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**Title**

Participation in a Mentorship Organization Contributes to Leadership Development Among URM

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**Authors**

Aguilar,, Griselda

Mora, Adriana

Casillas,, Consuelo

et al.

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# Participation in a Mentorship Organization Contributes to Leadership Development Among URM

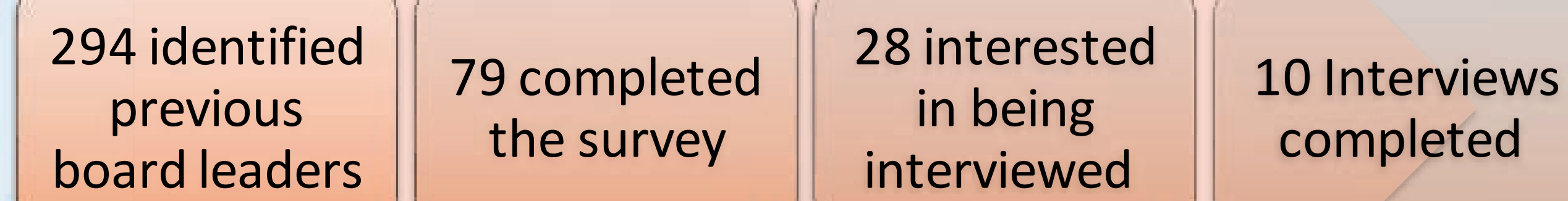


Griselda Aguilar, MS2<sup>1</sup>, Adriana Mora, MS3<sup>1</sup>, Consuelo Casillas, MD<sup>2</sup>, Charlene Green, PsyD<sup>3</sup>  
 Community Health Scholars, School of Medicine, University of California, Davis<sup>1</sup>, Alliance in Mentorship<sup>2</sup>, Office of Medical Education, University of California, Davis<sup>3</sup>

## 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



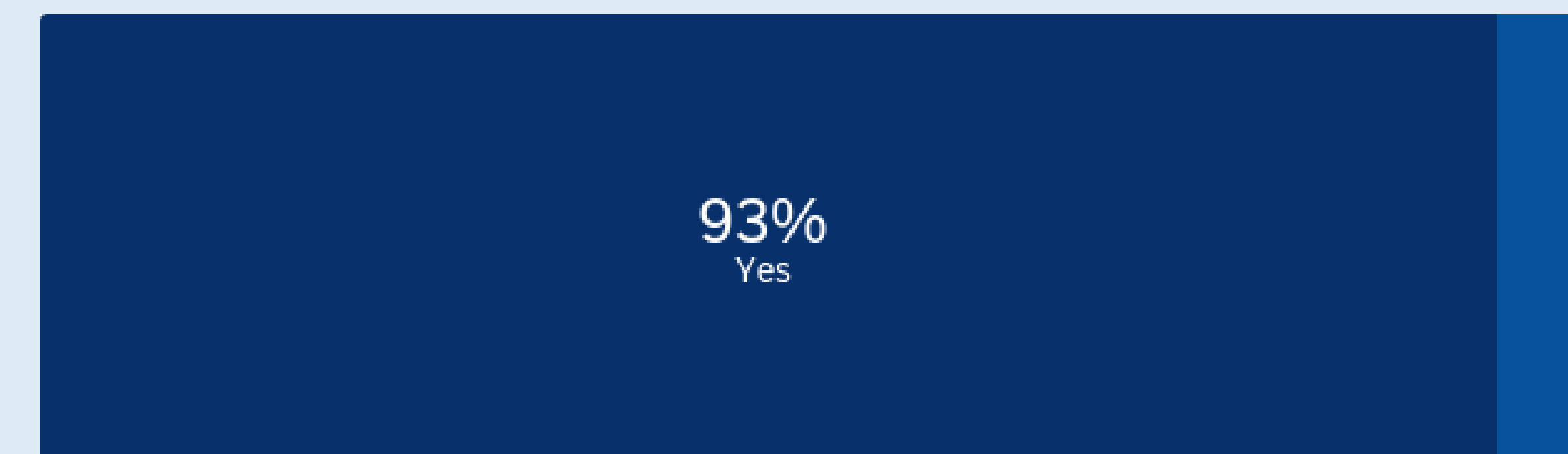
- Quantitative research- Gathering survey responses over 6 weeks to previous MiMentor leaders that participated in a leadership role dating back to 2012.
- Qualitative research- Conducted 10 individual interviews to explore how participation in MiMentor influenced their trajectory into a healthcare career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

