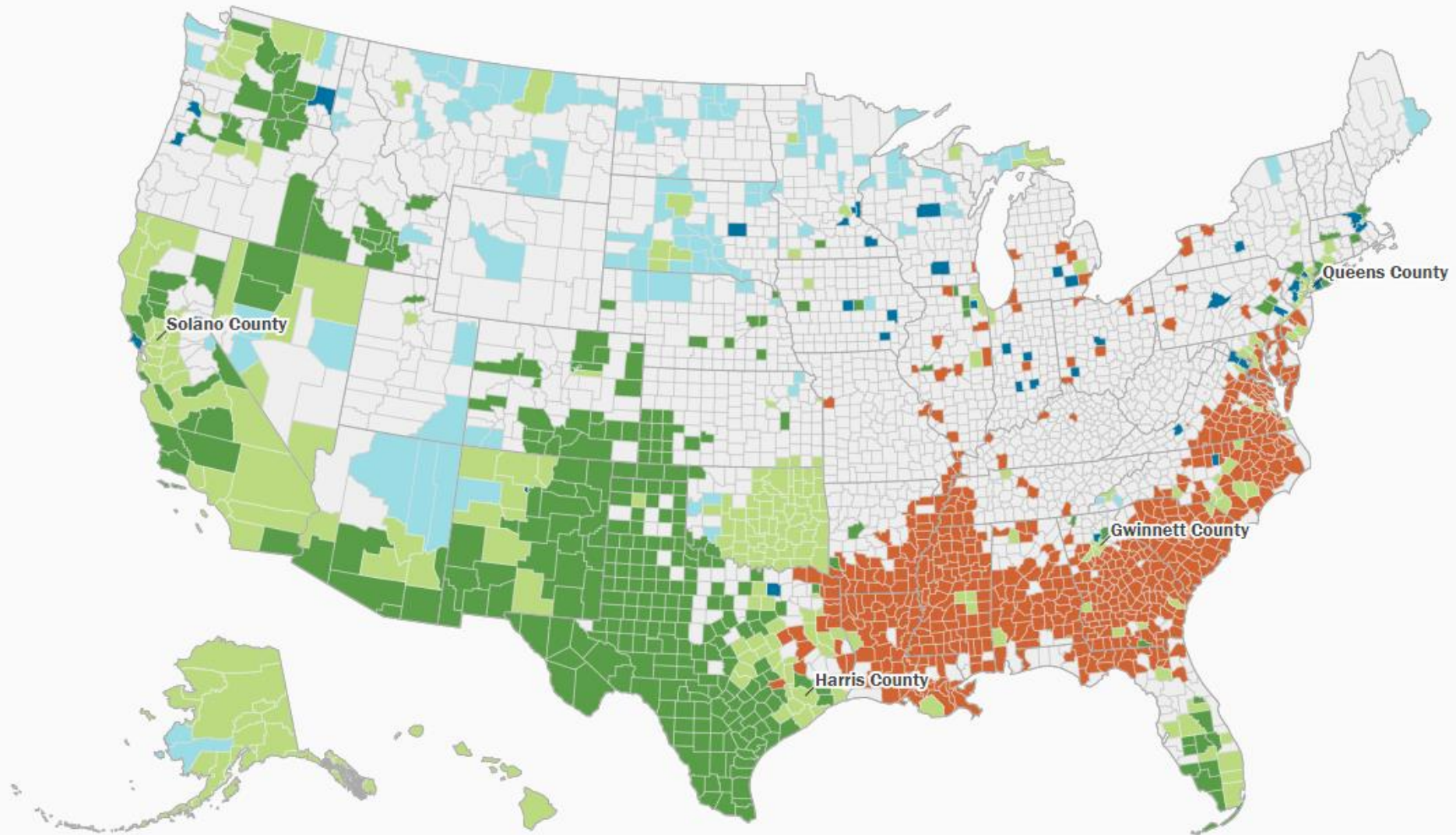
# SMHS Diversity Statement (continued)



Of special and particular importance is the SMHS's longstanding commitment to the education of ***American Indian students and the cultures and traditions of AI/ANs***. The SMHS's commitment to diversity extends to students from rural America, in particular those from NN, MN, and states in the Western Interstate Commission for Higher Education (WICHE) consortium. The School has a longstanding commitment to the employment of those with an AI background and promotes gender equality across all hires including ensuring gender equality within the full-time faculty and full-time senior administrative staff. The SMHS is committed to providing working, learning, and teaching experiences that promote self-determination, educational advantages, and professional opportunities.

