



Illustration by: Moises Gallegos, MD, MPH

A handwritten signature in black ink, likely reading 'Moises Gallegos'.

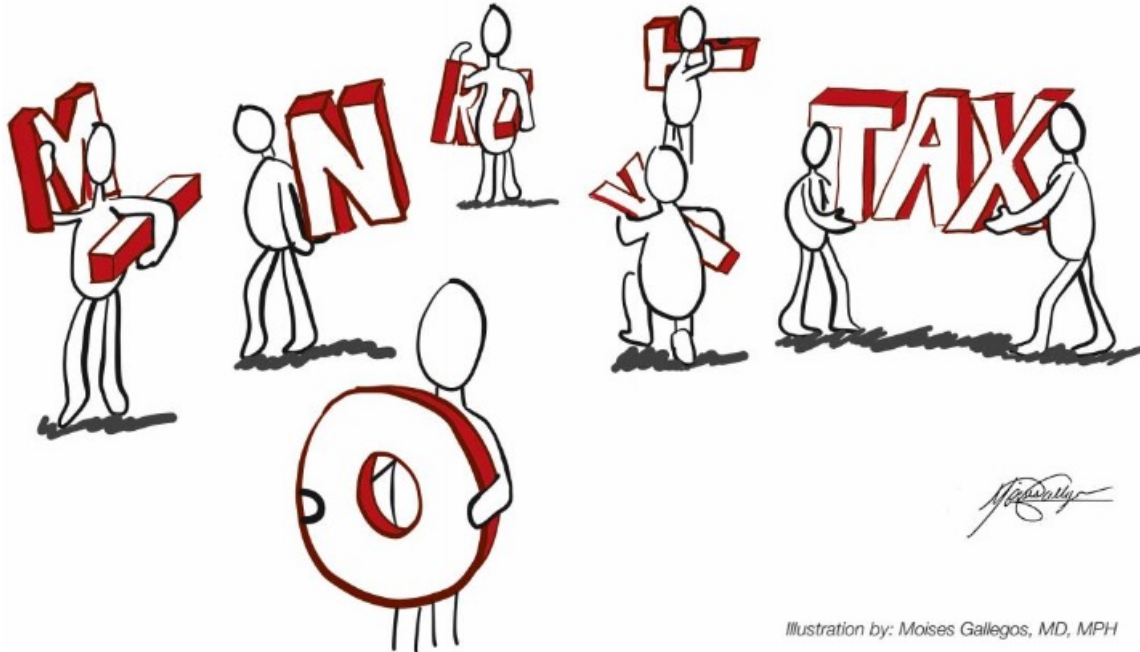


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Source:

[https://issuu.com/saemonline/docs/saem\\_pulse\\_jan-feb\\_20/20](https://issuu.com/saemonline/docs/saem_pulse_jan-feb_20/20)



Source:

<https://www.science.org/content/article/underrepresented-minority-student-my-community-support-can-feel-pressure>

**Minority Tax Reform Strategies.**

| <b>Current Minority Tax</b>          | <b>Tax Reform Strategy</b>  | <b>Pro</b>   | <b>Con</b>  |
|--------------------------------------|---|--|---|
| Administrative activities            | Tax reduction: decrease minority participation on committees                                | Decreases time demands   | Decreases representation and exposure                                     |
| Committee participation              | Tax deferral: wait to engage minority faculty until career promotion is under way           | More time for activities key to promotion early in career                      | Loses young faculty input into diversity affairs                          |
| Handling minority and gender affairs | Standard tax: encourage White faculty to share efforts in diversity initiatives             | Time demands are shared, more attention to who is filling roles                | Will require significant institutional time and effort                    |
| Outreach and media                   | Tax deduction: measure committee activity points and apply toward promotion                 | Increases equitable promotion  | Difficult to measure; institutional rather than national or international |
| Recruitment and retention            | Tax refund: pay minority faculty for additional efforts in grant and administrative support | Gives time back in additional support to improve efficiency and scholarly work | Difficult to quantify   |

Source:

<https://www.nejm.org/doi/full/10.1056/NEJMp2100179>