

## Diversity and Demographics

In order to attract the most diverse pool of candidates possible, we request the following self-reported diversity statement and optional demographic information. This information will be used in the internal deliberation of candidates and may be reported in aggregate form only. For applicants to organizations outside the AMA: this information will only be released to the organization to which you are seeking appointment (1) if you are the AMA's selected nominee and (2) if you provide permission to do so.\*\*

**7. Candidate's Diversity Statement.** Please describe how you will bring diversity to the position for which you are applying.

Let's be honest. As a Taiwanese-American male, I do not truly know what it's like to be an underrepresented minority in America today:

- Yes, I've been writing AMA resolutions on health disparities for years, but it wasn't until I invited our institution's Diversity and Inclusion Officer (Dr. Laura Henderson-Kelley) to give us a Zoom webinar on how COVID-19 was disproportionately affecting African Americans last May (before anyone had even heard of George Floyd) that I began to better-understand how social inequities were exacerbating this impact on our black and brown communities.

My name is Albert Hsu, and I seek your support to serve as your next AMA-YPS Chair-elect.

From 2005-2008, I served as the resident member on the AMA Minority Affairs Consortium Governing Council, participating twice on the selection committee for the AMA Foundation Minority Scholars Awards. Prior to that, I served as National President of the Asian Pacific American Medical Student Association. Over the past two decades, I have learned about social determinants of health, as well as the importance of building "pathway programs" – a pipeline of underrepresented minorities (reaching all the way down into grade school) to enter our medical profession. I have learned to voice and model our commitment to health equity.

What about now?

- For the past five years, I have been an active member of my specialty society's "Health Disparities Special Interest Group," working to address racial and ethnic disparities in fertility and preconception care.
- For the past two years, I have served on my department's Diversity and Inclusion committee; one of our recent successes was helping to successfully lobby for childcare and sick care for our faculty and hospital employees.
- In my clinical practice, during preconception visits with my patients, I review that our state of Missouri has a maternal mortality epidemic, to emphasize the importance of optimizing health status before conception; when relevant, I also note the deep disparities in maternal mortality between Black women and other races.
- After Dr. Henderson-Kelley spoke to us about the importance of acknowledging social inequities, of collecting data, and of expanding access to care to our underserved communities, I worked with a large group of MPH and medical students to help successfully lobby for our ballot initiative to expand Medicaid in the State of Missouri (which passed by a 53-47 margin this August).
- Embracing diversity, equity, and inclusion is not limited to underrepresented minorities. I have also worked on some items relevant to the LGBTQ community. For example, about five years ago, I was concerned that my patients in same-sex female relationships were required by some insurance companies to pay out-of-pocket for intrauterine inseminations with donor sperm (which was \*not\* a requirement if they were in a heterosexual relationship); I worked with GLMA on an AMA resolution (now AMA policy, as below) to address this. Just this past weekend, I learned that the Veterans Administration will provide IVF benefits for certain veterans – but that this federal benefit is restricted to married couples who are \*not\* using donor gametes.

There is much work that still needs to be done, and I'm eager to continue working on these issues with all of you!

Immediate Past AMA President Dr. Patrice Harris spoke to our specialty society this past week. She noted that in the past, “the burden used to be on task forces to educate everyone else. Today, we hope that everyone owns that responsibility; our chief equity officer is not the only entity that will have the sole responsibility to fix the problem.”

Through my words and actions, I will continue to serve as one of your enthusiastic and energetic advocates for diversity, equity, inclusion, and justice.

I humbly ask for your support, for my candidacy for AMA-YPS Chair-Elect. Thank you for your consideration.

Sincerely,  
- Albert L. Hsu, MD  
<alberthsumd.com>

\*Relevant past MSS/RFS/YPS resolutions that have become AMA policy:

- YPS late resolution co-author (I-19): ***Saving Camp AMA***. Adopted by AMA-YPS at I-19, Adopted by AMA-HOD as Policy G-600.115, I-19 “***Preserving Childcare at AMA Meetings***”
- YPS resolution author (I-18): ***White House Initiative on Asian Americans and Pacific Islanders***. Adopted by AMA-YPS at I-18; Adopted by AMA-HOD as AMA Policy H-350.954 “***Disaggregation of Demographic Data Within Ethnic Groups***”
- YPS resolution co-author (I-15): ***Parity in Reproductive Health Insurance Coverage for Same-Sex Couples***. Passed by AMA-YPS at I-15; adopted as AMA policy H-185.926 “***Reproductive Health Insurance Coverage***,” I-16.
- RFS Resolution co-author (A-07): ***Opposition to Criminalization of Medical Care Provided to Undocumented Immigrant Patients***. Adopted by AMA-HOD as AMA Policy H-440.876, A-07.
- MAC/RFS Resolution co-author (A-07): ***Reauthorization of the Indian Health Care Improvement Act***. Adopted by AMA-HOD as AMA Policy H-350.962, A-07.
- MSS Resolution co-author (A-02): ***Recognizing Spouse and Dependent Care Expenses in Determining Medical Education Financial Aid***. Adopted as policy D-305.986, I-02.
- MSS Resolution co-author (A-02): ***Reauthorization and Reversal of Proposed Funding Cuts to Title VII, Title VIII, and the Children’s Hospital’s GME Programs***. Adopted by HOD as AMA policy D-305.989, A-02.
- MSS Emergency Resolution co-author (I-01): ***Mid-Year and Retroactive Medical School Tuition Increases***. Adopted by HOD as AMA policy D-295.978, I-01.
- MSS Resolution co-author (I-99): ***Support of the White House Initiative on Asian Americans and Pacific Islanders***. Adopted by HOD as AMA policy H-350.966, A-00.