•*Updated 5/20/2020*

- No minority is highly represented
- Hispanics
- Blacks\*
- Asians, Native Hawaiians and Other Pacific Islanders\*
- American Indians/Alaska Natives\*
- Two or more minorities\*\*
- No data





1776



NORTH AMERICA

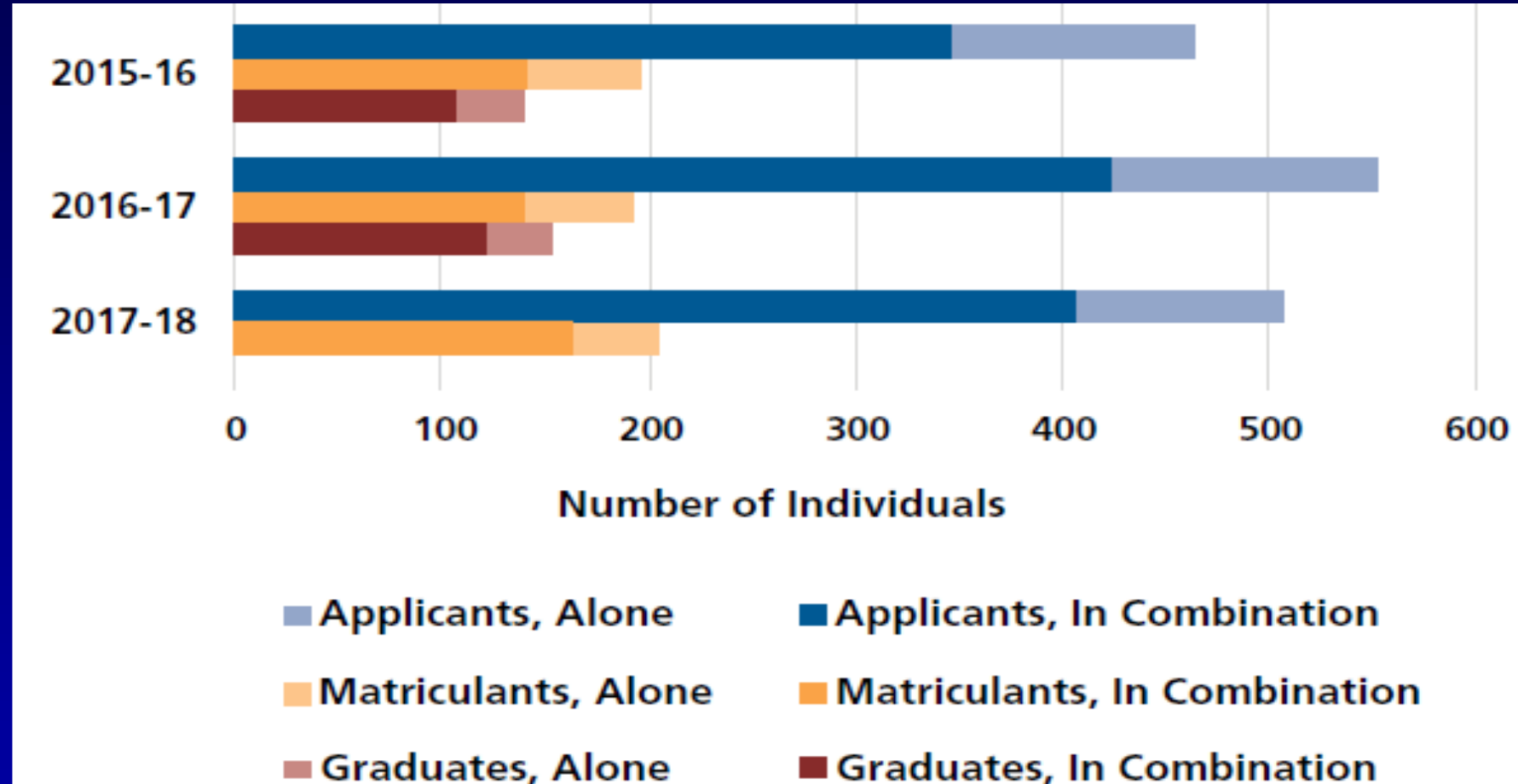
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ATLANTIC OCEAN

