



IM4US
INTEGRATIVE MEDICINE FOR THE UNDERSERVED

ANNUAL REPORT 2020



ABOUT IM4US

Integrative Medicine for the Underserved (IM4US), a project of the [Tides Center](#), is dedicated to Equity, Diversity, and Inclusion in health care. Through outreach, education, research, and advocacy, IM4US provides support to a community of diverse health practitioners working with underserved populations.

MISSION STATEMENT

Integrative Medicine for the Underserved is a collaborative, multidisciplinary group of people committed to affordable, accessible integrative health care for all. Through outreach, education, research, and advocacy, we support those dedicated to promoting health in underserved populations. Together we work to shift the current paradigm towards equity, wellness, prevention, patient empowerment, and self-care.

PHILOSOPHY

- We believe health care is a right.
- We believe Equity is fundamental to health and wellness, and therefore Equity, and efforts to dismantle racism/oppression are foundational to our work as healers/practitioners.
- We believe optimal health care focuses on wellness as much as treating disease.
- We believe optimal health care addresses mind, body, and spirit.
- We believe that the social determinants of health must be addressed.
- We believe in the power of integrating diverse health care modalities and disciplines.
- We believe underserved patients and those providing their care need unique kinds of support.
- We believe collaboration and sharing improves patient outcomes and inspires providers to remain whole-heartedly engaged in this work.

2020 Highlights

- Transitioned Annual Conference from in-person event to first virtual conference
- Hosted a record number of conference attendees with 609 individuals participating
- Released Solidarity Statement to address systemic racism and police violence
- Increased membership from 400-500 individuals
- Welcomed new Board Directors and increased diversity to 50% from BIPOC communities
- Hosted a Board of Directors retreat
- Strengthened committee work by enlisting additional Co-Chairs and Board Liaisons
- Hired first full time Executive Director in November



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Equity | Diversity | Inclusion

In 2020, IM4US increased the diversity of our Board of Directors to include 50% from BIPOC communities. We shared implicit bias training materials with board, staff, and members, and focused our annual conference on structural racism and integrative health equity. To support the advancement of equity, diversity, and inclusion throughout the integrative health community, we shared our **Solidarity Statement** and participated in round table discussions with the Academy of Integrative Health and Medicine.

The following excerpt from our 2019 Equity, Diversity, and Inclusion framework is a reflection of our historical commitment to this work since the inception of IM4US in 2009. Other integrative health organizations have utilized this framework to create their own statements and to place greater focus on equity, diversity, and inclusion in their organization.

Equity Diversity and Inclusion (EDI) Statement

As integrative health professionals and advocates from diverse personal and professional traditions, we hold a vision of our common humanity and interconnectedness. We serve people profoundly impacted by social inequities and injustice, and we are uniquely situated to address the resulting barriers to health. In 2019, Gail Christopher spoke of how the "hierarchies of human value" (including but not limited to racism/colorism, sexism, and classism) are built into our society structurally, and we recognize them as root causes of trauma and illness. We also recognize the hierarchies that exist within health care work and believe that the inclusion of a wide range of healers representing different healing systems enhances our ability to provide optimal care. We are committed to equity, diversity, and inclusion as healing and unifying forces in our practices, organization, and society. We work to advance health equity through anti-racism and other anti-oppression work as individuals and as an organization. We prioritize increasing many forms of diversity in our organization, welcoming the inclusion of all voices, and promoting open dialogue.

IM4US will continue to address systemic racism as an organizational priority.



IM4US Membership

In 2020, IM4US membership increased from 400 to 500 plus members.



