

From: Mark Perry

Sent: Wednesday, November 1, 2023 9:34 PM

To: 'OCR Philadelphia' <OCR.Philadelphia@ed.gov>

Subject: Please Investigate the University of Kentucky for Violating Title VI and Title IX

Dear Philadelphia OCR:

This is a federal civil rights complaint being filed against the **University of Kentucky College of Medicine** (College) for illegal race-based and sex-based discrimination in violation of Title VI and Title IX. Specifically, the College offers, operates, promotes, funds, and hosts the racially discriminatory [Black Boys and Men in Medicine \(BBAMM\)](#), which as the program name indicates is a Black-male-only “mentorship pipeline program for **Black males from kindergarten through medical residency** to address the crises of the underrepresentation of **Black men in medicine**.”

Additional evidence of the College’s race-based discrimination is provided in this 8/14/2023 College press release “[Black Boys and Men in Medicine supports path to health care career](#)”:

According to a study by the Association of American Medical Colleges (AAMC), **Black men** represent less than 3 percent of physicians in the United States, fewer than in the 1970s. The College of Medicine is addressing this scarcity directly by reaching out to **young Black male students** through **Black Boys and Men** in Medicine, a program created with the partnership of the **Black Male** Working Academy (BMWA) in Lexington. BMWA and BBAMM offer middle school and high school boys connections with **Black mentors** in UK’s health colleges to support a path to careers in health care.

Darwin Conwell, MD, MSc, Jack M. Gill Endowed Chair of Internal Medicine, is closely involved with BBAMM and committed to its goal of **encouraging Black boys** to prepare for careers in the health professions...

From a 4/8/2022 news report on the BBAMM “[New program in central Ky. aiming at getting more young Black men to become doctors](#)”:

LEXINGTON, Ky. (WKYT) - The **Black Male** Working Academy’s mission is to educate, motivate, and activate the next generation of **young Black men** of central Kentucky. The Academy is starting a new program called **Black Boys and Men** in Medicine with assistance from the UK College of Medicine. The goal is to get more **young Black men** to become doctors.

“In the last 10 years the number of **African American doctors** in the whole United States has decreased by 35%,” said Dr. Roszalyne Akins. Dr. Akins is the executive director of the **Black Males** Working Academy. She said this medical program will follow 6th and 7th graders interested in becoming a doctor through their senior year.

Seventh grader Jagger Wisley said he understands the need to have more **Black male doctors** in his community. “Yes I feel like **Black people** can feel more comfortable

with a **Black doctor** because we can relate to them way more than if we had a white doctor,” Wisley said.

Further evidence of the College’s discrimination is provided in this [College newsletter from its Office of Diversity, Equity and Inclusion](#):

Black Boys and Men in Medicine program supports pathway to health care care

According to a study by the Association of American Medical Colleges (AAMC), **Black men** represent less than 3% of physicians in the United States, fewer than in the 1970s. The College of Medicine is addressing this scarcity directly by reaching out to **young Black male students** through **Black Boys and Men** in Medicine, a program created with the partnership of the Black Male Working Academy (BMWA) in Lexington.

In violation of Title IX, the College’s BBAMM program illegally excludes and discriminates against non-female individuals based on their sex and gender identity. In violation of Title VI, the College’s BBAMM program illegally excludes and discriminates against non-Black individuals based on their race, color, or national origin. Please investigate the College for violating Title VI and Title IX.

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