THE GEOGRAPHICAL INSTITUTE OF SWEDEN

# AI/AN Medical Students



*Source: AAMC Applicant Matriculant Data File and Student Records System. March 6, 2018.*



Plans to work in underserved areas:

**41%**  
of AI-AN medical  
school matriculants

COMPARED  
WITH

**27%**  
of matriculants

(Source: AAMC Matriculating Student Questionnaire, 2015 and 2016.)

**38%**  
of AI-AN medical  
school graduates

COMPARED  
WITH

**24%**  
of graduates

(Source: AAMC Medical School Graduation Questionnaire, 2016 and 2017.)

Active physicians



**0.56%**

reported as AI-AN  
alone or in combination  
with another race

**(4,099 of  
727,300 total)**

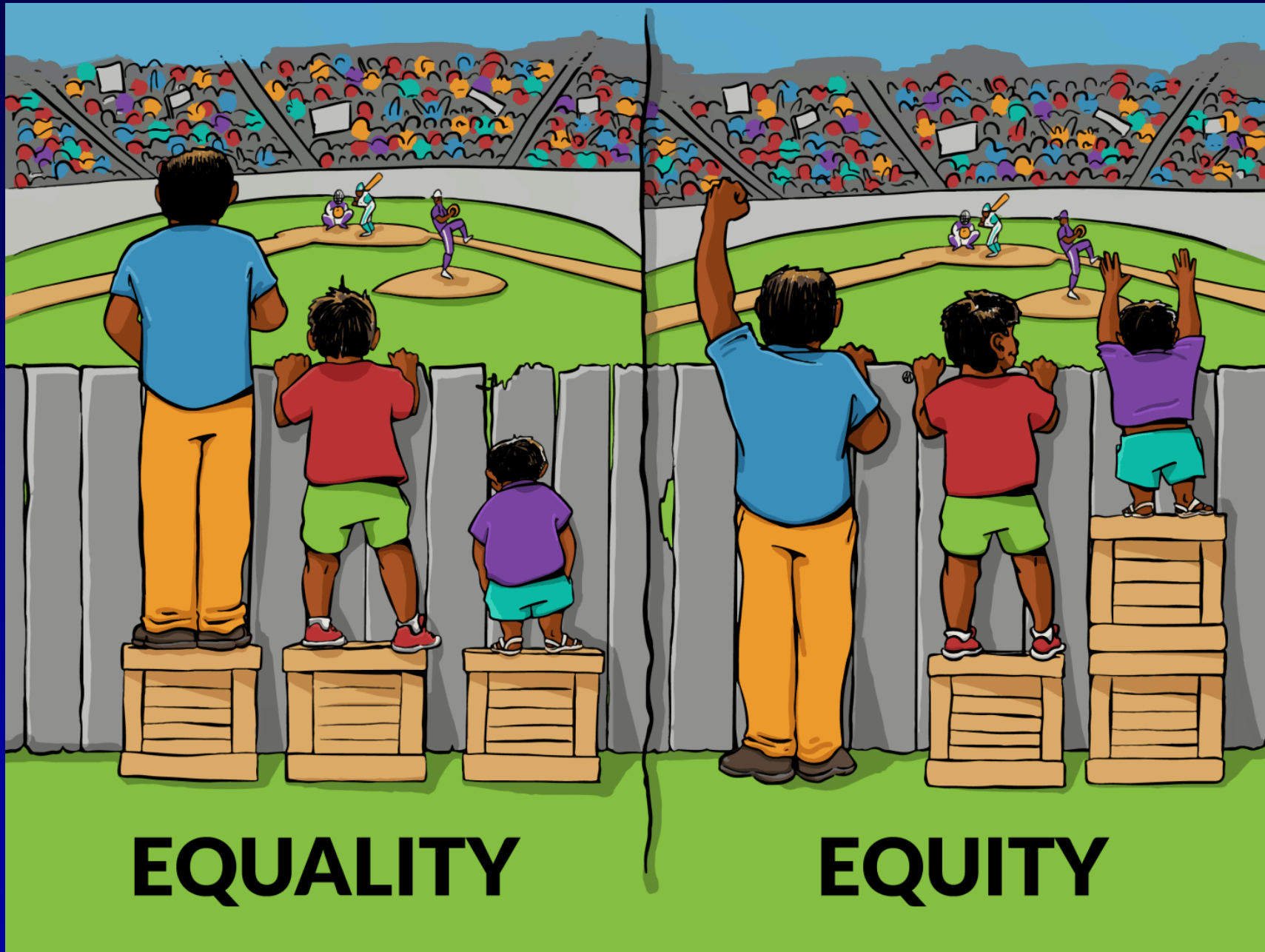
Full-time faculty



**0.48%**

reported as AI-AN alone  
or in combination with  
another race or ethnicity

**(836 of 174,570  
total at MD-granting  
institutions)**

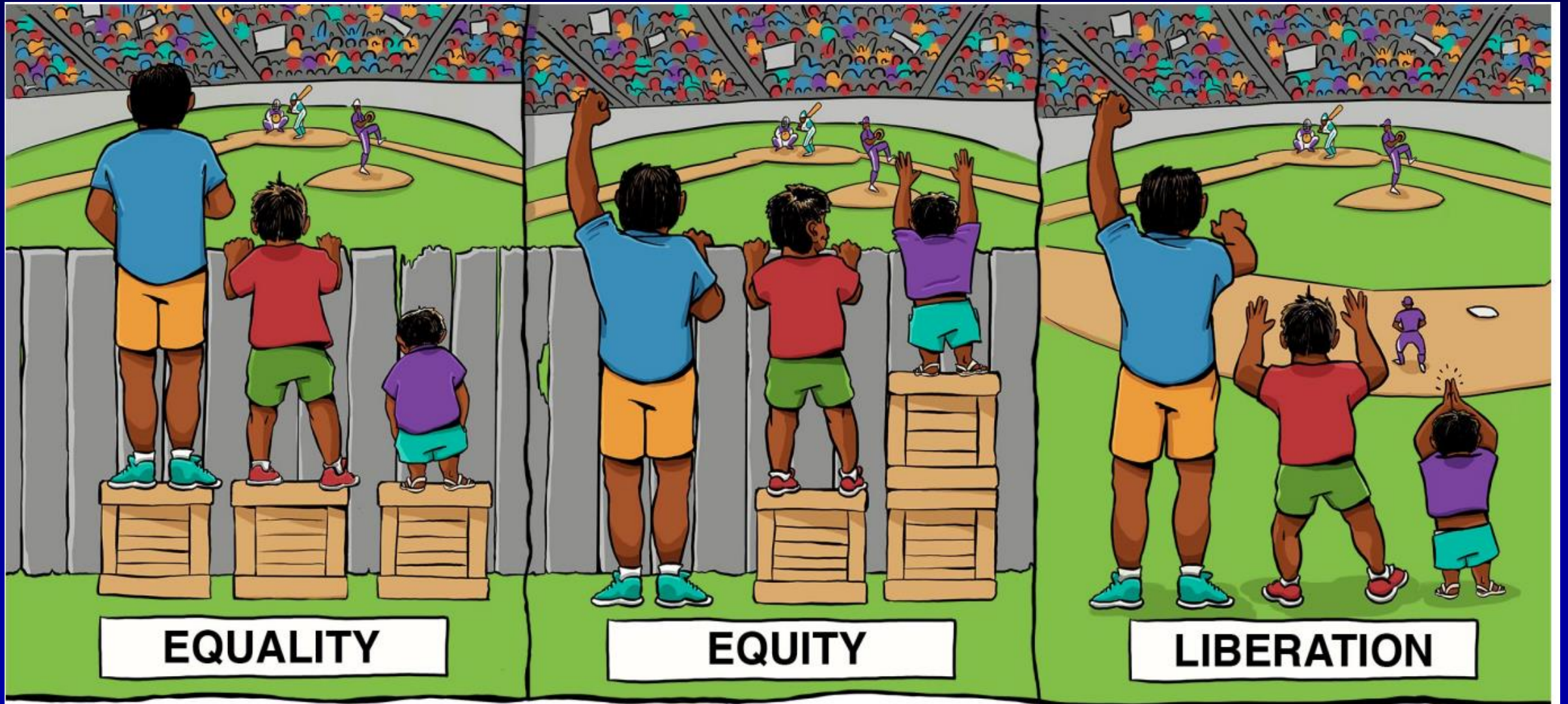