## III. RESULTS

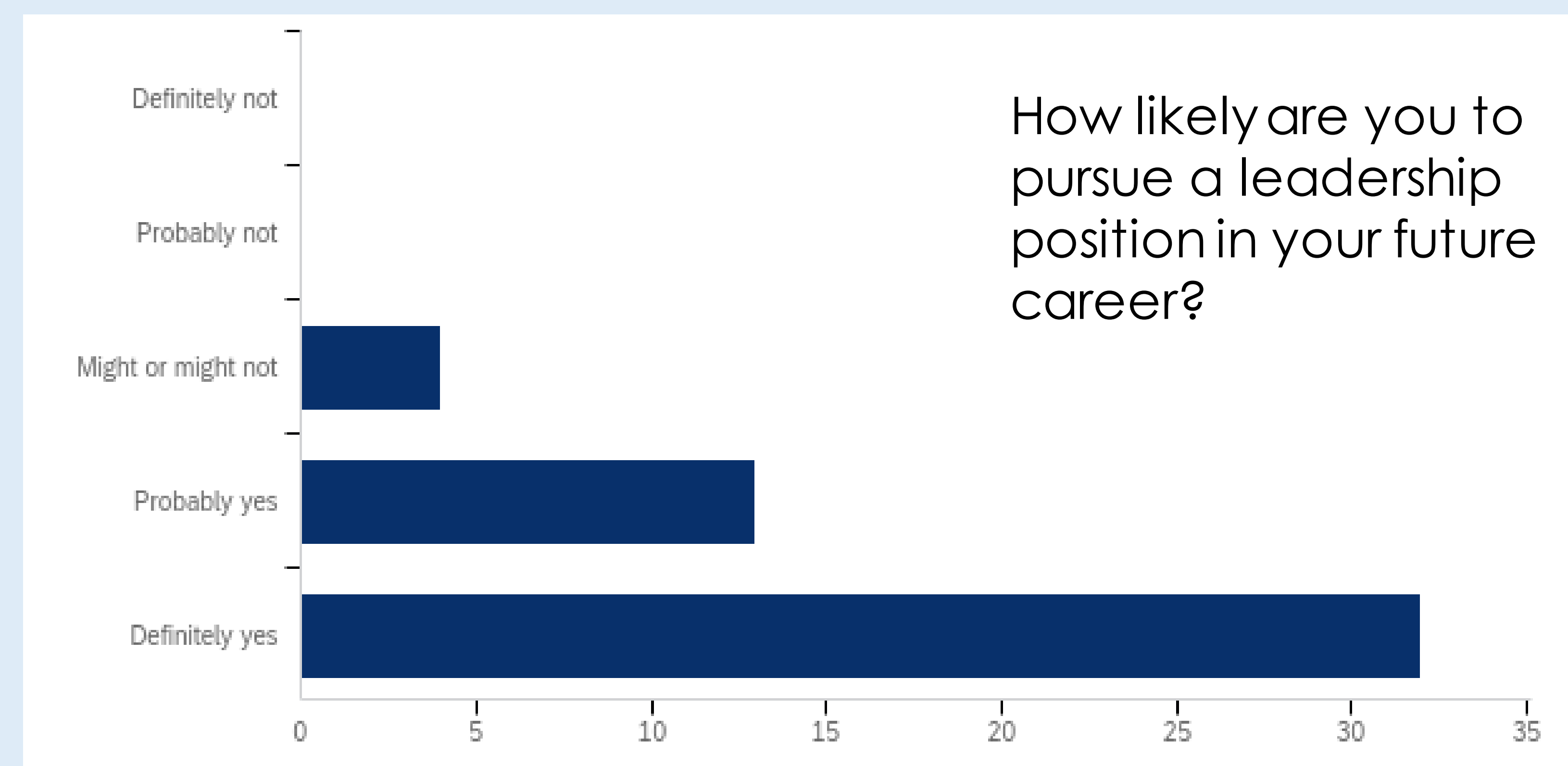
- 90% of respondents identified as Latino/Hispanic
- 29% attended community college
- 93% identify as first generation to pursue higher education
- 62% completed either a formal or informal post-bacc program



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

