

# Please Investigate the University of Colorado for Illegal Discrimination on the Basis of Race, Sexual Orientation and Gender Identity

**Mark Perry**

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to OCR

Dear Denver OCR:

This is a federal civil rights complaint against the University of Colorado and its School of Medicine (University) for illegal discrimination based on race in violation of Title VI and sexual orientation and gender identity in violation of Title IX. Specifically, the University operates the following scholarship programs that discriminate based on race/ethnicity and/or based on sexual orientation and gender identity:

1. The University's [Medical Student Externship Diversity Scholarship](#) "encourages 4th year visiting medical students who are underrepresented in medicine to apply to our Externship Diversity Scholarship to explore an interest in anesthesiology as a specialty but do not have the economic means to access an anesthesia rotation outside of their own program."

On the program website there is the following evidence of discrimination:

Who Should Apply: The Program is open to applicants who belong to groups that are recognized as historically underrepresented in the health profession including **African American, American Indian, Alaskan Native, Hispanic/Latino, Pacific Islander, and/or LGBTQIA+.**

In violation of Title VI, medical students who are not considered to be Underrepresented in Medicine (URiM), e.g., students who are white, Asian, or Middle Eastern/North African are illegally excluded from the scholarship based on their race, color, or national origin. In violation of Title IX, students who are not LGBTQIA+ are illegally excluded from the scholarship based on their sexual orientation and/or gender identity.

2. The University's [Chair's Diversity Scholarship](#) provides financial support to students that are **traditionally underrepresented in health science graduate programs**. Eligibility is restricted based on race as follows "Recipient must be a member of a traditionally underrepresented minority in health science graduate programs (**African-American, Hispanic/Latino, Pacific Islander, Native American/Alaska Native, Vietnamese**, or rural students).

In violation of Title VI, medical students who are not considered to be Underrepresented in Medicine (URiM), e.g., students who are white, Asian, or Middle Eastern/North African are illegally excluded from the scholarship based on their race,

color, or national origin. Although non-URiM students could possibly qualify for the scholarship, they could only qualify if they meet a second criterion that doesn't apply to URiM students – be a “rural student.” That is, URiM students are treated differently and preferentially compared to non-URiM students, which is a violation of Title VI.

3. The University's [Visiting Student Diversity Scholarship](#) is for 4th-year medical students who are interested in Surgery. Eligibility for the scholarship is illegally restricted based on race, color, national origin, sexual orientation, and gender identity as stated by the University:

The Program is open to applicants who belong to groups that are recognized as historically underrepresented in the health profession including **African American, American Indian, Alaska Native, Hispanic/Latino, Pacific Islander, and/or LGBTQ.**

In violation of Title VI, medical students who are not considered to be Underrepresented in Medicine (URiM), e.g., students who are white, Asian, or Middle Eastern/North African are illegally excluded from the scholarship based on their race, color, or national origin. In violation of Title IX, students who are not LGBTQIA+ are illegally excluded from the scholarship based on their sexual orientation and/or gender identity.

Please investigate the University for multiple violations of Title VI for race-based discrimination and violations of Title IX for discrimination based on sexual orientation and gender identity.

Mark J. Perry  
Senior Fellow, Do No Harm

## 1. Med Student Externship

### **Who Should Apply**

The Program is open to applicants who belong to groups that are recognized as historically underrepresented in the health profession including African American, American Indian, Alaskan Native, Hispanic/Latino, Pacific Islander and/or LGBTQIA+.

The Externship is four weeks in duration and will only be offered in the late summer and early fall of the academic year. Eligible students must be enrolled in their final year of medical school and prove to be in good academic standing at an LCME-accredited medical school.

Additionally, students must have completed all required core clerkships to be eligible for the Externship. Students will be accepted into clinical rotations only if space is available during the preferred time period. In addition, all students must meet all requirements of the University of Colorado School of Medicine for visiting students. Medical Students interested should apply electronically through VSAS and their application sent to the Dean's Office. See the medical school's [Extern \(Visiting Students\) page](#) for a list of CU's requirements and a link to VSAS.

## 2. Chair's Diversity Scholarship

### **The Chair's Diversity Scholarship**

In order to facilitate an avenue for increasing diversity in the Anesthesiologist Assistant Program, the Department of Anesthesiology is pleased to sponsor the Chair's Diversity Scholarship to provide support to students that are traditionally underrepresented in health science graduate programs.

Scholarship funds are available to both incoming students and second-year students. Admitted students and current eligible students (students finishing their first year and preparing to start their second year in the Program) will receive more information regarding the scholarship application process when it is time to apply.

Recipient must be a member of a traditionally underrepresented minority in health science graduate programs (African-American, Hispanic/Latino, Pacific Islander, Native American/Alaska Native, Vietnamese, or rural students). Selection criteria will include academic achievements, a one-page essay, scholarly achievements, community and/or volunteer service and whether the applicant is a first-generation college graduate (not required to apply).

The University of Colorado Denver | Anschutz Medical Campus embraces excellence in Diversity, Respect and Inclusiveness. The University seeks the richness that an increasing diversity of our communities brings to our learning, research and service endeavors. Our common humanity leads us to create an inclusive and respectful ethos characterized by caring, empathy, compassion, nurturing, collegiality and mentoring.

## 3. Visiting Student Diversity Scholarship

**General Surgery Residency**

About

Application Process

Virtual Interviews

Program Director and Administration

Resident Rotation Overview

Educational Program

Teaching Hospitals

Current Residents

Recent Graduates

Podcast

Research Opportunities

PGY-4 Electives

## Visiting Student Diversity Scholarship

**Announcing an opportunity for 2023-24:** the University of Colorado Visiting Student Diversity Scholarship Program for 4th-year medical students who are interested in Surgery. The program will be offered to several eligible students doing subinternships in the late summer/early fall of the academic year 2023-2024.

The Department of Surgery at University of Colorado encourages fourth-year students who are underrepresented in medicine to apply to our Visiting Student Diversity Scholarship to explore an interest in academic surgery. The Program will provide accepted "Acting Intern" (4th-year medical) students with a four-week rotation at University of Colorado in General Surgery or any of its subspecialties once scheduled for early fall 2023. There were limited openings in AY21-22 and AY22-23 due to the late spring lifting of travel restrictions on the CU Anschutz campus.



The Program will also provide up to \$2,500 of expense reimbursement to help defray the cost of flights, fees, and housing expenses.

### Who Should Apply

The Program is open to applicants who belong to groups that are recognized as historically underrepresented in the health profession including African American, American Indian, Alaska Native, Hispanic/Latino, Pacific Islander and/or LGBTQ. The 4th year medical student "Acting Internship" is four weeks in duration and will only be offered in the late summer and early fall of the academic year. Students must be enrolled in their final year of medical school in good academic standing at an LCME-accredited medical school, and have completed all required core clerkships. Students will be accepted into clinical rotations only if space is available during the preferred time period. In addition, all students must meet all requirements of the University of Colorado School of Medicine for visiting students. Medical Students interested in doing an "Acting Internship" at University of Colorado should apply electronically through VSAS and have it sent to the Dean's office. See the medical school's [Extern \(Visiting Students\)](#) page for a list of CU's requirements and a link to VSAS.

### Application Requirements

A brief statement of interest (one page), one letter of recommendation, curriculum vitae, USMLE scores, and a recent unofficial medical school transcript should be submitted by **May 15, 2023** to [Claire.MadayTravis@CUAnschutz.edu](mailto:Claire.MadayTravis@CUAnschutz.edu).

Decisions will be made by July 1, 2023.