



PENN OID: INFRASTRUCTURE FOR HEALTH EQUITY & IMPACT

2016-17 Annual Report



Penn Medicine | **OID**
OFFICE OF INCLUSION AND DIVERSITY

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LETTER FROM THE DEAN

Solving the complex issues related to health and health care is the ever-evolving challenge that drives the work of Penn Medicine and the Perelman School of Medicine. It begins with our extraordinarily talented team of physicians and nurses, students and residents, faculty members and staff postdocs and researchers; the life-changing treatments they make possible; and investments in our state-of-the-art facilities.

However, if we cannot connect these resources to the people who need them most, we will fail to make the impact we seek. This is where inclusion and diversity—and ultimately health equity—merit ongoing attention. Surveys have shown that the patient experience at Penn has improved dramatically over the past five years. It is no coincidence that these same years mark the establishment and steady growth of the Office of Inclusion and Diversity (OID).

Through its transformative programs, detailed in this report, OID strengthens Penn Medicine’s infrastructure—enhancing diversity and building cultural competence. It supports and accelerates groundbreaking research, helps deliver the best patient care, and prepares a new generation of professionals focused on serving our community.

As we scale up our ambitions, with our revolutionary Pavilion coming in 2021, OID is an essential part of a health care and education system built for the future.

With best regards,



J. Larry Jameson, MD, PhD

LETTER FROM THE VICE DEAN

This annual report speaks to the considerable impact made by the Office of Inclusion and Diversity (OID) over its first four years, and the infrastructure we have built on the cornerstones of our mission-driven imperatives: **recruit, retain, reaffirm**.

These words are more than aspirations. They are pathways to the goals we seek. Over the past year, OID has reinforced its value proposition by affirming the links that connect our diversity recruitment and retention efforts with the ultimate objective of achieving health equity.

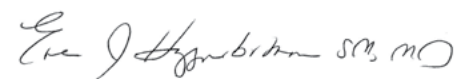
We at Penn Medicine and the Perelman School of Medicine believe in the need to sustain progress with a critical mass of leaders and community members sharing our vision for the future and working toward it with us. We are confident that as we apply new ways of thinking and diverse experiences across the health system, we will see the fruits of expanded knowledge, improved health outcomes, and a medical curriculum related to health equity.

Broader buy-in motivates us to feature in this report Penn Medicine leaders in dialogues about the questions we grapple with every day. What kind of work environment keeps faculty members, physicians, and researchers here? What health system services need to be in place to support a culture of inclusion? What inspires younger MDs and PhDs to achieve these goals? These exchanges are jumping-off points for more involved discussions, which we are helping spark.

Whether you value inclusion and diversity from a practical perspective or from a deep sense of moral purpose, OID looks forward to working with you as we continue to galvanize our community. In the final analysis, the progress we make together is only possible because of committed partnerships, sustained by the stakeholders and alumni who embrace our value proposition and vision.

As always, we welcome your input and support. Please contact us by email at oid@mail.med.upenn.edu.

With warmest regards,



Eve J. Higginbotham, SM, MD



A BRIEF HISTORY OF OID

The Office of Inclusion and Diversity (OID) in the Perelman School of Medicine was established in 2013 as the outcome of the strategic planning process that engaged the entire Penn Medicine community. The mission of OID, led by Eve J. Higginbotham, SM, MD, is to strengthen the quality of education, produce innovative research, and support the delivery of high-quality patient-centered care by fostering a vibrant, inclusive environment that fully embraces diversity.

Since its inception, OID has fulfilled this mission jointly with academic offices, including but not limited to the Office of Medical Education, Graduate Medical Education, Faculty Affairs; clinical departments; the University of Pennsylvania Health System; and the Office of the Provost.

Together we pursue shared goals that benefit Penn Medicine and the University:

