

Questions for Panel Discussion

AAPI are called a model minority. How true is this? Is this stereotype unrealistic or even harmful for AAPI students?

The Lowe study in 2019 at the University of Washington school of Medicine showed that Asian American medical students like URM students received lower final clerkship grades than white students even after adjusting for confounding factors. What are some measures medical schools can take to help address these observed disparities?

AAPI students often seek out racial/ethnic concordant mentors but unfortunately there is a severe shortage of racial/ethnic concordant mentors. What advice would you give students about seeking concordant mentorship?

Historically, AAPI have had difficulty speaking about issues of prejudice. The Black Lives Matter movement and the COVID-19 pandemic have prompted many AAPI physicians to talk about anti-Asian hate, including from colleagues and patients. What actions/steps would you recommend for AAPI faculty and their allies to address this discrimination?

Today AAPI encounter the bamboo ceiling in healthcare leadership, as exemplified by the fact that they comprise 20% of all physicians and 23% of medical school graduates but 3.5% of Department Chairs and a handful of all SOM Deans. Why does this disparity in healthcare leadership exist? What can be done to transcend the bamboo ceiling? Do narrow concepts of leadership and stereotypical traits of leaders limit the ability of the organization to improve AAPI participation? Is their lower assertiveness incongruent with American norms concerning how leaders should communicate?

AAPI populations are underrepresented in research. The AAPI demographic category in research does not disaggregate diverse populations by ethnicity. Research on this population is underfunded comprising only 0.2% of the NIH budget. What steps can be taken to increase attention on this matter?

International faculty often exhibit a low career help seeking behavior in developing networks, something that White faculty do relatively well. How can their help-seeking behavior be strengthened?

Did you suffer from imposter syndrome, isolation tax and gratitude tax and how has that net of factors entrapped your career progression?

Is minority tax overwhelming you? How can institutions take into account DEI activities in P&T committees fairly?

Please see attached references to develop your opinions

- L.E. Kuo, D.I. Chu, T. Gao et al. "Asian American and Pacific Islander Experiences and Challenges in Academic Surgery." *The American Journal of Surgery*, 1 Jan. 2022, [https://www.americanjournalofsurgery.com/article/S0002-9610\(21\)00453-0/fulltext](https://www.americanjournalofsurgery.com/article/S0002-9610(21)00453-0/fulltext).
- **A Glass Ceiling for Asian Scientists?**
Jeffrey Mervis (October 27, 2005)
Science **310** (5748), 606-607. [doi: 10.1126/science.310.5748.606]
- Lu et al. "Why East Asians but Not South Asians Are Underrepresented in Leadership Positions in the United States." *PNAS*, 18 Feb. 2020, <https://www.pnas.org/doi/10.1073/pnas.1918896117>.

- HK;, Kim KE;Humphrey HJ;Koh. “Prioritizing Asian Americans, Native Hawaiians, and Pacific Islanders in the U.S. Health Equity Agenda.” *Academic Medicine : Journal of the Association of American Medical Colleges*, U.S. National Library of Medicine, 22 Mar. 2022, <https://pubmed.ncbi.nlm.nih.gov/35320122/>.
- D. Low et al. “Racial/Ethnic Disparities in Clinical Grading in Medical School.” *Taylor & Francis*, 29 Apr. 2019, <https://www.tandfonline.com/doi/full/10.1080/10401334.2019.1597724>.
- Liu, Clifford Z. MS¹; Wang, Eileen MD²; Nguyen, Don³; Sun, Mary D.⁴; Jumreornvong, Oranicha⁵ The Model Minority Myth, Data Aggregation, and the Role of Medical Schools in Combating Anti-Asian Sentiment, *Academic Medicine*: February 22, 2022 - Volume - Issue - doi: 10.1097/ACM.0000000000004639