A message from the Associate Dean for Diversity and Community Engagement

by Dr. Bernard Lopez

Diversity: the richness in human differences. Why is diversity important? A wide variety of experiences and points of view mean that we get to look at issues from all angles rather than just one. Inclusion: the active, intentional, and ongoing engagement with diversity. Why is inclusion important? It is not enough to have diversity - inclusion means that we value and cherish the wide variety of experiences and viewpoints. Creating and enhancing this environment is important as we set the stage to provide service to our most important customer - our patients.

Since September 2013 when I was appointed as the Associate Dean for Diversity and Community Engagement, SKMC has greatly expanded our efforts in D & I. A wide range of activities have greatly enhanced the environment in which we educate our learners and care for our patients. SKMC has expanded its D & I successes.

In January 2017, I was appointed Associate Provost for Diversity and Inclusion for Thomas Jefferson University and added on (in addition to my duties in SKMC) responsibility for enhancing and expanding D & I in the colleges of Biomedical Sciences, Health Professions, Nursing, Pharmacy, and Population Health. In July 2017, with the formal merger with Philadelphia University, Thomas Jefferson East Falls Campus is now included in our efforts. We have the opportunity to maximize diversity, inclusion and cultural sensitivity education in each individual college and campus. More importantly, with everyone working together, we have the opportunity to create, as Steve Spinelli, the Chancellor of Thomas Jefferson University will say, an "ecosystem" for D & I. With our unique university, we have a great opportunity to create a unique collaboration and be leaders in D & I. This is well underway - the TJU D & I Academic Action Council, with representatives from across the academic portion of the enterprise, began its work in March 2017 of analyzing the current state of affairs, developing the vision, and making specific recommendations to "move the needle" at Jefferson. It is a great opportunity to expand diversity not only for SKMC but for all of TJU.

Our journey has only just begun. While we have accomplished much in the past four years, we have much more work as we strive to be the most inclusive organization possible. It is important for our environment - a friendly and inclusive environment allows us to reach our education and work potential. Most importantly, an inclusive environment gives us the best chance to serve our most important customer - our patients - and to achieve the mission of TJU: "We improve lives."
ODII Student Organizations

SNMA
Student National Medical Association is a national organization committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians. Our chapter aims to support this mission by holding lunchtime talks focused on disparities in healthcare, mentoring students at Chester High School through Health Career Academy, and supporting events and charities that assist the diverse community of Philadelphia and foster cultural competency.

APAMSA
The Asian Pacific American Medical Student Association (APAMSA) is a national organization working to unite medical students interested in learning about and addressing the health issues affecting the Asian/Pacific Islander community. We hold “Expressions of Asia” celebrating the diversity of the community, lunchtime talks addressing such issues as Hepatitis B and mental health, and health screenings for different Asian populations. JeffAPAMSA will be holding another health screening and a Mentor Dinner with Jefferson physicians in the fall, and we welcome everyone to join - not just Asian medical students!

JeffLGBTQ
JeffLGBTQ's mission is to educate future healthcare providers of the Jefferson community on LGBTQ-specific topics and make competent Physicians who provide care to the LGBTQ community. Last year, one of our key events was a team-based learning event, where we role-played scenarios in which we had genderqueer and trans patients and then discussed in small groups what the best course of action would be for each of the patients' cases. We also participated in the Pride Parade and Trans March, and organized "gender journal clubs" on topics ranging from PrEP to insurance coverage of gender-affirming surgeries. We were humbled to be named Jefferson's Organization of the Year for 2016-2017! We hope to continue our positive influence on the Jefferson community through impactful and meaningful events in this upcoming year.
The Veteran’s Health Initiative focuses on addressing the gap in medical education pertaining to the Veteran population and their unique healthcare needs. We provided blood pressure screening and counseling at a resource fair hosted by the Veterans Multi Service Center. This was part of a developing partnership not only between the Veterans Health Initiative and the Veterans Multi Service Center for volunteer events during the school year, but also for Thomas Jefferson University Hospital System which has identified the service organization as a desired community outreach partner.