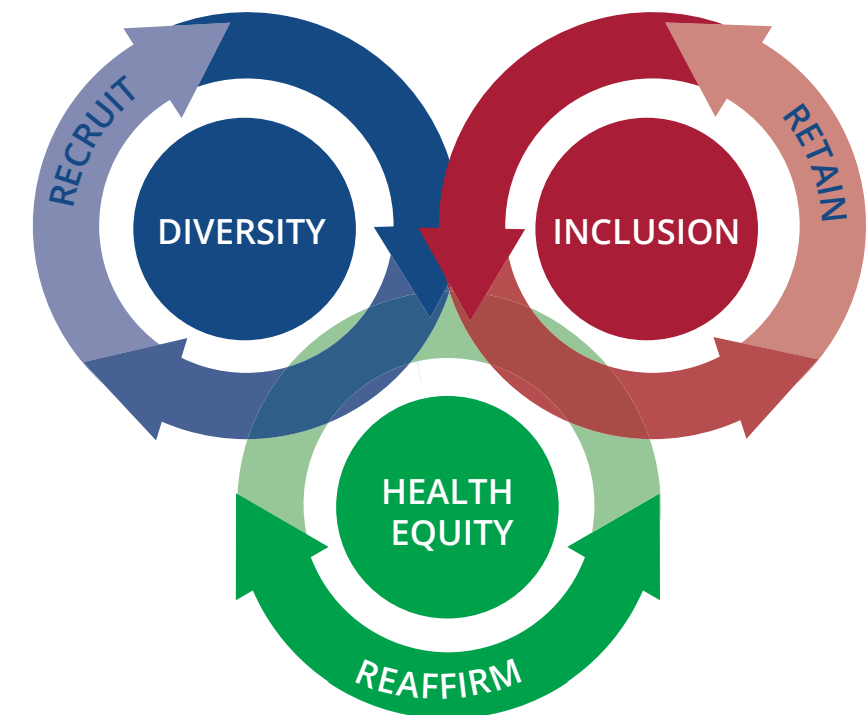
- Recruit the best talent.
- Retain and ensure the success of a diverse community of faculty, staff, and students.
- Reaffirm the benefits of inclusion and diversity.

VISUALIZING OID'S WORK AND IMPACT

The Office of Inclusion and Diversity (OID) has developed a new graphic to illustrate the interplay between our mission-driven imperatives and the outcomes this office and Penn Medicine seek.

RECRUIT and RETAIN are the catalysts driving forward DIVERSITY and INCLUSION. These fuel our progress in pursuit of the ultimate goal of HEALTH EQUITY, which in turn sends new energy to the first two hubs and serves to REAFFIRM the values underlying OID's work.

When properly supported, the dynamic gains momentum as we reach new benchmarks and grow our community of stakeholders focused on a shared vision for the future.

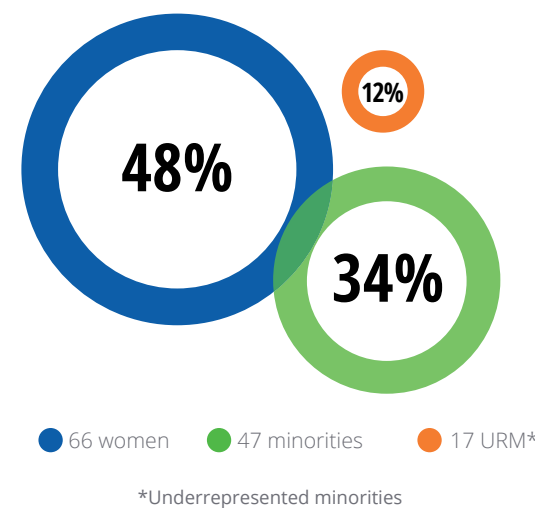


RECRUIT

STRENGTHENING THE INFRASTRUCTURE OF TALENT

Recruitment is OID's first goal and the foundation of its health equity work. Throughout 2016–17, OID achieved a number of benchmarks:

- The development of a new database of diverse candidates will directly support recruitment efforts, as will customizable lists for ten different kinds of faculty search.
- A new training model will now drive holistic admissions for graduate students and the house staff selection process.
- OID launched the new Diversity Search Advisor (DSA) Program in response to the DSA survey conducted during 2015–16.
- In 2016–17, out of 137 Penn Medicine appointments, 48% (66 new faculty members) were women; 34% (47 new faculty) were minorities; and 12% (17 new faculty) were underrepresented minorities—African Americans, Latinos, and Native Americans.



Embracing a Penn-wide Commitment

In 2011, Penn President Amy Gutmann instituted a new kind of professorship to support the Action Plan for Faculty Diversity and Excellence: the **Penn Presidential Professorships**. Supported in part by a \$2 million grant from the Pew Charitable Trusts and other leadership gifts across the community, these positions have spurred the recruitment of superstar teachers and researchers, and have quite literally changed the face of the University.

There are five Presidential Professors at the Perelman School of Medicine, all nominated by Dean J. Larry Jameson. Their five-year terms began on the dates listed below.

Benjamin Garcia, PhD, Presidential Professor of Biochemistry and Biophysics, June 1, 2012

Chyke Doubeni, MD, FRCS, MPH, Presidential Associate Professor of Family Medicine and Community Health, July 1, 2012

Donita Brady, PhD, Presidential Assistant Professor of Cancer Biology, July 1, 2015

