

Please Investigate Duke University for Violating Title VI and Title IX

Mark Perry

Apr 9, 2023,
2:35 PM

to OCR

Dear Office for Civil Rights:

This is a federal civil rights complaint vs. Duke University School of Medicine (University) for sex-based discrimination in violation of Title IX and race-based discrimination in violation of Title VI. Specifically, the University operates, promotes, and administers the [Black Men in Medicine \(BMIM\) initiative](#) (archived [website here](#)) that “aims to develop and support the needs of **black male faculty, students, trainees, and learners** in the School of Medicine and to cultivate future healthcare and biomedical science professionals.”

Additional evidence of the University’s sex-based and race-based discrimination is provided on the [program website](#) (bold highlight added):

The group is convened by Vice Dean for Equity, Diversity, and Inclusion Kevin Thomas, MD, and is comprised of **black males within the Schools of Medicine and Nursing**. Key areas of focus for the group are as follows:

1. Provide a space for networking and support for **black male faculty in the Duke School of Medicine**. This will be accomplished via quarterly group meetings with discussions of interest the group, such as APT, mentoring, facilitating academic partnerships, and other topics that emerge.
2. Build upon existing and create new opportunities to bolster the visibility of **black men faculty in academic medicine at Duke and beyond**.
3. Cultivate mentorship and networks among **black men in faculty, professional student, and trainee levels at Duke**, with the intent of strengthening retention of **black men in academic medicine** and in the healthcare provider workforce.
4. Leverage existing pipeline programs and create new programs in order to increase matriculation of **black men into medicine**.

At the *BMIM Meetings* tab on the program website there is additional evidence of the University’s race-based and sex-based discrimination (bold highlight added):

Who should attend? **Black male faculty, trainees and students in the Schools of Medicine and Nursing**. This includes trainees and students across the continuum including medical, physical therapy, PA, MBS and residents, fellows, and post-doctoral candidates.

At the *Moving Forward Together* tab on the program website there is additional evidence of the University’s race-based and sex-based discrimination (bold highlight added):

The Black Men in Medicine Group would like to invite you to attend the Moving Forward Together sessions. These zoom based sessions will provide **a space for Black men in the Schools of Medicine and Nursing** to come together and lend support to one another during the ongoing challenging times. Faculty will be present to speak openly with trainees and students about their experiences at Duke and in the community at large.

Hosted by: The Black Men in Medicine initiative aims to develop and support the needs of **black male faculty in the Schools of Medicine and Nursing** to cultivate future healthcare and biomedical science professionals. The group is convened by Assistant Dean for Underrepresented Faculty Development Kevin Thomas, MD, and is comprised of **black male faculty within the Schools of Medicine and Nursing.**

These upcoming sessions will be hosted by Dennis O. Frank-Ito, PhD. Dr. Frank-Ito is an Associate Professor in the Department of Head and Neck Surgery & Communication Sciences.

When:

- Thursday, March 9, 5:00-6:00 pm
- Thursday, April 13, 5:00-6:00 pm
- Thursday, June 8, 5:00-6:00 pm
- Thursday, July 13, 5:00-6:00 pm
- Thursday, September 14, 5:00-6:00 pm
- Thursday, October 12, 5:00-6:00 pm

Who Should Attend? Black male faculty, trainees, and students in the Schools of Medicine and Nursing. This includes trainees and students across the continuum including medical, physical therapy, PA, MBS, and residents, fellows, and post-doctoral candidates.

In violation of Title VI, non-Black male and non-Black female faculty, trainees, and students in the Schools of Medicine and Nursing (including faculty and students who are white, Asian, Hispanic, Native American, Pacific Islanders, and Middle Eastern/North African) are illegally excluded from the BMIM program and discriminated against on the basis of their race, color, or national origin. In violation of Title IX, all female (including Black female) faculty, trainees, and students in the Schools of Medicine and Nursing are illegally excluded from the BMIM program and discriminated against on the basis of their sex. Please investigate the University for race-based discrimination in violation of Title VI and sex-based discrimination in violation of Title IX.

Professor Mark J. Perry (emeritus), University of Michigan
Senior Fellow, Do No Harm

Black Men in Medicine

BMIM
BLACK MEN IN
MEDICINE



The Black Men in Medicine (BMIM) initiative aims to develop and support the needs of black male faculty, students, trainees and learners in the School of Medicine and to cultivate future healthcare and biomedical science professionals. The group is convened by Vice Dean for Equity, Diversity and Inclusion Kevin Thomas, MD, and is comprised of black males within the Schools of Medicine and Nursing. Key areas of focus for the group are as follows:

1. Provide a space for networking and support for black male faculty in the Duke School of Medicine. This will be accomplished via quarterly group meetings with discussions of interest the group, such as APT, mentoring, facilitating academic partnerships, and other topics that emerge.
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3. Cultivate mentorship and networks among black men in faculty, professional student, and trainee levels at Duke, with the intent of strengthening retention of black men in academic medicine and in the healthcare provider workforce.
4. Leverage existing pipeline programs and create new programs in order to increase matriculation of black men into medicine.

Questions? Please Contact Fiona Johann, Fiona.johann@duke.edu

— Moving Forward Together

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These upcoming sessions will be hosted by Dennis O. Frank-Ito, PhD. Dr. Frank-Ito is an Associate Professor in the Department of Head and Neck Surgery & Communication Sciences. His research interests include modeling the effects of human airway anatomy on respiratory airflow patterns, deposition of inhaled gases and particle transport using computational fluid dynamics. Dr. Frank-Ito has published over 45 peer-reviewed articles on computational modeling of airway function and his group has received multiple funding from the National Institutes of Health (NIH) to work on several projects involving sinonasal-related dysfunction. He is the PI on an ongoing NIH R01 grant to investigate unilateral cleft lip nasal deformity on nasal patency before and after functional nasal surgery.

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Questions? Email fiona.johann@duke.edu

[RSVP here](#), calendar invites with zoom details will be sent to you upon registration