



Expanding Pathways to Health Careers Since 2006

Mentoring in Medicine & Science, Inc. (MIMS) is an Oakland-based nonprofit dedicated to increasing the number of underrepresented health professionals through mentoring, career exposure, and leadership development.

Founded by a first-generation Black female Emergency Medicine physician, MIMS was created in response to the persistent lack of diversity in the health workforce and the health disparities that result when communities lack providers who understand their lived experiences. For two decades, MIMS has built programs that connect young people—particularly those from historically underrepresented backgrounds—to meaningful opportunities in healthcare.

Through hands-on training, mentorship, and career exploration, MIMS equips students with the knowledge, skills, and confidence needed to pursue careers across the health professions.

Our Impact

Since 2006, MIMS has:

- **Served more than 4,000 underrepresented youth and young adults**
- **Impacted 1,500+ community members** through training and community health education
- **Engaged more than 200 health professionals** as mentors and role models
- Supported alumni who have gone on to become **nurses, physicians, public health professionals, and other healthcare leaders**

Our Programs

MIMS programs are designed to provide a **continuum of exposure, training, and mentorship** that helps students move from early interest to professional careers.

Summer Internship Program | Our flagship program is a five-week immersive experience where students gain hands-on clinical exposure, shadow health professionals, and participate in personal and professional development workshops.

MADE Pre-Apprenticeship Program | MIMS operates two state-certified pre-apprenticeship programs ranging from 4 to 12 weeks. Each program immerses youth ages 16–24 in health careers, particularly community-based roles such as community health workers and substance use navigators, and offers clinical exposure, public and community health education, and mentorship.



MIMS Mentor Program | A six-month mentorship program that pairs post-secondary students and graduates with health professionals or health professional students for guidance, networking, and career preparation.

Health Certifications Programs | In partnership with local schools, community-based organizations, and small businesses, MIMS provides training and certification in CPR, First Aid, Mental Health First Aid, and Advanced Bleeding Control while integrating health career education and an equity lens.

Looking Ahead

MIMS is expanding its reach across the Bay Area through partnerships with school districts, community-based organizations, and healthcare institutions. Through these collaborations, MIMS issues over **1,000 certifications annually** while continuing to support 50-75 young people on their path toward health careers through our programs.

As we celebrate **20 years of impact**, MIMS remains committed to building a health workforce that reflects the rich diversity of our communities.

Every future health professional starts somewhere. See how MIMS creates that starting point through hands-on training and the MADE Pre-Apprenticeship, opening doors to possibility and impact. Visit www.mimscience.org to learn more and get involved. Click the video links below to hear directly from our participants and partners