The Jewish Student Association (JSA) works to provide an inclusive environment at Jefferson. We hold events for all of the major Jewish holidays and provide educational sessions as well, for students to learn about Judaism and other religions. Shabbat is from Friday night to Saturday night each week and is supposed to be a day to relax. We facilitate dinners where students can gather on Friday nights to be with friends and take a break from the work of the week. Last year, we hosted the first annual Diversity Shabbat, where we had leaders from multiple different religious groups educate students about their culture and traditions. One of the most important parts of our group is reminding students that a Jewish presence exists on campus. Rosh Hashana is a holiday often coupled to eating apples and honey. Students might not have time to get off campus or truly celebrate, but we will have stations on campus giving out free apples and honey to students.

Refugee Health Partners (RHP) partners is a student run organization with the Refugee Clinic at Jefferson Family Medicine Associates. RHP aims to become a model organization at Jefferson and a trusted health partner in Philadelphia. We will achieve this by training allied health professionals to practice refugee competent and conscious care, empowering refugees to be active participants in their own community and healthcare and fostering a culture of belonging and cultural humility. There are seven committees within RHP who all perform great work within the Philadelphia Refugee Community including Clinic, Outreach and Cultural Competency, Research, Finance, Education, Advocacy, and Health Services. Our clinic committee runs two free clinics within the refugee community to bring healthcare closer to home and to serve acute care needs of the community.
Student Advisory Board

The Board serves as a bridge between the student body and the ODII at SKMC. We bring information, concerns, and suggestions directly to the Office to expand diversity and inclusion efforts within the student body and throughout the curriculum. A group of student advisors meets regularly with the Associate and Assistant Deans for Diversity to regularly dialogue on new and ongoing initiatives related to diversity and inclusion at SKMC.

Latino Medical Student Association (LMSA)

The Jefferson Latino Medical Student Association (LMSA) provides a voice to underrepresented students on campus, educates and advocates for Latino and immigrant rights and health issues, and promotes volunteerism and activism in the Latino community of Philadelphia. Some major organizational highlights include a Medical Spanish course (allowing students to learn and practice medically-relevant Spanish for use in the clinical setting), clinical volunteering at Puentes de Salud (a free health clinic serving the uninsured/undocumented Hispanic/Latino community of South Philadelphia), and community mentoring/educational outreach at Esperanza High School (through the Health Careers Academy program).

Medical Spanish Translator Program

Communication between the physician and patient is vital to ensuring the best patient care. When English is not the patient’s primary language, a potentially significant barrier may exist that prevents the proper exchange of information needed for the best outcome. In 2015, two SKMC students, Daniel Sentena Lledo and Joseph Villavicencio, SKMC 2018, in collaboration with Dr. Bernie Lopez (Office of Diversity and Inclusion Initiatives) and Dr. Sai Mangione (Director of Humanities), developed a new course designed to educate first year SKMC students who are fluent in Spanish to become well-versed in Medical Spanish and to be able to better care for Spanish-speaking patients. In the first year, students complete a six-month intensive on-line Medical Spanish Course (Canopy Medical Spanish, developed by the National Institutes of Health). Students who successfully complete the course receive credit for their first year humanities. Students also participate in medical care at Puentes De Salud (and continue in their second and third years of medical school). In the fourth year, students will be offered the opportunity to spend a one-month elective abroad to further develop and hone their medical translation skills.

SKMC Council on D & I

The SKMC Council for Diversity and Inclusion (D & I) is charged with reviewing and assessing the status and effectiveness of diversity and inclusion initiatives at SKMC and makes recommendations regarding initiatives, policies, and resources needed to achieve desired outcomes. Headed by Mark L. Tykocinski, MD, the Anthony F. and Gertrude M. DePalma Dean of SKMC, and co-chaired by Dr. Bernie Lopez, the Council determines the course of diversity and inclusion at SKMC with input from members who are deans, department chairs, faculty, administrators, residents and students.

