



DIVERSITY IN DENTISTRY MENTORSHIPS

SUPPORT

2024

WE D.I.D. IT...SO CAN YOU!

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INTRODUCTION

“The racial mix of the dentist workforce does not reflect the U.S. population. Black and Hispanic dentists are significantly underrepresented...” - ADA HPI

The 2022 ADA HPI data highlights a stark reality in the dental profession, with only 3.8% Black, 5.9% Hispanic, and 0.3% Alaskan Indian/Native American dentists among the total of 202,536. This glaring lack of diversity has significant repercussions for our community's well-being and health.

The importance of a diverse dental workforce cannot be overstated. ***A dental population that mirrors the diversity of the communities it serves holds the key to improving oral health outcomes.*** Cultural competency, enhanced patient care, and a reduction in biases are critical components that arise from a diverse representation in dentistry. By addressing this disparity, we not only create a more inclusive profession but also pave the way for better oral health for all.



Diversity In Dentistry Mentorships, Inc. (DIDM) aims to improve the pathway for historically underrepresented students from middle to dental school through mentorship, education, hands-on experiences, and awards tailored for youth and pre-dental students. We do this through two signature programs: Diversify Dentistry Youth Summits™ identifies and empowers students to explore the oral health profession. Our Virtual Mentorship program for pre-dental students offers personalized guidance and resources to help them become competitive dental school applicants. We distinguish ourselves by providing one-on-one mentorship to support this goal.

THE CHALLENGES

The challenges we currently face in dentistry are:

1. The number of Black dentists in the U.S. has not changed in 15 years.
2. The representation of African American/Black, Hispanic/Latinx, American Indian, Alaskan Native and Pacific Islander dentists is disproportionate to the U.S. population.



3. Population parity between dentists and served communities are critical to provide competent and accessible care to historically underrepresented groups (HUGs). Lack of cultural competence leads to ineffective communication, bias, and ultimately results in inequity in the delivery of oral healthcare.
4. From 2005 to 2020, the number of enrolled first year dental students for Hispanics improved from 6.1% to 10.8% but for Black students, it decreased from 6.7% to 6.2%.

THE SOLUTIONS

We connect students with dental mentors who *share their values and believe in their potential.*

By providing engaging curriculum and having fun along the way, we will inspire and prepare the next generation of diverse dentists! We aim to achieve this through Exploration, Education, and Empowerment.



1. EXPLORATION



We reach our historically underrepresented groups (HUG) youth early to encourage them to explore the field of dentistry and get them on the right pathway to success.

2. EDUCATION



By providing resources and programming, we can educate our HUG students so they can embrace the possibility of being a dentist. Our Diversify Dentistry Youth Summit™ and mentorship program will be a springboard to action.

3. EMPOWERMENT



Mentors for the Movement are needed to increase a sense of belonging and empowerment for our future diverse leaders in dentistry.

WHO WE ARE

We bring future dental students and dental professionals into one community to share information, offer guidance, and provide encouragement.

Diversity in Dentistry Mentorships, Inc. is a 501(c)(3) nonprofit organization committed to strengthening the diversity pathway from middle school to dental school through mentoring, educational experiences, hands-on programming, and awards to youth and pre-dental students from historically underrepresented backgrounds.



A message from our founder and president, Dr. Laila Hishaw, Board Certified Pediatric Dentist, Speaker, Author, and Consultant:

“My name is Dr. Laila Hishaw, I am a pediatric dentist and founder of Diversity In Dentistry Mentorships, Inc. (DIDM). I'm on a mission, with my dental colleagues, to increase the diversity of dentistry by mentoring pre-dental and dental students like you. Diversity in Dentistry Mentorships is here to provide you with support, guidance and inspiration to believe in yourself!”

