

2025

Annual Report



**SOCIAL
MISSION
ALLIANCE**

Transforming
Health Professions
Education

Funders, Partners, and Allies

The Social Mission Alliance thanks our funders, partners, and allies for making this work possible through their ongoing collaboration and support.



Atlantic Fellows

FOR HEALTH EQUITY



Fitzhugh Mullan
Institute for Health
Workforce Equity
THE GEORGE WASHINGTON UNIVERSITY



Note: the organizations listed on this page provided funding or worked with the Social Mission Alliance on an official project in 2025. We are grateful to the many other organizations and alliance members who remain committed to social mission.

Director's Foreword



2025 was a year of momentum.

Amid a rapidly shifting policy landscape that challenges decades of progress in health equity and health professions education, the Social Mission Alliance deepened its commitment to the work that has always defined us: supporting and convening advocate-leaders, translating health workforce and education research into community action, and driving systems change.

This year, we engaged fellows across programs, expanded the institutional reach of our social mission network, and convened national leaders through our Action & Accountability Summit and Hill Day. We expanded into

regional organizing and launched new initiatives that hold institutions accountable for their social mission commitments.

None of this happened by accident. It happened because of a growing coalition of educators, clinicians, students, funders, and community partners who believe that health professions education is a key lever for improving health outcomes for us all – especially those who have been historically and systematically left behind.

As we look toward 2026 and beyond our National Conference, we carry forward a clear conviction: the urgency of this moment demands resolve rather than retreat.

Thank you for being part of this movement.

Toyese Oyeyemi

A handwritten signature in black ink, appearing to read 'Toyese Oyeyemi', written in a cursive style with a long horizontal flourish extending to the right.

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Executive Overview

In 2025, the Social Mission Alliance (SMA) strengthened its position as a national platform for building and mobilizing health equity leadership through scaled fellowship training, cross-sector convening, advocacy engagement, and research infrastructure.

Through intentional investment in leadership development, SMA engaged nearly **800 fellows across programs** and expanded its institutional footprint to **35 institutions**, deepening the pipeline of physicians, researchers, and health professionals equipped to advance social mission and systems change.

SMA further amplified its national influence through the Action & Accountability (A&A) Summit and Hill Day, convening policymakers, institutional leaders, and advocates to advance federal and systems-level priorities. These efforts strengthened policy visibility and cross-sector alignment while positioning SMA as a trusted convener in national health equity dialogue.

Strategic funding growth – including **new investment to support regional post-conference activation** – enabled the organization to extend impact beyond national convenings into place-based organizing and sustained engagement.

In parallel, SMA advanced multi-year research initiatives tracking workforce diversity and social mission outcomes, generating data to inform accountability, policy strategy, and institutional change. Infrastructure investments and expanded programming have positioned the organization for continued scale and measurable impact as it prepares for the 2026 National Conference.

Together, these outcomes reflect progress toward building durable systems, leadership capacity, and policy influence to advance health equity at scale.



2025 At-A-Glance

In 2025, SMA advanced **12 initiatives** spanning communications, education, advocacy, research, and workforce equity. The organization engaged learners, clinicians, educators, and advocates nationwide through fellowships, webinars, convenings, and campaigns, while securing new funding and partnerships to support sustained growth.

Key Highlights

- ★ Strengthened the national leadership pipeline for health equity by expanding fellowship and training programs that prepare physicians, researchers, and health professionals to advance social mission, social justice, and policy change. To date, the fellowships have trained ~800 fellows across programs.
- ★ Expanded institutional reach and cross-sector representation, engaging 35 institutions to date, strengthening partnerships that embed health equity leadership across academic and practice settings.
- ★ Convened national leaders and policymakers through the Action & Accountability (A&A) Summit and Hill Day, elevating social mission priorities in federal policy conversations and strengthening cross-sector collaboration. The convening engaged 43 participants, reinforcing its role as a national platform for advocacy and alignment.
- ★ Advanced multi-year national research initiatives tracking workforce diversity and social mission outcomes in health professions education, generating data to inform policy, institutional accountability, and equity-focused decision-making.
- ★ Accelerated planning for the 2026 SMA National Conference, positioning the convening as a national platform to mobilize institutional leaders, researchers, funders, and advocates around advancing measurable health equity outcomes.

2025 was a year of intentional alignment—connecting people, policy, and systems toward lasting change.

Advocacy, Organizing, & Narrative Change



For Us All Campaign

In 2025, SMA restructured and relaunched the For Us All Campaign to align advocacy, organizing, and learner leadership under a unified impact framework. The campaign convened educators, clinicians, students, and community leaders through the **Action & Accountability Summit (March 15–17)** and a Hill Day focused on advancing health equity and workforce priorities.