Ramon Diaz-Arrastia, MD, PhD, Presidential Professor of Neurology, July 1, 2016

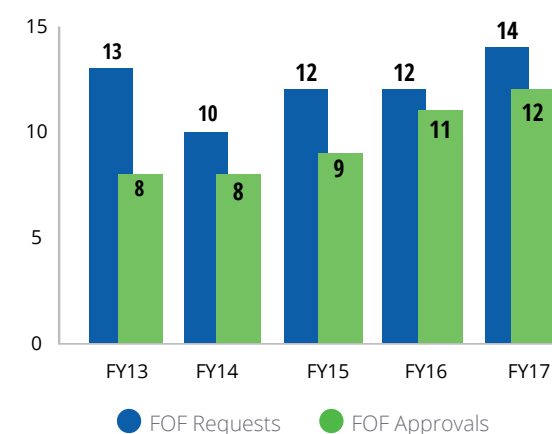
Holly Fernandez Lynch, JD, MBE, Presidential Assistant Professor of Medical Ethics and Health Policy, September 1, 2017

Launching Careers is a Shared Responsibility

Recruiting diverse candidates to Penn Medicine unquestionably strengthens this community. But our commitment goes much deeper. We want more underrepresented minorities to pursue careers as medical professionals—no matter where they end up practicing medicine.

This past year the Office of Inclusion and Diversity, in conjunction with the School of Social Policy and Practice, conducted a comprehensive inventory of **underrepresented minority-focused pipeline programs** among health professions schools at the University of Pennsylvania. This assessment began with the Penn programs that focus on grade school and undergraduate college access programming around health care and STEM (Science, Technology, Engineering, and Math) curricula. Next, the study will extend to those pipeline programs impacting postdocs and faculty members.

Please visit OID's website to download a copy of the evaluation.



Our Faculty Opportunity Fund adds to academic strength and diversity through career-defining grants. Over the past five years, 48 of 61 requests from Penn Medicine have been approved at the Provost's discretion.



Paris
Butler & Lee
Fleisher

“Retaining our own and recruiting within Penn’s medical student body is critical. The students already know the culture. They know the climate. We should do our very best to convince them this is a great place to stay and do your residency.” — PARIS BUTLER, MD, MPH

“As we grow our diverse workforce, we must identify and nurture those superstar faculty and excellent thought leaders who can help us learn how to think about what we’re doing—the Eve Higginbothams of the next generation. We need to teach them to speak up, so they can teach us.” — LEE FLEISHER, MD

HOW WE CAN KEEP THE BEST TALENT

BUTLER: I’m fortunate to be at Penn. It’s the perfect place to work on health care disparities. We’re in West Philadelphia and as an Ivy League, have the platform to talk about crucial issues and be heard. With Penn taking on these issues and investing in individuals like me, we can have a positive influence.

FLEISHER: The best part is that we prioritize not only diversity but diverse thinking. It’s a great place for collaboration, and the Office of Inclusion and Diversity pulls together multiple pockets of novel approaches.

BUTLER: Disparities call for a multifaceted approach. You want to know what colleagues are doing to improve access and cultural competency.

FLEISHER: Our learners are our best glue. I think what you do, Paris, with the Alliance of Minority Physicians (AMP) needs to reach other departments.

BUTLER: I haven’t found another school that has the equivalent of AMP: a resident-run organization, overseen by faculty, that brings together individuals from across the system so they don’t feel siloed.

FLEISHER: OID provides the infrastructure for this institutional learning. It changes our climate, which helps us recruit and retain the best. Add in the Leonard Davis Institute of Health Economics’ SUMR program and our ties with the Harold Amos Medical Faculty Development Program. Nurturing future leaders in these programs is a big advantage for Penn.

BUTLER: The medical school-to-residency juncture is critical. This past year a record number of underrepresented minorities stayed. Many will seek out minority-focused research efforts, which compels us to keep them on faculty. And the cycle continues.

FLEISHER: Penn is figuring out the transition to retention. We did the groundbreaking TAC (Transforming Academic Culture) Trial, funded by the NIH, to determine how many women assistant professors go on to become productive standing faculty members.

BUTLER: Leadership commitment is imperative. Dean Jameson and other leaders make it a priority that diversity and inclusion be a part of our DNA.

FLEISHER: The best example is the Faculty Opportunity Fund. Recipients come here for the opportunity for funding for basic, translational, clinical, and health services research beyond what a chair alone could fund. It opens doors for the best and the brightest.

Paris Butler, MD, MPH, a plastic surgeon, Assistant Professor of Surgery at Pennsylvania Hospital, and 40 Under 40 Leader in Minority Health for 2017, focuses his research on keloid pathophysiology and treatment as well as surgical health care disparities.

Lee Fleisher, MD, the Dripps Professor of Anesthesiology, chairs the Department of Anesthesiology and Critical Care at the Perelman School of Medicine, and is a member of the National Quality Forum’s Consensus Standards Advisory Committee, which defines key measurements of quality of care.

WHY I'M AT PENN

GARCIA: I am at Penn because of my Presidential Professorship. It was the key factor in a very close decision. Its unrestricted funding is important, but I was most intrigued by the access and voice this professorship promised. I can have conversations with Dean Jameson and President Gutmann. They actively solicit my opinions and input.

