



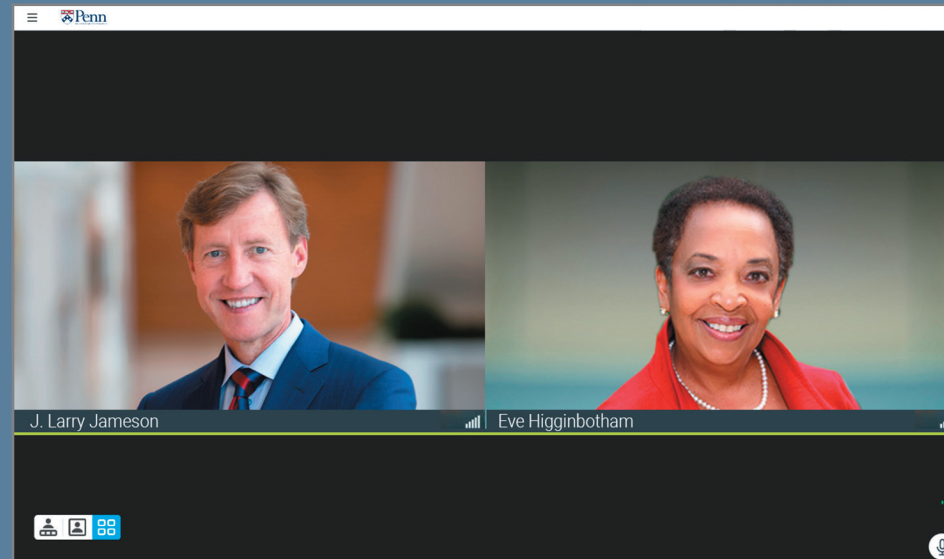
Penn Medicine
Office of Inclusion and Diversity

A YEAR LIKE NO OTHER



ANNUAL REPORT 2019-2020

LETTER FROM THE DEAN AND VICE DEAN



The year 2020 truly was like no other. Penn Medicine and the Perelman School of Medicine faced the dual challenge of the coronavirus pandemic and the persistence of racial inequality in our nation with exemplary leadership, compassion, and resilience.

In the face of the unknown, our clinicians worked tirelessly and heroically to care for those afflicted with the coronavirus. Our scientific community quickly mobilized to confront the virus, as exemplified by the new Penn Center for Research on Coronaviruses and Other Emerging Pathogens established by Dr. Susan Weiss in collaboration with Dr. Frederic Bushman. Our education program successfully and seamlessly shifted to a hybrid learning model, expanding online offerings while safely continuing clinical rotations.

The COVID pandemic put the issues and consequences of systemic racism and health disparities in the national spotlight. As the cultural change agent at Penn Medicine, the Office of Inclusion and Diversity (OID) is leading the charge to create a vibrant and inclusive workplace, enriching our own community as well as the communities we serve.

OID launched the first cross-institutional initiative, Action for Cultural Transformation (ACT), to help foster an anti-racist culture and diverse community. Thousands of faculty, staff, and students have engaged with the initiative since the spring, the impacts of which will be highlighted in our FY21 report.

This will be the last report presented by the Office of Inclusion and Diversity. Beginning in January, 2021, we are expanding our name to "Office of Inclusion, Diversity, and Equity" to better feature our work related to equity, such as our newest anchor program, the Center for Health Equity, our Special Interest Group for Health Equity and Health Disparities, and our ongoing support of Health Equity week.

We are grateful for your continued engagement with our mission and for joining us on our journey toward a workplace of promise and opportunity for all.

