

**AAIP May Board Meeting Minutes
November 17, 2021**

Attendees: Tom Anderson, Daniel Calac, Mary Owen, Missy Begay, Allison Kelliher, Charlene Hanson, Blair Matheson, Margaret Knight

Absent: Lukejohn Day, Lori Alvord

Guests: Brandon Postoak (ANAMS), Anna Klunk (ANAMS), Alec Calac (ANAMS), Antoinette Martinez

Call to Order/Roll Call: Meeting commenced at 8:15 PM (CST)

Topic	Discussion	Action Items
Call to Order	<ul style="list-style-type: none"> Mary Owen, MD, AAIP President 	
Approval of November Board meeting agenda	<ul style="list-style-type: none"> <u>Motion by Charlene Hansen to Approve AAIP Board meeting agenda with inclusion of ANAMS at the top of the agenda, Second by Allison Kelliher. Motion passed.</u> 	
Approval of October Minutes.	<ul style="list-style-type: none"> <u>Motion to postpone approval of October minutes by Charlene Hansen, Second by Allison Kelliher. Motion passed</u> 	
ANAMS – Brandon Postoak, President	<ul style="list-style-type: none"> ANAMS invited to board meeting to discuss and bring forward concerns regarding 2 issues Brandon Postoak – 1st issue is residency and medical school interviews. Through outreach on a national level, students are not comfortable with questions being asked during the interview. Brandon shared some of the questions that were received. Individuals have reached out to ANAMS and had a discussion on how to properly handle this. Can't attack school for the racist questions and need help on how to resolve this issue. How can ANAMS work with various organizations to halt these types of questions through education. Some are racist and find a way to resolve these and ANAMS wants to be a force and attack this. Anna Klunk – All students are trying to address what all students are experiencing, impacts what students are doing as well. Wants indigenous students to have best experience possible and nothing is holding them back. At the same time, we can't focus all of our 	