BRADY: For me, it was also the landmark commitment Penn is making to diversity. One of my roles has been co-director of the Post-Baccalaureate Research Education Program, which gives students extra time in a top-echelon research environment to prepare for graduate work—and benefits minorities in particular.

GARCIA: As chair of admissions for the Biochemistry and Molecular Biophysics Graduate Program, I have led an effort to recruit at colleges that have more underrepresented minority science students, and to ensure our presence at national conferences like SACNAS and ABRCMS. The last two years, 40% of the incoming students in my graduate group have been underrepresented minorities. It's moved our overall underrepresented minority student numbers from less than 10% to nearly 20%. And this is sustainable because we're paying less attention to standardized test scores, which have been shown to be biased against minorities.

BRADY: There's a lot of data now about whether or not test scores, like the GRE, predict performance in biomedical science. They do not. We have programs at Penn leading the way in recognizing this.

GARCIA: We aren't alone. The University of Michigan no longer requires GREs for their biomedical sciences program, and other institutions are considering taking the same step.

BRADY: Another reason Penn is making gains is sensitivity to barriers. Lack of information is one example. I had a summer undergraduate intern considering enlisting in the military for financial reasons. I told her: if you get into a program at Penn, it's paid for—and you get a stipend. She is now a first-year student in our Cell and Molecular Biology program.

GARCIA: I'm excited. The trend of recruiting diverse scientists is changing the face of Penn: undergrads, grads, postdocs, faculty. I can't see myself leaving. The quality of the basic and clinical science is off the charts. I have great colleagues and the best atmosphere for collaborations.

Donita Brady, PhD, the Presidential Assistant Professor of Cancer Biology and an Assistant Investigator at the Abramson Family Cancer Research Institute, conducts research at the intersection of cancer biology, signal transduction, and metal homeostasis.

Benjamin Garcia, PhD, the Presidential Professor of Biochemistry and Biophysics and the Director of Quantitative Proteomics at the Perelman School of Medicine, directs a lab in the Penn Epigenetics Institute, utilizing high-resolution mass spectrometry to study cellular signaling, epigenetic mechanisms, and chromatin regulation.



“I visited a number of schools in the recruiting process who said they wanted to become more diverse and inclusive, but they didn’t have a game plan. We’ve had an action plan for more than five years for continuing to make Penn a world-class institution.” — DONITA BRADY, PHD

“My lab is proof of how diversity advances science. Over nine years, we’ve been most creative and productive when we’re most diverse. A team with different training and life experiences, from different backgrounds and cultures, creates more ways to approach a scientific problem.” — BENJAMIN GARCIA, PHD

RETAIN

SPOTLIGHTING PROGRAMS THAT ENABLE OID'S MISSION

Having the most inclusive, productive community of medical professionals depends on successful retention. OID counts these among its 2016–17 accomplishments:

- Continuing to examine and uncover unconscious bias with eight sessions of the CME-accredited Everyday Bias Workshop, which engaged 103 faculty and staff members.
- The Martin Luther King, Jr. Health Equity Symposium featured a keynote speech by a former U.S. Surgeon General for the third year running. In 2017, it was Dr. Antonia Novella, the first woman and first Latina surgeon general.
- Sponsored Faculty Candidate Dr. Kevin Ahmad Jenkins, Vice Provost Postdoctoral Fellow in the Division of General Medicine, received a Robert Wood Johnson Foundation Grant.
- OID developed new protocols for Annual Department Chair Reviews and raised the number of exit interviews held for departing faculty, to gather information salient to the retention process.

Advancing the Cornerstones of OID's Infrastructure



A supportive and inclusive climate is essential to retaining a diverse community. OID's five anchor programs are essential to these efforts, establishing pillars of research and helping define the scope of its work. The following are just a few highlights from last year.



ALLIANCE OF MINORITY PHYSICIANS
led by Iris M. Reyes, MD, and Paris D. Butler, MD, MPH

The Alliance of Minority Physicians (AMP) continued advancing a robust recruitment program.

AMP welcomed students to the Underrepresented in Medicine Visiting Clerkship Program, which expanded to six specialties.

Dr. Tiffani Johnson organized and ran a three-session AMP Professional Development Series.

www.allianceofminorityphysicians.org



CENTER OF EXCELLENCE FOR DIVERSITY IN HEALTH EDUCATION AND RESEARCH
led by Jerry C. Johnson, MD

Concluding a 23-year tradition, the Center provided faculty development tailored to the tracks most critical to academic careers.

The Center funded five Minority Faculty Scholars and three medical student research projects.

The Center provided skill-building opportunities for underrepresented minority faculty through a National Consortium and several Regional Consortia.



FOCUS ON HEALTH & LEADERSHIP FOR WOMEN
led by Stephanie B. Abbuhl, MD, FACEP

FOCUS engaged hundreds of faculty and staff in its Fall Conference and its lunchtime seminars/Women in Medicine series.