The Council has accomplished the following:

1. Completed strengths, weaknesses, opportunities and threats (SWOT) analysis of D & I at SKMC
2. Developed and implemented a twenty-five point action plan list based on the SWOT analysis
3. Made specific recommendations regarding faculty, resident, student and staff recruitment and retention
4. Created a compendium of health disparities research and service within SKMC
5. Developed and created an SKMC-specific D & I scorecard of metrics to measure the progress of D & I. As we routinely measure workforce diversity, these metrics were developed to measure the inclusivity of our environment
Diversity and Inclusion Education

In the 2016-2017 academic year, two then-second year SKMC students, Linda Magana and Kevin Gutierrez, created and conducted a “Race and Medicine” course that first year SKMC students could receive credits for their Humanities Course.

The Office of the Dean at SKMC has created a new lecture series called, “Confronting Racism, Bias, and Social Injustice in Healthcare.” This first-of-a-kind at Jefferson educational series is meant to educate on this important topic and to allow us to begin the discussions needed to move us forward in our quest to provide the best patient care. The content was developed by Drs. John Spandorfer, Traci Trice and Bernie Lopez. The lectures include:

**Punching Ideological Extremism in the Face: A Neuroscience-based Approach to Bridging the Partisan Divide**

Emile Bruneau, PhD
Visiting Professor, Annenberg School of Communication, University of Pennsylvania
Research Scientist, Brain and Cognitive Sciences
Massachusetts Institute of Technology
November 14, 2017

Dorothy Roberts, JD
The George A. Weiss University Professor of Law and Sociology and the Raymond Pace and Sadie Tanner Mossell Alexander Professor of Civil Rights
Professor of Africana Studies and Director, Program on Race, Science and Society, University of Pennsylvania
April 24, 2018

**Black Man in a White Coat**

Damon Tweedy, MD
Assistant Professor of Psychiatry, Duke University School of Medicine,
September 12, 2017

**An Introduction to Medical Racism**

John Hoberman, PhD
Professor of Germanic Studies, College of Liberal Arts, University of Texas at Austin
Author of “Black & Blue” on the topic of structural racism and medicine
March 2018
Connelly Auditorium, Noon-1 pm

**Mistreating Health Inequities in the Genomic Era**

Dorothy Roberts, JD
The George A. Weiss University Professor of Law and Sociology and the Raymond Pace and Sadie Tanner Mossell Alexander Professor of Civil Rights
Professor of Africana Studies and Director, Program on Race, Science and Society, University of Pennsylvania
April 24, 2018
Pipeline Programs

Pipeline programs are designed to prepare and inspire students to pursue careers in medicine and medical research. SKMC is committed to providing experiences and education to middle school, high school, college, and graduate students from groups underrepresented in the health care fields to increase the pool of qualified candidates applying to careers related to medicine and medical research.

Our programs:

The Jefferson STEP-UP Medicine Program

In the summer of 2015, SKMC conducted the inaugural Jefferson STEP UP – Jefferson Summer Training and Enrichment Program for Underrepresented Persons in Medicine. This program is an eight week, highly selective, intensive and comprehensive summer enrichment program for college and college graduate students from groups traditionally underrepresented in medicine (underrepresented minorities, URM, as defined by the American Association of Medical Colleges, AAMC). It is designed specifically for students who are about to apply to medical school and is intended to enhance the student’s chances of acceptance into medical school. The program includes a Medical College Admissions Test (MCAT) preparation course through Princeton Review, workshops in the medical school application, admissions interview skills enhancement, shadowing opportunities with physician faculty in a variety of medical specialties, cardiopulmonary resuscitation (CPR) certification and education in a variety of medical topics. In the 2015 inaugural year, twelve URM students successfully completed the program. Since then, thirty students have participated in the 2016 and 2017 programs.

Future Health Professions Program (FHPP)

In 2001, SKMC started the Future DOCS Program - a nine-week informational and experiential program for underrepresented minority and/or educationally/economically disadvantaged high school juniors and seniors from the School District of Philadelphia interested in careers in the sciences. It was designed to provide underrepresented minority and economically disadvantaged students with information and resources to assist them in considering a career in medicine and the medical fields. On average, close to one hundred students each year spent two hours once a week with SKMC students learning about the medical profession. Over the course of the program, students participated in both didactic as well as interactive sessions that provided health education as well as healthcare career opportunities. Highlights included visits to the Human Anatomy Laboratory and the Clinical Skills Simulation Center and talks from faculty from a variety of medical specialties (such as Internal Medicine, Emergency Medicine, Surgery, Family Medicine and Pediatrics).