	<p>attention on every single micro or macro aggression. Recognize we have a role here and want to help and looking for support.</p> <ul style="list-style-type: none">• Alex Calac – Reached out to Norma Poll, is well aware of it and David Acosta at AAMC and he will reach out to his counterparts but have not heard from them. The issue is not given the urgency that it deserves and can't handle each school, but reach out to accreditation bodies and leadership organizations and have programs agree that you can't ask questions about age, national origin and also these types questions because there is history behind those. Not a new issue but most visible issue in recent years. Looking forward on how to move forward.• Dr. Matheson – Problem is that places like Stanford ask some of these questions. Confront it head on and right then. If any questions, students can contact him on his cell phone.• Dr. Martinez – Power structure is difficult and to confront it is considered hostile. Change the system but support them. Medical education to filter down is going to take time. Pushing for this thru AMA, crating safe places for faculty and students but not there.• Dr. Kelliher – Can relate to these statements and there are 3 ways to respond 1) Choose not to respond, 2) Have immediate response and 3) Later response – best. Addressing school and Native News is potential way to get the work out. Federal support and fortified against future attacks. Finding out all you can and what did they mean by that. Might find common ground or may not answer. Get the kind of information for documentation.• Dr. Begay – Sorry this happens and have to grapple with this. 1) Require faculty on unconscious bias training, don't know any better. 2) Can do increased presence on selection committees and 3) Write something to some of the programs, made informed of this and address head on and be impactful.• Dr. Hansen – Been bad, some of the questions, how you handle the questions. Some are asking bizarre questions to see reaction. How you react and have a stable reaction. Something like this should not	
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	<p>stop you where you want to be. Questions give a straight forward answer and write a let in support of that. Ignorance and exposure to this on you face trauma and crisis.</p> <ul style="list-style-type: none"> • Dr. Calac - Story about all Native Americans are alcoholics, met with society head and person did not lose their job. Process is slow, educating some with good fodder. Congressman Ruiz will hear about it. Thank you for your efforts • Dr. Owen – People are trying to get tough and have a role as advocates. Met with ACGME and they were kind but ignorant about who we are. This what we are hearing and could do a letter. • Brandon Postoak – Comments from students – develop a toolkit with examples and get answers and how these questions can be answered. • Dr. Owen – Met with ACGME and the things we are hearing can be used for building the toolkit. Getting some time at the business meeting and maybe a wellness session with members and students. Forum between students and members with speakers to speak on that. Would like to get some of the new members, a need to send out an email to help to target new members. New members from the last 6 months and also some senior members. • Dr. Hansen – Helpful to do this every year and send out to the schools to help with diversity training. <p><u>Second Issue:</u> Miscommunication between ANAMS students connecting with faculty and trying to establish an ANAMS chapter. The school choose not to recognize their ANAMS chapter because the chapter has less than 5. The ANAMS bylaws say the chapter should be recognized as a chapter. Dr. Stern’s tribe got very confrontational and settled. Dr. Stern is working with Mary Marifsee and they are blacklisted by student affairs. Brandon and Alec are meeting with admissions dean. There are 2 incoming medical students and the board acknowledged them and sent a letter of intent. Felt Dr. Stern and Dr. Marifsee are being left out. Intentions are pure. ANAMS students left the call at this point. She also explained that Dr. Stern sent a request that students were going</p>	<p>Dr. Owen will reach out to Brandon to let him know that the board would like ANAMS rep to attend AAIP board meetings.</p>
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	<p>rogue and need to corral them. There is a need for Dr. Stern to explain and the board has nothing to do right now. Dr. Begay stated that ANAMS have their own legal status and responsibilities. Tom Anderson stated that ANAMS have a separate 501(c) 3 and AAIP helped create ANAMS. There is also a MOU between AAIP and ANAMS.</p>	
Financial report	<ul style="list-style-type: none"> • Audit is starting earlier and will be completed soon. 	
Committee Reports	<ul style="list-style-type: none"> • <u>Executive Director Report</u>: Tom Anderson reported that he is writing a Macy's grant and looking at a grant to HRSA regarding vaccination. Four PSAs have been done as well as video and 2 radio PSAs. The new vaccination website can be found at aaipvax.org. The PPP loan has new documents and will get that submitted. Trying to do a schedule and that will be after the holiday. Also, doing an OPED with Alec and Brandon. • <u>Policy and Legislation</u> – Dr. Owen would like to talk with CDC for not being included in the data. Also, talking to IHS about the residency program in Albuquerque, NM. • <u>AMP</u> – No updates • <u>Membership</u> – Dr. Begay reported the committee will be meeting next week. The committee will also draft a formal letter to Dr. Doybns. • <u>Public Relations</u> – New Media has been selected to develop the new AAIP website. Also work on Twitter and Instagram for AAIP. Will take a stab at it and if anyone wants to fill out the application. Priority minutes in January. Information from the membership and help from Dr. Kelliher regarding the website development. • <u>Rites and Ceremonies</u> – Dr. Kelliher reported that the committee will be involved in the opening and closing of the upcoming Business Meeting. Visit.org provides an opportunity to share and create an awareness of Microaggressions and people want to attend and have dialogue. Will meet as a committee up until the annual meeting. Feedback regarding gifting of feathers was great and also the committee did a great job with the auction. Will also be involved in the Cross Cultural Medicine Workshop. UND is a good resource for 	

	<p>this event.</p> <ul style="list-style-type: none"> • <u>Wellness Committee</u> – Dr. Hansen reported the committee has continued to be participate in the committee and has scheduled 4 wellness events that will start after the New Year. The committee’s next meeting will be in January. There will be no talking circles. Will also help with the midyear and annual meetings. Also, looking to do a new year’s art card. The cost for the last one was \$600. • Dr. Owen - MOU & committees, get a system going. CCMW, 50th Annual Meeting, not big changes. \$50,000 from Pfizer, Moderna and J&J. • <u>Dr.</u> Hansen asked if there will be a board meeting at the Cross Cultural Medicine Workshop. • Dr. Owen - Have stated planning for the 50th Annual Meeting and the Planning Committee will meet 1st Thursday of each month. Will copy invite to Dr. Hansen. Brian Thompson is working on cultural dancers, Tim Tallchief is the pow wow MC. Must have respect for local folks, Dr. Kelliher is in charge of the women’s retreat, contacting American Indian museum regarding pow wow groups. Invite Native Dentist group, physical therapists. Will be reaching out to other multicultural organizations. 	
Adjourn	<ul style="list-style-type: none"> • Meeting adjourned. 	

Next meeting on **December 15, 2021** at 8:00 pm (CST)