**EQUALITY**

**EQUITY**



# Equality, Equity, Systemic Barriers



# Indians Into Medicine (INMED)





## UND continues to lead the nation in American Indian physicians

Written By: Sydney Mook | Jul 11th 2020 - 10am.



Dr. Donald Warne is the director of the Indians Into Medicine program at the UND School of Medicine and Health Sciences. (Eric Hylden / Grand Forks Herald)

UND's Indians Into Medicine program is again leading the nation's top producer of American Indian physicians.



# INMED Programming

- Tribal Advisory Board
- Summer Institute
- MCAT Prep
- INMED MD Cohort – CLIMB
- Indigenous Health MPH
- Indigenous Health PhD



# Indigenous Health MPH

Students will examine Indigenous populations, histories, cultures, societies, traditional healing systems, food sources, patterns and impact of colonization, and health inequity. We will also evaluate the impact of historical and ongoing traumas, explore Indigenous concepts of health and healing, and will synthesize new approaches of moving toward health equity in a culturally relevant manner.

## **Required Courses (12 credits)**

PH 581: Principles of Indigenous Health

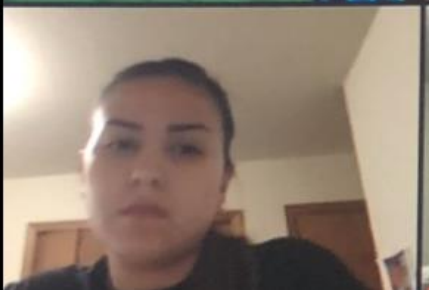
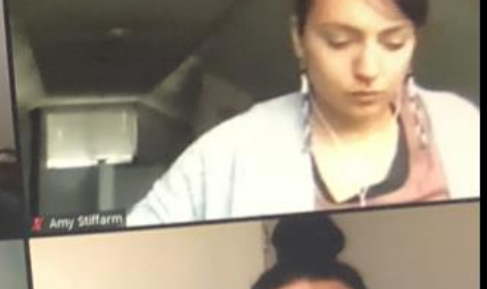
PH 582: Social & Ecological Determinants of Indigenous Health

PH 583: American Indian Health Policy

PH 584: Public Health Programming in Indigenous Populations

# Indigenous Health PhD

- Principles of Indigenous Health—1 & 2
- Applied Biostatistics
- Applied Epidemiology
- Quantitative Methods
- Qualitative Methods
- Mixed Methods
- CBPR & Tribally-Driven Research Frameworks
- Indigenous Research Methods
- American Indian Health Policy
- Indigenous Health Policy
- Public Health Program Evaluation
- Indigenous Evaluation Frameworks
- Indigenous Leadership





# UND Indigenous Health Scholars

- Donald Warne, MD, MPH (*Oglala Lakota*)
- Siobhan Wescott, MD, MPH (*Athabaskan*)
- Melanie Nadeau, PhD, MPH (*Ojibwe*)
- Nicole Redvers, ND, MPH (*Dene'*)
- Ursula Running Bear, PhD, MA (*Sicangu Lakota*)