FOCUS renewed its annual Benchmarks Initiative study and bestowed numerous prizes, including its Junior Faculty Investigator Awards.

The groundbreaking NIH-funded TAC (Transforming Academic Culture) Trial concluded, yielding important new insights about how to better promote and support careers.

www.med.upenn.edu/focus



PENN MEDICINE PROGRAM FOR LGBT HEALTH
led by Rebecca L. Hirsh, MD, and Judd D. Flesch, MD

The Program was successful in adding new fields in the electronic medical record for the collection of SOGI (sexual orientation/gender identity) data for all Penn Medicine patients.

"Queer Wellness," a full-day conference focused on the health of LGBTQ-identifying youth, attracted 123 participants.

The establishment of the LGBT Mentoring Program connected faculty, students, and trainees in new ways, while fostering a greater sense of community.

www.pennmedicine.org/lgbt



PENN PROMOTES RESEARCH ON SEX AND GENDER IN HEALTH
led by C. Neill Epperson, MD, and Tracy L. Bale, PhD

Penn PROMOTES Research on Sex and Gender in Health aims to create an environment in which of sex and/or gender is considered a critical factor in research, clinical care, and health policy.

A PROMOTES manuscript was published by the journal *Biology of Sex Differences* and highlights the incredible opportunity for Penn be a national leader at the forefront of considering sex as a biological variable in all health-related research.

A new pilot grant program is just one mechanism by which the anchor program supports investigators conducting research focusing on sex and gender as critical determinants of health.

www.med.upenn.edu/penn-promotes

HOW OID ANCHORS ITS INFRASTRUCTURE

EPPERSON: Penn PROMOTES Research on Sex and Gender in Health emerged from the concept that sex should be considered as a biological variable in all health-related research. If you don't take sex into account, you end up with less-than-rigorous science. We've changed the language in Penn's IRB protocols and encouraged investigators to consider the sex of the organism studied—at tissue level or the community level. Doing so will decrease health disparities.

FLESCH: My anchor program, the Penn Medicine Program for LGBT Health, started in 2013 under Dr. Baligh Yehia. I think we've done some great early work by highlighting what individuals, groups, and labs are doing and making Penn Medicine a leader in LGBT health.

EPPERSON: Eventually we shouldn't be needed anymore. We're creating a Penn culture that prioritizes sex as a biological and gender as a social-cultural variable in health-related research.

FLESCH: That's how I think about all five programs. Ideally, inclusion and diversity become the norm.

EPPERSON: I am continually impressed by my colleagues. Under the Dean and Vice Dean's leadership, Penn faculty are considering the breadth of inclusion and diversity.

FLESCH: I agree. Anchor programs range from being very scientific and research-oriented to dealing with clinical issues and workforce diversity.

EPPERSON: Each Anchor Program makes a remarkable impact. Some are more established, but with the newer anchor programs, perhaps there's more synergy. The opportunities for collaboration and cross-pollination, are endless.

FLESCH: Penn Medicine has a lot to be proud about. Our clinical care is Top 10 nationally. Our medical school has been Top 5. The Office of Inclusion and Diversity creates a positive structure that aims to provide the best, most equitable care for patients and enhances our trainees' practices.

EPPERSON: Ultimately, we want our health system to reflect the populations we serve. That requires being deliberate in planning and tactics. It requires resources, and I would argue Penn Medicine has made generous, smart investments.

C. Neill Epperson, MD, founding director of the Penn Center for Women's Behavioral Wellness, director of Penn PROMOTES Research on Sex and Gender in Health, and an internationally renowned researcher in women's mental health, holds dual professorships in Penn's Departments of Psychiatry and Obstetrics/Gynecology.

Judd Flesch, MD, co-director of the Penn Medicine Program for LGBT Health, is an Assistant Professor of Pulmonary, Allergy, and Critical Care at the Perelman School of Medicine and Associate Program Director for the Internal Medicine Residency Program at Penn Presbyterian Medical Center.



C. Neill
Epperson & Judd
Flesch

“Penn Medicine knows we must creatively evolve our institution to reflect the population we serve. You can't do that by accident. You have to be very deliberate. OID's anchor programs embody this commitment.”— C. NEILL EPPERSON, MD

“Penn Medicine and the University have invested in a strong foundation for transformative work, and they are committed to continuing and growing this work. Through the anchor programs, we're raising the standard of care.”— JUDD FLESCH, MD

REAFFIRM BUILDING THE OID COMMUNITY OF SUPPORT

OID can point to these 2016–17 accomplishments reaffirming our stakeholders' commitment to inclusion and diversity:

- The Health Disparities / Health Equity Special Interest Group hosted four external speakers, each paired with a junior faculty speaker from the Perelman School of Medicine.
- The 2nd Annual Health Equity Week, April 3–7, 2017, attracted more participants and featured a keynote address from Dr. Joan Reede, Dean for Diversity and Community Partnership at Harvard Medical School.
- OID presented four abstracts and one interactive presentation at national conferences, as well as publishing one paper in a peer-reviewed journal.
- Numerous recognitions of excellence accrued to women and minorities at Penn Medicine including 13 major awards and 23 women and minorities included in all cohorts of Master Clinicians at the health system.
- Dr. Jaya Aysola led the efforts to complete the Penn Medicine Blueprint for Health Equity and Inclusion and Penn Medicine's endorsement of the #123forEquity health equity pledge, organized by the American Hospital Association.