Elected Board of Directors



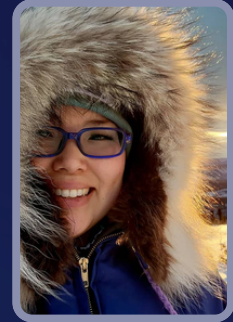
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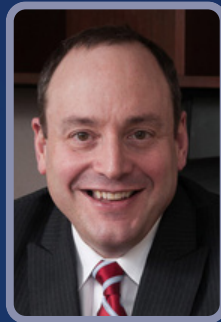
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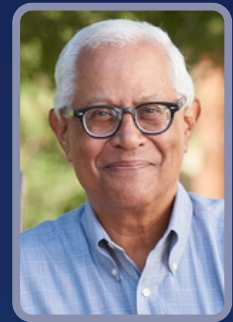
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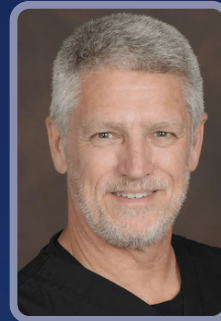
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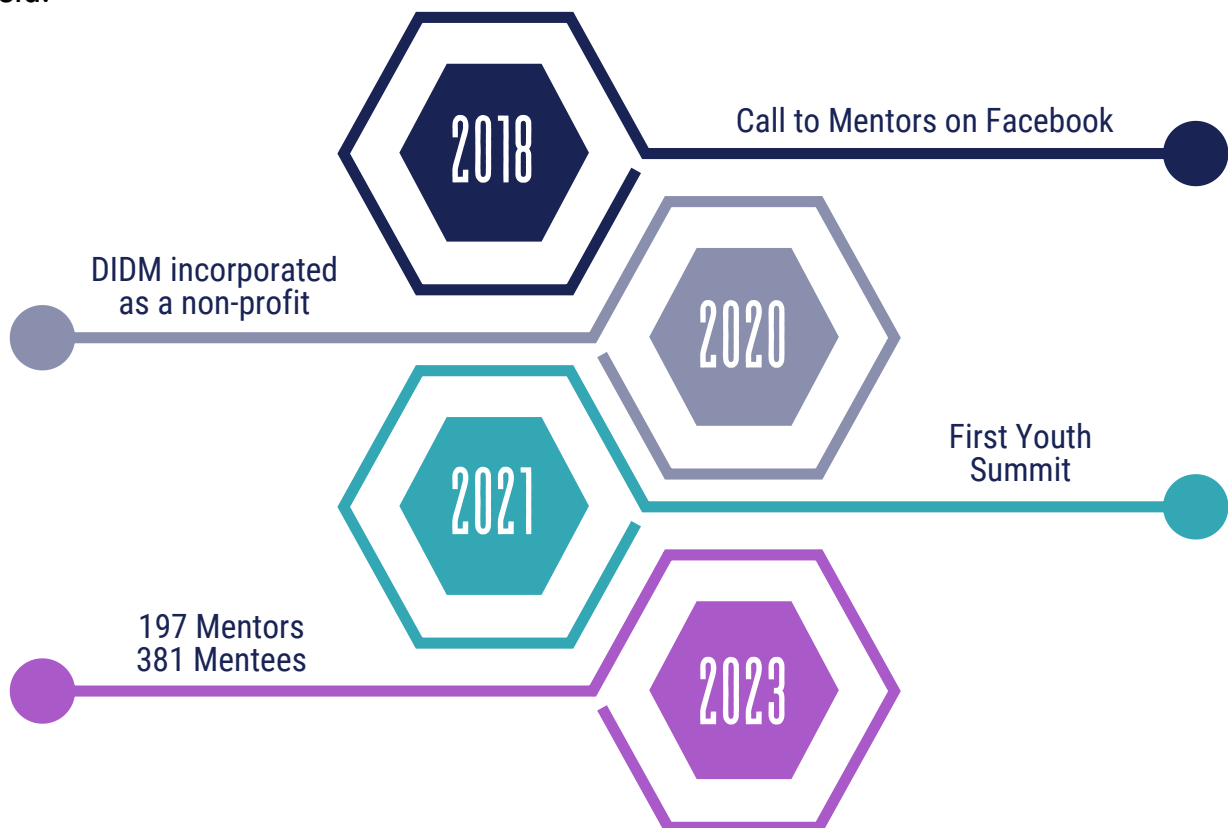
OUR HISTORY

“The future of dentistry is dependent of intentional mentoring.”