J. Larry Jameson, MD, PhD
Executive Vice President, University of
Pennsylvania for the Health System
and Dean, Perelman School of Medicine

Eve J. Higginbotham, SM, MD, ML
Vice Dean for Inclusion and Diversity, Senior
Fellow, Leonard Davis Institute and Professor
of Ophthalmology

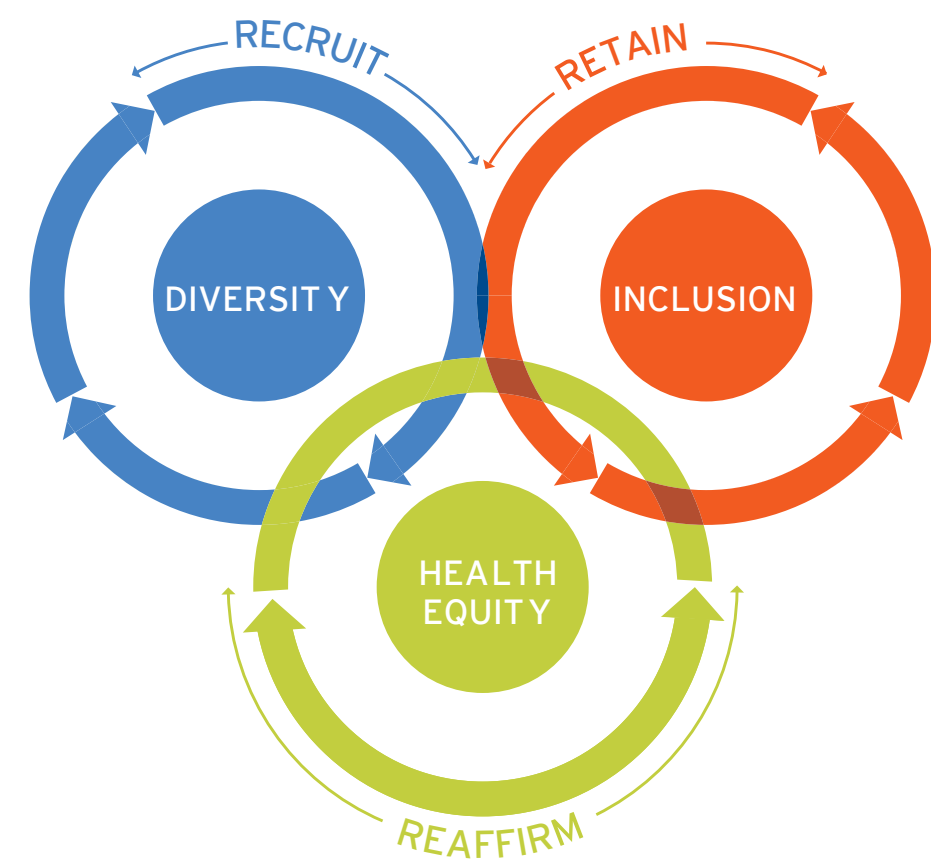
OID | MISSION

To strengthen the quality of education, and to produce innovative research and models of healthcare delivery by fostering a vibrant inclusive environment and fully embracing diversity.



GOALS

- ➔ **TO RECRUIT** OUTSTANDING TALENT
- ➔ **TO RETAIN** A DIVERSE COMMUNITY OF FACULTY, STAFF AND STUDENTS
- ➔ **TO REAFFIRM** THE BENEFITS OF INCLUSION



ACHIEVEMENT OF THESE GOALS WILL LEAD US TO THE APOGEE OF OUR ASPIRATION, **EQUITY**.

OID | STRATEGIC PRIORITIES

The initiatives of the Office of Inclusion and Diversity are divided into four primary domains as outlined in the Balanced Scorecard. These domains represent leading indicators, such as organizational infrastructure and internal processes, and ensure that lagging indicators, specifically stakeholder satisfaction and financial stewardship, are optimized and measured.