#123forEquity



A Century of Penn-trained Women Physicians



Left to right: Dr. M. Joycelyn Elders, Dr. Eve Higginbotham, Dr. Antonia Novello

One hundred years ago, in 1917, Clara Hillesheim became the first woman to earn an MD from the University of Pennsylvania. She graduated in just three years, and went on to a brief medical career at the Mayo Clinic. Dr. Hillesheim took a first important step for the thousands of women physicians who would follow in her footsteps. She would be pleased to know that a century on, 50% of the incoming class to the Perelman School of Medicine are women, as are 32.7% of the standing faculty—compared with 26.5% a decade ago.

To mark the occasion, OID and the Penn Special Interest Group in Health Disparities and Health Equity hosted two former United States Surgeons General: Dr. Antonia Novello, the 14th U.S. Surgeon General, was the first female and first Hispanic to hold the position, and Dr. M. Joycelyn Elders, the 15th U.S. Surgeon General, was the first African American woman to be appointed.

Dr. Elders and Dr. Novello helped lead an engaging two-hour session as well as a lunchtime seminar sponsored by FOCUS on Health & Leadership for Women. They shared their own journeys and gave advice on navigating careers and balancing personal and professional responsibilities.

Hearing What You Have to Say

Two recent additions to OID programming revolve around listening to our constituents.

This past year OID launched the **“Tell Us Your Story” project**, designed to gather alumni narratives. Dozens of responses shed important light on where Penn is coming from, while exceeding expectations for participation. These will now form the basis of a paper, which is expected to be published during 2017–18.

OID also administered the first **Diversity Engagement Survey**, yielding 315 narratives from members of the health care system. Dr. Jaya Aysola oversaw the survey analysis, and high-level results were shared with the community, including the identification of six broad factors that characterized inclusion within Penn Medicine. The Diversity Engagement Survey will be re-administered in FY18, with partial funding support from the Excellence Through Diversity Fund.



Jaya & Roy
Aysola Wade

“Our profession approaches everything—the questions researchers ask, the care delivered—from a patient deficit standpoint. What’s wrong with the patient? How can we make them comply? At Penn, we’re finally asking: what’s wrong with our system?” — JAYA AYSOLA, MD, DTMH, MPH

“When I think about health equity, I think about eliminating poverty, ensuring access to high-quality schools and good jobs. I believe health care institutions like Penn can be at the table and be part of the discussion. OID is moving us in this direction.” — ROY WADE, JR., MD, PHD, MPH, MSHP

WHAT WE CAN DO FOR HEALTH EQUITY

AYSOLA: My definition of health equity has evolved over time. Now I see it as not only addressing the challenges of providing equal access and quality of care to all, regardless of their background or culture, but also tackling the broader social determinants, such as where one lives or their experience of discrimination, that contribute to the burden of disease.

WADE: I became interested in health care because of the concept of social determinants. I saw firsthand how certain groups seemed to suffer disproportionately from certain conditions.

AYSOLA: Roy, you and I come to this work from different places. As a first-generation immigrant, I genuinely believed most health care inequities happened internationally. My revelation about domestic inequities followed my recruitment as medical director of safety net clinics working in New Orleans in the aftermath of Hurricane Katrina.

WADE: During my MPH training, I began to fully understand just how much social factors—lack of jobs, education, poverty—weave together to magnify disparities.

AYSOLA: Importantly, it is also chronic exposure to discrimination, race-based or otherwise. For example, the risk for preterm birth and low birth weight for a college-educated black woman is still greater than for a white woman who did not attend high school. When you examine the evidence, you realize the rationale for why disparities in health exist goes far beyond socio-economic circumstances.

WADE: As a minority you begin to internalize unequal opportunity. From childhood, you carry this incorrect notion—that you are not as good as others—through each subsequent year of life. How does constant exposure to this micro-trauma increase one’s risk for disease, morbidity, and early mortality? We used to chalk these up to eating habits and genetics. I am working to demonstrate the role that life experiences contribute to the persistence of these disparities. At Penn, this means targeting health care as a whole—clinical care, education, and research—and it’s where the Office of Inclusion and Diversity comes in.