-Dr. Laila Hishaw, Founder, Diversity In Dentistry Mentorships, Inc.



Diversity in Dentistry Mentorships was created by Dr. Hishaw to educate, empower, and mentor African American youth and other groups historically underrepresented in dentistry. Her goal is to show them dentistry is a rewarding career and an attainable goal early on in life, getting them on the right educational path to be successful candidates for dental school and ultimately, valuable leaders in the profession of dentistry. She feels it is incumbent on dentists to nurture and bring up the next generation of leaders in the field.



OUR MISSION

Our mission is to empower underrepresented youth to explore dentistry and mentor pre-dental students, cultivating a diverse dental workforce that drives health equity and improves oral health access for all communities.



ABOUT MENTORING

DIDM stands to make a meaningful impact by guiding and empowering underrepresented youths toward a fulfilling dentistry career. Through mentoring, we illuminate a path early in their lives, fostering the right educational direction to excel as future dental school candidates and influential leaders in the field. Mentoring plays a crucial role in shaping and nurturing the next generation of dentistry's diverse and capable leaders, ensuring a profession that reflects and serves the community effectively.

Students gain the most from a mentoring relationship. All the information provided from DIDM will serve as suggestions for mentoring partners as they decide on the specifics of their relationship. These guidelines are intended to serve as a tool for partners, but they have been designed to be flexible enough to facilitate all types of learning relationships.



TESTIMONIAL

“Dr. Erazo's mentorship reflects her unwavering commitment to dentistry and outstanding leadership. Her guidance, particularly in the application process and personal statement crafting, has left an indelible mark on my path to becoming a dentist. Dr. Erazo is not just a mentor; she is a beacon of support, an advocate for diversity, and an exceptional individual in the world of dentistry.”

-Mike Charles, Pre-dental student mentee

"Since being a part of Diversity in Dentistry Mentorships I have gained an amazing mentor who continues to support me and guide me as I navigate the steps I need to take moving forward to become a stronger applicant. I've also had the opportunity to connect with other minorities in dentistry through various virtual discussions, which has allowed me to gain more insight on how to address and overcome the adversities one may face pursuing a leadership role in healthcare as a minority."

-Reeka Darling, Pre-Dental Student Mentee



"My mentor, Dr. Laila Hishaw, has been nothing short of exceptional. She's always willing to listen, offer support, and provide advice based on her experiences to help me navigate success. In addition, my involvement with D.I.D. has given me the opportunity to connect, engage, and learn from several diverse dental professionals across the U.S.!"

-Shonte Reed, D1 Dental Student

"It has been a fulfilling experience to mentor a young hopeful first-year dental student. I have enjoyed our talks and it feels great to provide insight and advice for navigating through dental school successfully."

**-Dr. Nitalya B. Williams
Orthodontist**

WHAT WE DO OUR PROGRAMS



UNDER-GRAD PROGRAM

Our **VIRTUAL MENTORSHIP METHOD PROGRAM** pairs pre-dental students with mentors to help guide, motivate, and ensure a successful journey towards dental school and beyond. This initiative offers invaluable mentorship from practicing dentists and dental students, providing crucial support for aspiring dentists.

Our meticulous screening process ensures aligned mentor-mentee pairs, considering individual needs and skills. This tailored matching, complemented by a comprehensive handbook and monthly webinars, fosters a supportive community and guides them through the intricate dental school application process. In addition, our program offers other tools for success such as DAT Destroyer flashcard giveaways, gift cards, group and peer mentoring, and more.

VIRTUAL MENTORSHIP

644 STUDENTS | 254 MENTORS

MENTORSHIP WEBINARS | SOCIAL MIXERS

ONLINE MATCHING PLATFORM

DAT DESTROYER FLASHCARD GIVEAWAYS

GROUP MENTORING | PEER MENTORING

GIFT CARDS | MENTEE OF THE YEAR AWARDS

Diversity in Dentistry Mentorships, Inc.

Last Group Mentorship Mixer for 2023

Saturday November 18, 2023, 8am PST

Register Now!