SMA also hosted a public relaunch webinar, expanded coalition outreach, and developed a two-year implementation timeline to guide future campaign activities, including a dedicated conference session in 2026.

Advocacy Advisory Council

The Advocacy Advisory Council was reconstituted for the 2025–2026 term, bringing together leaders to support campaign strategy, amplify narrative change through media and op-eds, and mentor Health Justice Fellows. Council members played a key role in strengthening SMA’s advocacy infrastructure and national reach.

2025–2026 Council Members



Addys Castillo



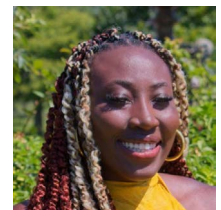
Ana Sofia Debrito



Anita Fernander



Ashanti Carter



Ayomide Ojebouboh



Brian Park



Crister Brady



Davarian Baldwin



Donald Gresham



Earl Ettienne



Howard Straker



Jandra Korb



Raashmi Krishnasamy



Rachel Strodel



Sascha Murillo

Programmatic Impact

Health Justice Fellowship

The Health Justice Fellowship advanced its evolution toward organizing-centered leadership development. In 2025, SMA selected and launched a six-fellow cohort and partnered with RELATE Lab to deliver structured organizing training aligned with the For Us All Campaign.

Fellows received ongoing mentorship, office hours, and visibility through communications spotlights, reinforcing SMA's commitment to supporting emerging leaders at the intersection of health equity, advocacy, and systems change.

2025-2026 Fellows



Alisa Chew

Herman Ostrow School of Dentistry of USC, Class of 2029



Miranda Harris Martinez

University of Minnesota Medical School, Class of 2026



Sharmain Siddiqui

Loyola University Stritch School of Medicine, Class of 2026



Kendall R. Scott, Jr.

Brown University School of Public Health, Dartmouth College Geisel School of Medicine, Class of 2026



Vicky Vo

University of Pennsylvania School of Nursing & School of Public Health, Class of 2027



Queena Asabere Williams

University of Maryland Eastern Shore, Physician Assistant Program, Class of 2026

Learner Engagement

WEBINARS • INTERNSHIPS • RESOURCE DEVELOPMENT • FELLOW-LED LEARNING

SMA strengthened learner engagement through webinars, fellow-led programming, and internship placements supporting communications, research, and the Resource Library. Internship programming contributed directly to organizational capacity while offering learners hands-on experience in social mission work.

Webinars

Webinar | SOCIAL MISSION ALLIANCE

Dismantling the Health Workforce Pathway



Harold Baker | Michael Green | Vachena Keys | Raashmi Krishnasamy

A conversation highlighting the impacts of federal policies on the future of the health workforce in the US, its potential impacts on health care access for our most vulnerable, and what we can do now to prevent it. This webinar will focus on the various funding sources that have been impacted (i.e. financial aid caps, grant access to trainees) and how they've historically helped health workers that serve the country's most vulnerable populations.

Tuesday, September 30
8:00 - 9:30 PM ET

Webinar | SOCIAL MISSION ALLIANCE

No Margin No Mission: Sustaining the Safety-Net



Jorge Otañez | Weyu Zhang | Toby Terwilliger | Miranda Harris Martinez

As the federal government moves to cut funding to Medicaid, this webinar will discuss the economic impacts on safety net health systems, the human impacts on health care access, and different ways we can get involved to prevent these harms.

Tuesday, October 28
8:00 - 9:00 PM ET

Residency Fellowship in Health Policy



Spring 2025 Cohort



Fall 2025 Cohort

In 2025, SMA delivered two successful Residency Fellowship in Health Policy (RFHP) sessions, engaging clinicians and professionals across disciplines in applied health policy education. Fellows explored critical policy issues—including primary care access, immigration and health, vaccine policy, and graduate medical education—and concluded each session with policy-focused capstone presentations.

The program expanded interdisciplinary reach through new partnerships, including Mayo Clinic Cardiology, and began implementing a new evaluation strategy to better measure outcomes and long-term impact. Planning for Spring 2026 continued throughout the year, positioning RFHP as a cornerstone of SMA's leadership development work.

Research & Data for Systems Change

Health Workforce Diversity Initiative

The Health Workforce Diversity Initiative advanced significantly with the integration of national datasets across medical (MD, DO), physician assistant, and dental education programs. SMA finalized data use agreements with AAMC, AACOM, and PAEA and began analyzing application and matriculation data spanning 2013–2024, with additional 2025–2026 data incorporated.

This work positions SMA to deliver actionable insights on the impact of policy shifts—including anti-affirmative action decisions—on workforce diversity.