AYSOLA: OID spends a lot of time on inclusive leadership training and workforce development exactly for this reason. Our implicit bias workshops focus on understanding how our systems are set up to benefit a select few, and discussing strategies for change. In addition, Dr. Higginbotham engaged current leaders in discussions about their succession planning and understanding the importance of diverse leadership in designing the system of the future.

WADE: Looking toward the future is powerful. Equity work truly is about the next generation.

Jaya Aysola, MD, DTMH, MPH, Assistant Professor of Medicine and Pediatrics, Assistant Dean for Health Equity and Inclusion in Graduate Medical Education, and Research Director for OID at the Perelman School of Medicine, creates policy-related solutions that improve the quality of primary care for vulnerable populations.

Roy Wade, Jr., MD, PhD, MPH, MSHP, Assistant Professor of Pediatrics at the Perelman School of Medicine and general pediatrician at Children’s Hospital of Philadelphia Cobbs Creek Primary Care, studies the intersection between childhood poverty, adversity, and well-being.

HOW OID'S MISSION INSPIRES THE FUTURE

JENKINS: Mentoring has been critical to me, since I represent Penn's interdisciplinary environment. I have great mentorship from Dean John Jackson, since I'm a postdoc at the School of Social Policy & Practice; with Dr. Judith Long, working in the division of General Internal Medicine; and with Julie Fairman, as a lecturer in Nursing.

MURDOCK: I've had incredible mentors in the Office of Inclusion and Diversity: Dr. Eve Higginbotham and Dr. Jaya Aysola.

JENKINS: Dr. Higginbotham doesn't get enough credit for being an academic mentor. OID has changed the trajectory of my career. You need people who think like you and believe in you to make you a better scholar.

MURDOCK: My connection to OID began with Penn's chapter of the Student National Medical Association, which I co-chaired with Krystal Hill. After I entered an award-winning poster, co-authored with Krystal, at Health Equity Week, Dr. Aysola encouraged me to submit an abstract to the SNMA national conference. OID even funded my trip to this national conference.

JENKINS: I've been working with OID on evaluating the pipeline programs for Penn's health professions schools. We've uncovered key findings about the culture of diversity and inclusion. We've come to understand best practices and what young people want, from grade school to undergrads to postdocs to faculty.

MURDOCK: My research focuses on building a physician workforce best able to take care of diverse patient populations, but you're right that the pipeline—and who takes ownership of it—is critically important.

JENKINS: As a society, we spend a lot of time telling young people what they cannot become. I tell my students, "I want to push you to your impossibility." Aim higher than even your biggest dreams. At a place like Penn, you can do things you never thought possible.

MURDOCK: Kevin, no one can talk to you or even hear you speak without being impressed with your passion and drive, as well as the rigor and thoughtfulness you bring to research. You consistently change the way I look at things.

JENKINS: Thank you, Moses. I know when I share an idea, you're going to run with it. It's going to make you a better doctor and an outstanding researcher.

Kevin Ahmaad Jenkins, PhD, the Penn Vice Provost's Postdoctoral Fellow in the School of Social Policy & Practice, is a 40 Under 40 Leader in Minority Health and an award-winning journalist and author who examines the influence of race, racism, and law within medicine.

Moses Murdock, a third-year medical student at Penn, began his research about diversity in medicine and medical training and social justice as a member of the Diversity & Inclusion Student Advisory Council and Students Opposing Racism in Medicine at Penn (S.T.O.R.M.).



“What OID has done—it’s been a ‘hug’—is to bring together everyone committed to disparities and equity issues. I’ve had the opportunity to hear people say what I’m thinking, and to say what other people are thinking. It’s important validation.” — KEVIN AHMAAD JENKINS, PHD

“In part through OID, I have fantastic mentors at Penn who have opened up a whole new world to me. I’ve become more attuned to the barriers many of us face. And it’s made me ask, ‘How can I be a mentor to others?’ Now I love helping recruit students to come here.” — MOSES MURDOCK

INVEST ADVANCING OID THROUGH PHILANTHROPY

When you make a gift to OID, you make inclusion, diversity, and health equity an irrevocable part of the fabric of Penn Medicine—and accelerate the pace of change.

The work of the Office of Inclusion and Diversity is about creating a reliable infrastructure whose planks cannot be toppled over time. It is about bringing together a Penn community committed to changing the world.

Gifts at all levels sustain and expand OID's work and secure its gains. Please contact Kya Hertz (khertz@upenn.edu; 215.898.5581) to find out how your generosity can make the greatest impact. Current giving opportunities include the following.

SUSTAIN OUR PRESIDENTIAL PROFESSORS

The Perelman School of Medicine's current Presidential Professors are stars who have demonstrated what diverse approaches can bring to medical education and research. But their funding is limited to five years; the first professorships the first professorships have already expired. You can establish a named Sustainability Fund to endow one or more positions to ensure that these essential faculty members continue to lead the way forward.