REGISTER NOW

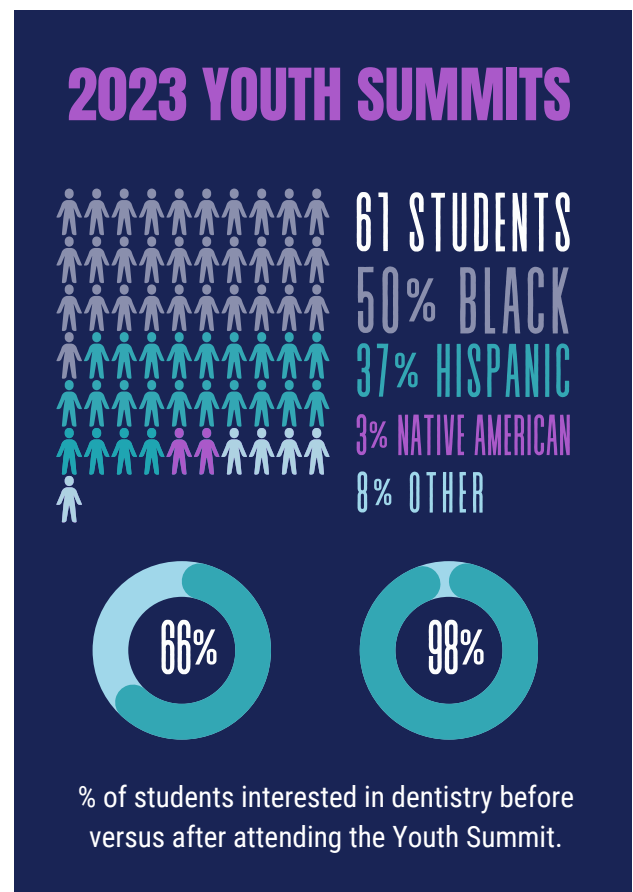
TEEN PROGRAM

Our Diversify Dentistry Youth Summit is a call-to-action for dentists, educators, and corporate leaders who recognize the need to connect historically underrepresented youths to the dental profession to create opportunity and plant the seed of possibility within them.



Since our inaugural **DIVERSIFY DENTISTRY YOUTH SUMMIT** hosted at SPEAR in 2021, we've inspired underrepresented middle and high school students to consider a career in dentistry. For 2023, we held two youth summits, which welcomed sixty-one youths and two Pre-Dental Mentees from historically underrepresented groups to inspire the next generation of dental applicant pool, aiming to redefine the future of dentistry. In fact, our Mentee of the Year, Ashley Lynn, was inspired to apply to ATSU, a dental school that was not previously on her radar. We are on track to host 4 Summits in 2024 and double it in 2025!

The pursuit of an inclusive dental landscape depends on nurturing the potential of young minds. These transformative summits served as a guiding beacon, igniting a dream in underrepresented youths. Students partnered with dentist mentors and experienced immersive dental anatomy, hands-on laboratory experiences, and engaging discussions. The pinnacle of this inspirational day was marked by a "white coat" ceremony, symbolizing the timeless passage into the rewarding realm of dentistry.





DIVERSIFY DENTISTRY YOUTH SUMMITS - 2023

2023 Diversity in Dentistry Youth Summit at ATSU-ASDOH, MESA, AZ
DIVERSITYINDENTISTRY.ORG

Share

Watch on YouTube

WE D.I.D. IT...SO CAN YOU!

https://youtu.be/VgO_CG2C5ZI



OUR IMPACT

These testimonials illustrate how our programs influence a student's decision to pursue a career in dentistry or to become a mentor. They serve as compelling narratives, showcasing the profound impact and inspiration our initiatives offer, both in fostering career paths and in nurturing the desire to support others on their dental journey.

Thank you so much for having us at the Program, I loved having individual Mentors. Also thank you for the toothbrushes.

