



UNITED STATES DEPARTMENT OF EDUCATION OFFICE FOR CIVIL RIGHTS

Administrative Complaint

May 27, 2023

United States Department of Education
Office for Civil Rights
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604

Via Email: OCR.Chicago@ed.gov

To Whom It May Concern:

This is a federal civil rights complaint under the U.S. Department of Education's Office for Civil Rights' discrimination complaint resolution procedures.

Do No Harm brings this complaint against the **University of Minnesota** (University) for discrimination on the basis of race in programs that receive federal financial assistance in violation of Title VI of the Civil Rights Act of 1964.

Do No Harm makes this complaint as an interested third-party organization that opposes racial discrimination in American medical schools and healthcare organizations.

This complaint is regarding the University's **Health Profession Pathways** program. According to the university's [website](#), "Students must meet the following three criteria to eligible [sic] to apply for the Pathways program:

1. Be a confirmed, incoming President's Emerging Scholars student for Fall 2023
2. Have an interest in a [health career](#)
3. Identify with *one or more* of the following:
 - o from a rural community
 - o a [first-generation college student](#)
 - o [economically disadvantaged](#)
 - o and/or from a racial or ethnic population that is [underrepresented in the health professions](#)"

The link in the third requirement refers to the Association of American Medical Colleges ([AAMC](#)) "Underrepresented in Medicine Definition," which states:

"Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population."

The definition further states, "Before June 26, 2003, the AAMC used the term "underrepresented minority (URM)," which consisted of **Blacks, Mexican-Americans, Native Americans (that is, American Indians, Alaska Natives, and Native Hawaiians), and mainland Puerto Ricans**. The AAMC remains committed to ensuring access to medical education and medicine-related careers for individuals from these four historically underrepresented racial/ethnic groups."

In violation of Title VI, medical students who are not members of one of the designated racial/ethnic groups above in bold are illegally excluded from the University's "**Health Profession Pathways**" program and illegally discriminated against on the basis of their race, color, and national origin.

Supporting evidence from the University's website is below.

Pathways Participant Eligibility



Students must be an incoming, first-year students in the [President's Emerging Scholars \(PES\)](#) program to be eligible to apply for Pathways. The program will enroll up to 24 new students for the 2023-2024 academic year.

Students must meet the following three criteria to eligible to apply for the Pathways program:

1. Be a confirmed, incoming President's Emerging Scholars student for Fall 2023
2. Have an interest in a [health career](#)
3. Identify with *one or more* of the following:
 - from a rural community
 - a [first-generation college student](#)
 - [economically disadvantaged](#)
 - and/or from a racial or ethnic population that is [underrepresented in the health professions](#)

Pathways Application

Read more about [what is included on the application in the next section.](#)

Students accepted into the Pathways program must also be able to commit to attending the Emerge: Summer STEM program during Summer 2023.

The [Application Details](#) page confirms that applicants must submit demographic information with the application packet.

Application Details



The Pre-Health Student Resource Center and the Office of Undergraduate Admissions reaches out to incoming President's Emerging Scholars (PES) students each spring *via email* with an invitation to apply.

The online application includes demographic questions, questions about students' health career interests, and 4 short-answer reflection questions that will help us learn about students' motivation in applying for the Pathways program.

The application also requires one recommendation form, completed by a teacher, high school counselor, coach, etc.



Please investigate the University for illegal race-based discrimination in violation of Title VI.

Thank you for your prompt assistance with this request for investigation and resolution. Please contact me for further information.

Sincerely,

Laura L. Morgan MSN, RN
Program Manager, Do No Harm