ESTABLISH A HEALTH EQUITY PROFESSORSHIP

Equity gets to the heart of our shared values in health care. Adding an endowed, named professorship dedicated to health equity opens wide the door for transformative change.

ENDOW A MEDICAL STUDENT SCHOLARSHIP

Each named scholarship becomes a vital platform to launch one more promising career.

SUPPORT THE FACULTY DEVELOPMENT FUND

This fund advances the professional development of high-potential faculty members by supporting continuing education and mentorship.

SUPPORT THE SEED MONEY FUND

These resources encourage and enable individuals in all roles at the Perelman School of Medicine to pursue innovative ideas and opportunities to build health equity.

ENDOW A BRIDGE FUND

Faculty members whose research attracts important external funding still require gap funding between grant cycles to continue their groundbreaking work.

ENDOW A LECTURESHIP

Enrich the school's inclusive culture by securing or creating a meaningful annual event, like the Dr. Martin Luther King Jr. Health Equity Symposium.

ENDOW AN ANCHOR PROGRAM

Partner with like-minded faculty members to make one of OID's five anchor programs permanent.



Growing Our Community

When one of the most preeminent gatherings of medical professionals—the 114th National Medical Association Annual Convention and Scientific Assembly—came to Philadelphia last summer, OID rolled out the red carpet.

More than 300 luminaries, including many Penn Medicine alumni, attended OID's special reception at The Ritz-Carlton, co-hosted by Dr. Eve J. Higginbotham and Dr. Lawrence Robinson M'81, a past Deputy Health Commissioner for the Philadelphia Department of Public Health.

Community leaders in attendance included City Councilwoman Jannie Blackwell, State Representative James Roebuck Jr., and Dr. Ralph Easley, retired CEO of Multitek and a volunteer leader at the People's Emergency Center Community Development Corporation.

Clockwise from top left:

Dr. Eve Higginbotham and Dr. Lawrence Robinson

Dr. Roy Hamilton and Dr. Dawn Mechanic-Hamilton

Councilwoman Jannie Blackwell and Dr. Eve Higginbotham

Dr. Tiffani Johnson and Dr. Paris Butler

You can make an online contribution by visiting [OID's new giving page](#).

STAFF AND ADVISORY COUNCIL



STAFF

Eve J. Higginbotham SM, MD
Vice Dean for Inclusion and Diversity
Director, Office of Inclusion and Diversity

(pictured left to right)
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Assistant Professor of Medicine and Pediatrics
Assistant Dean of Graduate Medical Education
Research Director, Inclusion and Diversity
Associate DIO for Health Equity and Inclusion

Corrinne Fahl
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Office of Inclusion and Diversity

Kya Hertz
Marketing and Business Operations Manager,
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Associate Director, Faculty Affairs and
Professional Development and Diversity Search
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Assistant Professor of Medicine and Pediatrics
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Research Director, Inclusion and Diversity
Associate DIO for Health Equity and Inclusion

Paris Butler, MD, MPH
Assistant Professor, Division of Plastic Surgery
Co-Director, Alliance of Minority Physicians

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Associate Dean for Diversity and Inclusion
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Director, Penn Center for Women's
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Community Health

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Emergency Medicine
Advisory Dean, Perelman School of Medicine

Susan Weiss, PhD
Professor of Microbiology
Associate Dean for Postdoctoral Research

UPCOMING
2018 EVENTS

To RSVP or find out more about any of
these events, please contact Kya Hertz,
khertz@upenn.edu, 215.898.5581

JANUARY 24

Penn Special Interest Group in Health
Disparities and Health Equity Breakfast

Martin Luther King Jr. Health Equity
Symposium

Keynote: Dr. Howard Koh, Former United
States Assistant Secretary of Health for the
Department of Health and Human Services

FEBRUARY 15

Penn Special Interest Group in Health
Disparities and Health Equity Lunch

Keynote: Dr. Risa Lavizzo-Mourey,
President Emerita at Robert Wood Johnson
Foundation, University of Pennsylvania
19th Penn Integrates Knowledge
University Professor

APRIL 2-6

Health Equity Week

APRIL 6

Penn Special Interest Group in Health
Disparities and Health Equity Breakfast

Keynote: Dr. Janine Clayton, NIH Associate
Director for Research on Women's Health,
Director, NIH Office of Research on
Women's Health

CONFERENCES OID WILL ATTEND INCLUDE:

MARCH 22-25

AMWA 103rd Anniversary Meeting
Philadelphia, PA

MARCH 22-25

NHMA 22nd Annual Conference
Washington, DC

AUGUST 11-15

NMA 116th Annual Convention
Orlando, FL

OCTOBER 10-13

GLMA 36th Annual Conference
Las Vegas, NV

You can find a comprehensive, up-to-date listing by visiting [OID's events page](#).



Penn Medicine

OFFICE OF INCLUSION AND DIVERSITY
Perelman School of Medicine

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