In the fall of 2016, to give these high school students a broader exposure to the healthcare fields, the program was expanded to include Nursing, Health Professions, Pharmacy, Population Health and Biomedical Sciences and became The Future Health Professionals Program. This program gave students didactic and interactive sessions from students and faculty from all of the colleges that make up Thomas Jefferson University.

Faculty Initiatives

New URM faculty welcome meeting

SKMC is committed to the career development of all faculty at Jefferson but recognize that those from a racial or ethnic group that is underrepresented in medicine, a woman in a specialty in which women are underrepresented and/or those who self-identify as lesbian, bisexual, gay, transgender, or questioning sexual identity may have unique concerns such as reducing isolation or finding a mentor with a similar background. Dr. Karen Novielli, Vice Dean for Faculty Affairs and Professional Development, along with Dr. Bernie Lopez, Associate Dean for Diversity and Community Engagement, meet individually with new faculty from these groups. The meeting allows Drs. Novielli and Lopez to get to know the faculty member and provide mentorship and resources to assist in faculty development. It also helps the faculty member to better connect to the organization as they begin their academic career.
Support for Minority and Women Faculty Development

The SKMC Office of Faculty Affairs and the Office of Diversity and Inclusion Initiatives provide financial support for faculty underrepresented in medicine (including underrepresented minorities, LGBT and women in certain medical specialties) to attend faculty development conferences. SKMC faculty have attended the following American Association of Medical Colleges (AAMC) conferences:

- Early Career Minority Faculty Development Seminar
- Mid-Career Minority Faculty Development Seminar
- Early Career Women Faculty Development Seminar
- Mid-Career Women Faculty Development Seminar

In addition, SKMC provides support for faculty to attend the National Medical Association (the largest organization for black physicians) and the Gay and Lesbian Medical Association).

Graduate Medical Education (GME)

To expand and enhance diversity and inclusion for our resident physicians, three initiatives targeting GME have been implemented:

1. Unconscious Bias education at the annual TJUH Residency Program Director’s Retreat
2. Development of a longitudinal cultural competency education curriculum: In the spring of 2017, the GME Cultural Competency Curriculum was established. Through a collaboration with the residency leadership from Family and Community Medicine (Drs. Mark Altshuler and Krys Foster) and Emergency Medicine (Dr. Shruti Chandra), the Office of Graduate Medical Education (Dr. Gretchen Deimer) and the Office of Diversity and Inclusion Initiatives (Drs. Traci Trice and Bernie Lopez), Jefferson now has an eighteen month curriculum that addresses emotional and social intelligence, unconscious bias, and health disparities. The program will be offered to residents not only of TJUH but to residents of Abington Hospital, Aria Health and Kennedy Health.
3. Recruitment: The Departments of Emergency Medicine, Family and Community Medicine, Internal Medicine and Obstetrics and Gynecology have established visiting clerkships for fourth year underrepresented minority students. These clerkships provide the visiting student with the opportunity to experience TJUH and SKMC as a potential future training location.

Jefferson Conference Sponsorship

The National Medical Association held its annual meeting in Philadelphia July 30-August 3. The Office of Diversity and Inclusion Initiatives and the Department of Emergency Medicine at SKMC hosted a reception in Hamilton Building for the NMA’s section of Emergency Medicine. In all, close to 40 people attended the event. The resident research awards were presented at the reception. NMA emergency physicians from all across the country had the opportunity to experience Jefferson's great hospitality.

Gay and Lesbian Medical Association

The 35th annual Gay and Lesbian Medical Association Annual Conference on LGBT Health was held at the Doubletree Hotel in Philadelphia September 13-16, 2017. Thomas Jefferson was a Silver Sponsor (hosting an exhibit booth) and sponsored the Opening Reception on September 13. A contingent of senior leadership, faculty and students from TJU, TJUH, Abington Hospital, SKMC, the College of Health Professions and the College of Population Health represented Jefferson. Three third-year SKMC students – Travis Hunt, Julie Christiansen, and Steve Elsesser had formal presentations at the meeting.