Organizations

Providing Educational Discounts & Scholarship Opportunities for IM4US Members



THE UNIVERSITY OF ARIZONA
**Andrew Weil Center
for Integrative Medicine**



Duke Integrative Medicine



THE INSTITUTE FOR
**FUNCTIONAL
MEDICINE®**



Integrated Center for
Group Medical Visits



Academy of Integrative Health & Medicine

10th Annual Conference

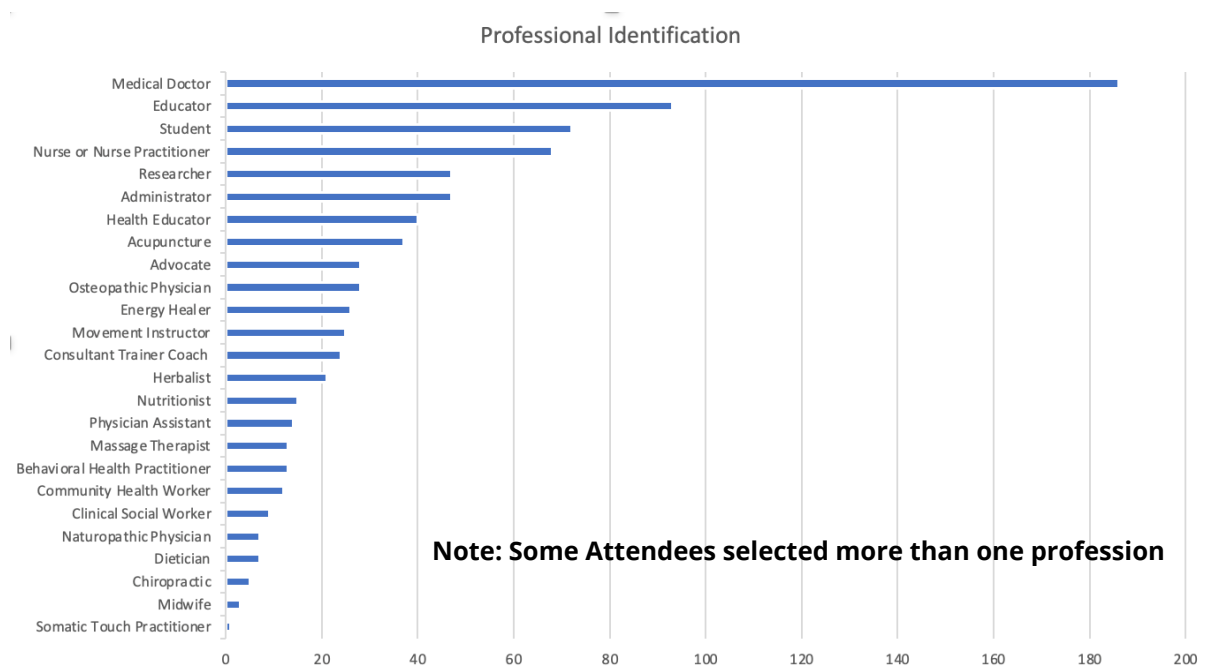
August 27-29, 2020

"Pathways to Health Equity: Dismantling Barriers and Creating Solutions through Integrative Health"

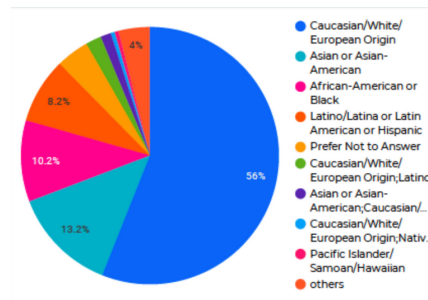
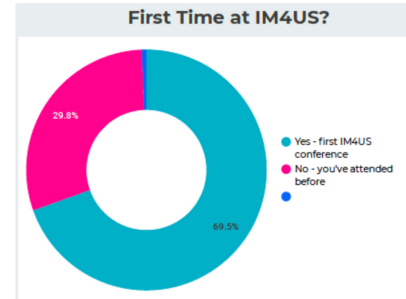
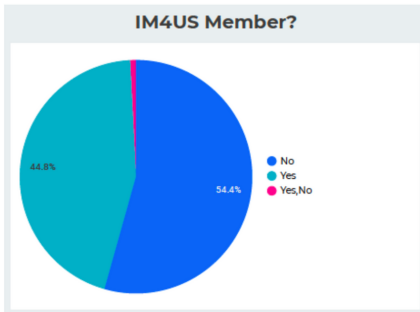


Attendee Demographics

Attendees: 609 From: 46 States & 2 Countries



Attendee Demographics



Attendee Gender		
	GENDER	Record Count ▾
1.	Female	488
2.	Male	92
3.	null	10
4.	Gender Fluid	9
5.	Prefer not to answer	7
6.	Intersex	1

Grant Funding

Through the generosity of our funders, IM4US provided over 100 full scholarships to all 2020 conference attendees needing financial assistance.



Thank you 2020 Conference Sponsors & Exhibitors

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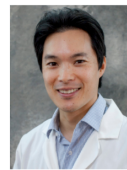
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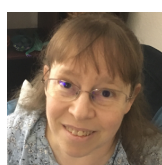


Heather Carrie, MAS
Executive Director

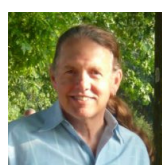
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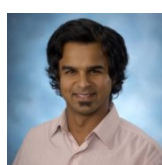
Benjamin Brown, MD
IM4US Founder



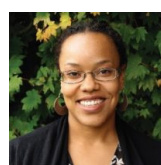
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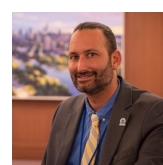
Rick McKinney, MD
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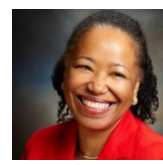
Fasih Hameed, MD
IM4US Founder



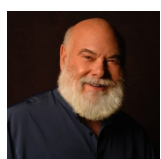
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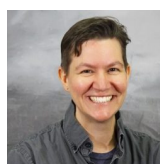
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Tara DeMarco, MA PHD



John Weeks

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A project of Tides Center



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