Thank you so much for having us! I was so much fun and such a beautiful campus! -Mikala D.
Thank you for this opportunity it sure was a blast
-Brandon Lee

Thank you for having the MET Professional Academy be apart of this amazing experience! I learned so much from this program from dentistry to life/college skills ☺

Thank you so much for the opportunity!
-Delian Burueto

Thank you for having me at your beautiful campus! You all were so inspirational and really motivated me in the field of dentistry! THX again! -Sadiyah

-Mokaylah Smith

Your campus was so beautiful & I am so grateful to have had the opportunity to visit. Thank you for such an amazing experience!
-Noah Swan

Thank you for having us! It was an amazing opportunity to be able to experience it. By the end I was thinking of going into dentistry.
-Serenity McFadden

{ Diversity in Dentistry
AT Still University }

Thank you for opening my eyes of a career in dentistry
-Natalie

-Peoria Unified School District Professional Academy





Above: Two of Society of American Indian Dentists' students, Dimitri Mahee and Marlinda Begaye, with Dougherty Tsalabutie, MPH, ATSU's Director of National Center for American Indian Health Professions at our Youth Summit in October.

"I had a moment of being very proud to be on this journey and to be reminded that it matters in so many ways. Also, for me to look down the row in sim clinic to see Dimitri a few chairs away [at the Diversity Dentistry Youth Summit at ATSU] was very impactful for me. To see us both as an educator and mentor was powerful. We hardly see each other in those roles while in school since we are in different classes, so to be in those roles side by side was amazing! It was one of those 'Wait... we are really doing this. We are manifesting our dream of becoming a dentist and we get to pave the way for younger students.' This is crazy."

-Marlinda Begaye, D1 Dental Student

"I just want to thank you again for the amazing opportunity last week. I've decided that I really want to apply to ATSU...I want to be able to lead and help the next generation!"

-Ashley Lynn, DIDM Mentee of the Year

Right: Our Mentee of the Year, Ashley, speaking to the hopeful middle and high school students about her experiences and aspirations to become a dentist.



OUR ASK



BE A *champion*
FOR

DIVERSITY IN
DENTISTRY

Ask us how.

www.diversityindentistry.org



DONATE HERE!

www.diversityindentistry.org





CHAMPION FOR DIVERSITY- \$10,000

See Sponsorship Packet for Benefits

MENTORSHIP SPONSOR - \$5000

Sponsor Spotlight for the Month:

- Pop-up and front page of the DIDM website for the Month
 - Mentorship Media
 - 2 Mentee Scholarships (\$500 each)
 - Website Sponsor scroll for the Year
-

SUMMIT SPONSOR - \$2500

Sponsorship Event Recognition:

- Event Media
- Website Sponsor scroll for the Year

[DOWNLOAD SPONSORSHIP PACKET](#)

SPONSOR

DIVERSITY IN
DENTISTRY
MENTORSHIPS

SPOTLIGHT

EXAMPLE

#SMILE4DIVERSITY

Execudent

Connecting Talent With Opportunity



“

It is one of the most important things in our profession, to provide these kinds of opportunities that Diversity in Dentistry Mentorships does...particularly [for] groups that otherwise might not consider it an opportunity.

- Dr. Joel Berg, CEO Execudent

”

Execudent is sponsoring smiles and connecting youth from diverse backgrounds with opportunities by supporting DIDM pathway programs and funding scholarships.

We D.I.D. It — So Can You!

www.diversityindentistry.org





WaFd Bank

**DIVERSITY IN
DENTISTRY
MENTORSHIPS**

#SMILE4DIVERSITY

SCHOLARSHIPS

EXAMPLE

Diversity in Dentistry Mentorships, Inc. is partnering with WaFd Bank to award two \$500 scholarships to engaged DIDM pre-dental mentees and dental student mentors!

Applications are now open!

We D.I.D. It — So Can You!

#Smile4Diversity

www.diversityindentistry.org





We D.I.D. It—So Can You!

We thank you in advance for your donations. All of us at Diversity in Dentistry Mentorships, Inc look forward to working with you to forge a future where equitable oral health is no longer a dream but a reality!

To discuss any of the sponsorship opportunities or in-kind donations to put a smile on a deserving youth today, please do not hesitate to reach out to **Dr. Laila Hishaw**, President or **Ms. Lynette Rodriguez**, Treasurer.

Diversity In Dentistry Mentorships, Inc. Tax ID #85-2395210

Consult your tax professional regarding the deductibility of your donation.

CONTACT US



info@diversityindentistry.org



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