DOMAIN

ORGANIZATIONAL CAPACITY

INTERNAL PROCESSES

FINANCIAL STEWARDSHIP

STAKEHOLDER SATISFACTION

INDICATOR

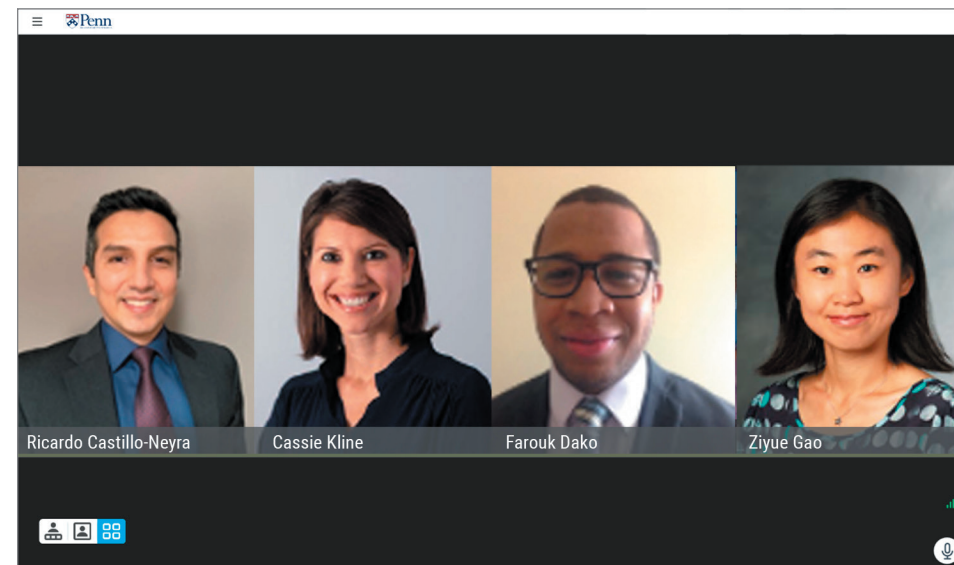
PERFORMANCE MEASURE

GOAL



INDICATOR	PERFORMANCE MEASURE	GOAL
Advance implementation and utilization of database of faculty candidates.	Increase database usage in searches by 10% each year over the next five years.	+10%
Increase deployment of Unconscious Bias Workshops within the Penn community.	Increase numbers of attendees by 10% each year over the next five years.	+10%
Continued support of redesigned Diversity Search Advisor (DSA) program.	Biannual evaluation of the program measured with the DSA survey.	✓
Establish a leadership program that affirms the principles of inclusion.	Successful launch of Penn Medicine inclusive leadership program by FY20.	✓
Track expenditures associated with inclusion, diversity, and equity initiatives across Penn Medicine.	Total dollar amounts.	+5%
Enhance the infrastructure to support the acquisition of NIH grants among Fellows and Junior Faculty.	Progressive increase of NIH grants in FY20 compared to FY18, and conduct same analysis biannually.	+10%
Progressive increase in overall student and faculty satisfaction.	Measure via Medical School Graduation Questionnaire (MSGQ) and Cultural Audit (Diversity Engagement Surveys).	✓
Progressive increase in the number of women and diverse faculty.	Net increase in the three-year rolling average of women by 40, under-represented faculty by 10.	+40% +10%
Expand efforts in the community related to inclusion, diversity, and health equity.	Publish annual reports and units impacted during Health Equity Week.	✓

FACULTY EXCELLENCE



Faculty Opportunity Fund (FOF) recipients

The Faculty Opportunity Fund (FOF) supports the hiring and retention of standing faculty under the University-wide Action Plan for Faculty Diversity and Excellence. These scholars were appointed in 2020 by the Provost for their qualifications and ability to enhance the academic excellence, breadth, diversity and inclusiveness of the PSOM faculty.

Ricardo Castillo-Neyra, PhD, DVM Assistant Professor of Epidemiology

Dr. Castillo-Neyra's research focuses on the development and application of innovative epidemiological methods to understand, control, and eliminate infectious diseases. By combining qualitative and quantitative approaches, he has identified and quantified structural, social and spatial barriers that reduce access to healthcare and hinder appropriate immunization levels for vaccine-preventable diseases in humans and animals.

Cassie Kline, MD Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia

Dr. Kline is the Director of Clinical Research for Neuro-Oncology within the Division of Oncology at the Children's Hospital of Philadelphia. She specializes in the care of children, adolescents, and young adults with brain and spinal cord tumors of all types. She focuses on early phase clinical trials and developmental therapeutics for pediatric brain tumor patients, predictors of neurocognitive outcomes in pediatric brain tumor survivors, and personalized and immunotherapy-based treatment approaches.