Social Mission Metrics Initiative

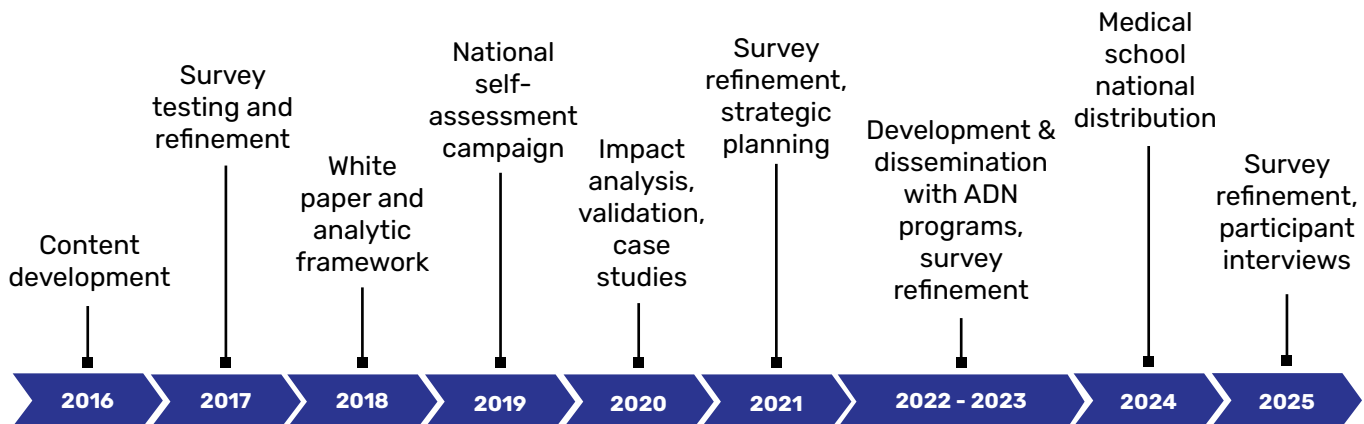
The Social Mission Metrics Initiative continued to build the field’s understanding of how social mission outcomes can be measured and advanced within medical education. In 2025, SMA conducted leadership interviews, developed a new conceptual model for social mission, and presented a poster at the 2025 AMA Change MedEd Conference.

Resource Library

The Social Mission Resource Library is a collection of peer reviewed articles, implementation tools, and real world examples of social mission in practice at institutions and programs across the US. In 2025, we continued to add new and innovative work to the library, which now holds 335 hand-picked resources to help administrators, faculty, staff, students, and more in their pursuit to advance social mission.

Domains of Social Mission

- Socially Accountable Leadership
- Equitable Expansion of the Health Workforce
- Supportive School Ecosystems
- Transformative Curriculum & Programming
- Commitment to Community



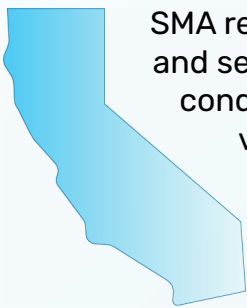
Advancing Health Workforce Diversity as a National Report Card

SMA advanced its Anti-DEI Monitoring Initiative through June funding support, preparing a major manuscript submission to JAMA. The research evaluates the impact of recent federal policy changes on health workforce education two years after the Supreme Court decision. This work reinforces SMA's role as a national accountability voice, serving as a "report card to the nation" on diversity in health professions education, and supports targeted foundation fundraising

Research & Data for Systems Change:

- Expand multi-year national dataset analysis across MD, DO, PA, and dental education (2013–2026)
- Publish and disseminate findings from the Anti-DEI Monitoring Initiative in a high-impact journal
- Establish an annual "Health Professions Education Equity Report Card" framework
- Produce policy briefs and institutional guidance translating research into action
- Position SMA as the national evidence hub informing policy, philanthropy, and workforce reform

Place-Based Impact: California



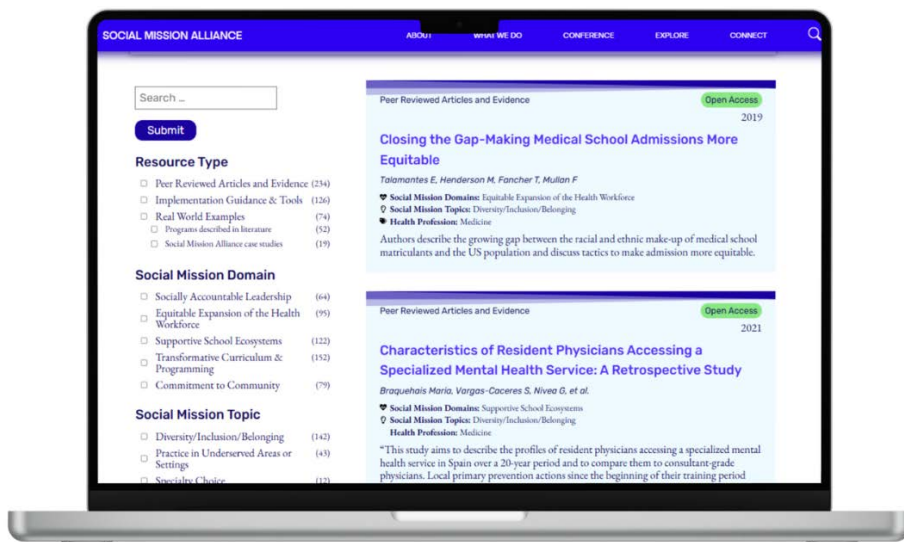
SMA reinvested in California-based engagement by strengthening partnerships and securing funding to support post-conference organizing. The organization conducted state-wide convenings, met with key collaborators, and expanded visibility through national conferences including the American Public Health Association (APHA).

