



# TEN LAWSUITS, TEN WINS

## DO NO HARM GETS RESULTS

AT DO NO HARM, WE BELIEVE THAT FAIRNESS AND EQUAL OPPORTUNITY IS FOUNDATIONAL TO AMERICAN MEDICINE AND MEDICAL EDUCATION. THAT'S WHY, OVER THE PAST TWO YEARS, WE'VE LED A SERIES OF SUCCESSFUL LEGAL CHALLENGES AGAINST DISCRIMINATORY PROGRAMS THAT EXCLUDED INDIVIDUALS BASED ON RACE.

From major universities to powerful corporations, institutions are backing down. The following ten victories demonstrate that race-based exclusion is not just wrong: it's unlawful.

### 1. The American Association of University Women (AAUW)

For at least 10 years, the American Association of University Women ran a fellowship open only to "ethnic minority groups." When Do No Harm sued AAUW in June 2024, AAUW conceded in less than two months. It **agreed** to make the fellowship equally open to all races.

### 2. The American Chemical Society (ACS)

The American Chemical Society ran a scholarship program open only to black, Hispanic, and Native American students. When Do No Harm sued ACS in March 2025, ACS **conceded** in about two months. It agreed to make the scholarship equally open to all races.

### 3. The University of Colorado School of Medicine

The University of Colorado School of Medicine ran a scholarship program open only to "minority" visiting medical students. When Do No Harm sued the University in December 2024, the University conceded in about two months. It **made** the scholarship open to all races.

### 4. Vituity

Vituity offered an incentive program for newly hired doctors open only to black doctors. When Do No Harm sued Vituity in December 2023, Vituity **conceded** in about a month. It ended the black-doctors-only incentives program.

### 5. The Arkansas Minority Health Commission

The Arkansas Minority Health Commission ran a scholarship program that excluded white and Arab-American students. When Do No Harm sued in April 2023, the Commission conceded in less than a month. It **agreed** to end the race-conscious scholarship program and, if the Commission creates a new scholarship program, that program would be strictly race-neutral.



## 6. The National Association of Emergency Medical Technicians (NAEMT)

The National Association of Emergency Medical Technicians ran a scholarship program for EMT students that was open only to “students of color.” Do No Harm sued NAEMT in January 2024 and defeated NAEMT’s motion to dismiss in March 2025. After losing the motion to dismiss, NAEMT **agreed** to make the scholarship program open to all races.

## 7. Pfizer

Pfizer ran a lucrative multi-year fellowship program for college students that was open only to black, Hispanic, and Native American students. After Do No Harm sued in September 2022 and the case was pending at the Second Circuit, Pfizer conceded and **changed** the program in February 2023 to make it open to all students “regardless” of their race. After Do No Harm won the appeal before the Second Circuit, the parties agreed to dismiss the case.

## 8. Health Affairs

Health Affairs ran a fellowship program for health-policy researchers excluded whites. After Do No Harm sued Health Affairs in September 2022, Health Affairs **changed** the program and removed the race eligibility requirement in December 2023.

## 9. The University of Washington School of Medicine

The University of Washington School of Medicine created a mentoring directory to match medical students with experienced physicians that was open only to “BIPOC” students and doctors. After Do No Harm sued in October 2024, the medical school **agreed** to make both sides of the directory open to all races.

## 10. The Society of Military Orthopaedic Surgeons (SOMOS)

Beginning in 2022, the Society of Military Orthopaedic Surgeons worked together with the Department of Defense to run a lucrative service-learning fellowship available only to medical students from an “underrepresented gender or racial background.” After Do No Harm sued SOMOS and the federal government in December 2024, the discriminatory program was canceled and SOMOS **agreed** that any replacement program would be open to all races.

**THESE WINS PROVIDE A ROADMAP FOR RESTORING MERIT, EQUALITY, AND EXCELLENCE IN MEDICINE. EACH CASE REINFORCES A SIMPLE PRINCIPLE: NO ONE SHOULD BE DENIED OPPORTUNITY BECAUSE OF THEIR RACE. DO NO HARM IS PROUD TO STAND UP FOR FAIRNESS IN MEDICINE, EDUCATION, AND BEYOND.**