These efforts align with SMA's broader strategy to pair national advocacy with regional organizing and implementation.

Infrastructure, Communications, & Capacity

In 2025, SMA strengthened the internal infrastructure needed to sustain and scale its work. This included revitalizing communication through the relaunch of several newsletters, including new learner-focused updates and expanding the Social Mission Resource Library with newly defined social mission domains. The organization also maintained consistent engagement through weekly resource features and campaign messaging while bringing on additional communications and data support. At the same time, SMA advanced its program evaluation approach and refined campaign frameworks to better measure impact and guide future growth.

These investments improved coordination, visibility, and readiness for growth across all initiatives.



SMA Resource Library with 300+ Resources

Positioned for 2026

The investments and progress made in 2025 positioned the Social Mission Alliance to transition from infrastructure building to advancing measurable national impact. SMA's programs, partnerships, and research initiatives are increasingly aligned to strengthen a national movement for social mission in health professions education- connecting learners, institutional leaders, and community partners to advance health equity and workforce accountability.

2026 Priorities

In 2026, SMA will focus on expanding the reach, influence, and implementation of social mission across health professions education and healthcare systems nationwide. Core priorities include:

- **Elevating the visibility and influence of social mission nationally and globally**, positioning it as a critical framework for strengthening health workforce accountability and advancing health equity.
- **Responding to the current policy and political landscape as an opportunity** for social mission leaders and institutions to address growing gaps in health professions education, workforce development, and community health.
- **Demonstrating the economic impact of social mission investment**, including the workforce and community health returns associated with socially accountable training models.
- **Strengthening partnerships between health profession schools, academic health centers, and community health centers** to better align health professions education with community health needs.
- **Expanding pathways that increase the number of trainees entering primary care and rural practice**, helping address persistent workforce shortages in underserved communities.
- **Piloting interventions that strengthen academic health center capacity nationwide** to implement and sustain institutional social mission commitments.
- **Partnering with community-based organizations** to strengthen the community commitment domain of social mission and ensure community voices help shape institutional priorities.
- **Empowering and protecting network voices**, ensuring that educators, trainees, and institutional leaders can advance social mission without risking personal or professional consequences.

Looking Ahead

As policy shifts continue to reshape the national landscape for health professions education and workforce development, the need for coordinated leadership, credible evidence, and collective action has never been greater. SMA is uniquely positioned to support institutions navigating this moment while advancing research, partnerships, and advocacy that strengthen socially accountable health professions education.

With continued philanthropic investment, SMA will expand its capacity to mobilize a growing national network, document the impact of social mission policies and practices, and support institutions and communities working together to build a more equitable and accountable health workforce.

Board Members

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FACNM, FAAN

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MPH, MCHES
Executive Director

Leigh Anne Butler, EMT-B
Head of Special Projects

Isabel Chen, MD, MPH
*Project Director, Social
Mission Metrics Initiative*

Vikas Choudhary
*Student Communications
and Marketing Specialist*

Clese Erikson, MPAff
Research Scientist

Andrea Jenkins, MPH
*Institute Specialist I,
Strategic Partnership Lead*

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*Project Director, Residency
Fellowship in Health Policy*

Julia Mattingly
Senior Research Assistant

Simone Perez-Garcia
*Lead Associate for Programs and
Operations*

Maria Portela-Martinez, MD, MPH
*Project Director, Health Equity
Leadership Diversity Initiative*

Robert Rock, MD, MHS
*Project Director, Health Justice
Fellowship*

Edward Salsberg, MPA
*Lead Research Scientist,
Workforce Diversity*

Moira Secrest
Manager, Sponsored Projects

Jamar Slocum, MD, MBA, MPH
*Project Co-Director, Residency
Fellowship in Health Policy*

Katie Webster
*Senior Communications
Associate*

Margaret Ziemann, MPH
Research Specialist



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