Farouk Dako, MD Assistant Professor of Radiology,

Dr. Dako has been active in global radiology for over 5 years, primarily in Nigeria. His interest lies in advancing radiology in underserved areas and increasing radiology's role in global health promotion. He was part of an on-site team that installed a Picture Archiving and Communication System (PACS) in Nigeria in 2019 and he helped organize an Interventional Radiology symposium as kick-off for the first Interventional Radiology training program in Nigeria.

Ziyue Gao, PhD Assistant Professor of Genetics

Dr. Gao's research focuses on the genesis and accumulation of mutations in natural populations, taking a computational approach to integrate data from comparative genomics, human genetics, cancer genetics and developmental biology. The primary aim is to understand the genetic architecture and evolution of complex traits in human populations by mathematical modeling and statistical analysis of genomic data from modern and ancient samples.

FACULTY DIVERSITY

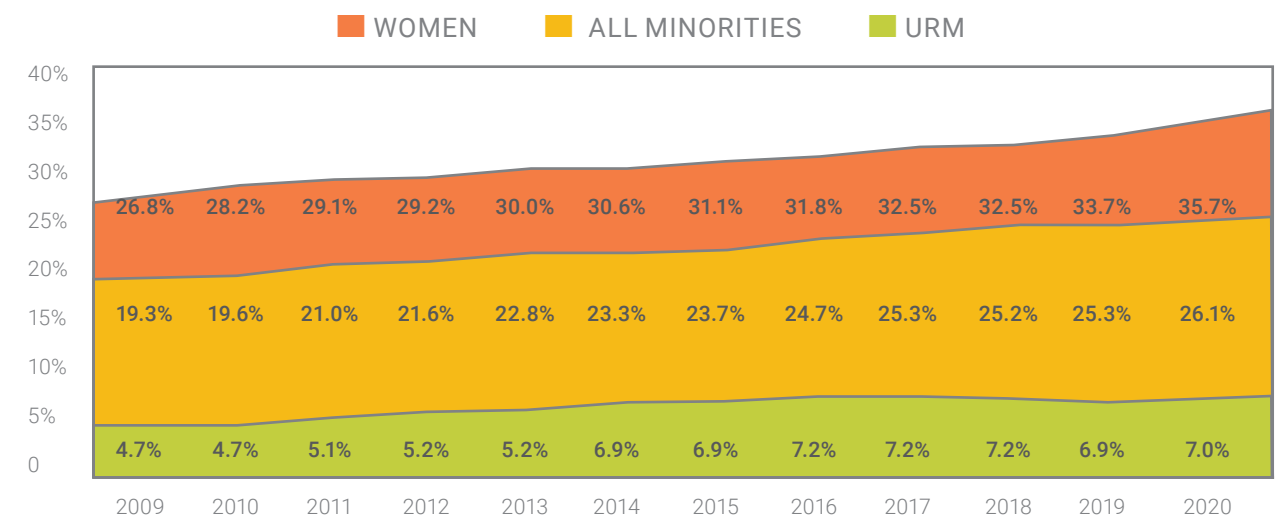
Growth in Faculty Diversity

The COVID-19 pandemic put health disparities and inequities in stark relief as minority and under-served communities were disproportionately affected by the virus. This reinforced the critical need to recruit and retain a diverse faculty as the Perelman School of Medicine strives to promote health equity across the communities it serves.

One aspect of the Penn Medicine strategic planning process is an assessment of the structure and composition of our faculty that will support the requisite research, clinical and education missions in the fast-changing landscape of academic medicine.

Out of 2,856 fulltime faculty (608 tenure track, 944 clinician-educator track, 166 research track, and 1,138 academic clinician track as of December 2020), our underrepresented minority faculty has grown from **127 (5.2% in July 2013) to 202 (7.1 % in July 2020)**. Notable progress was also made with respect to the recruitment of women and minorities in general.

STANDING FACULTY - PERELMAN SCHOOL OF MEDICINE

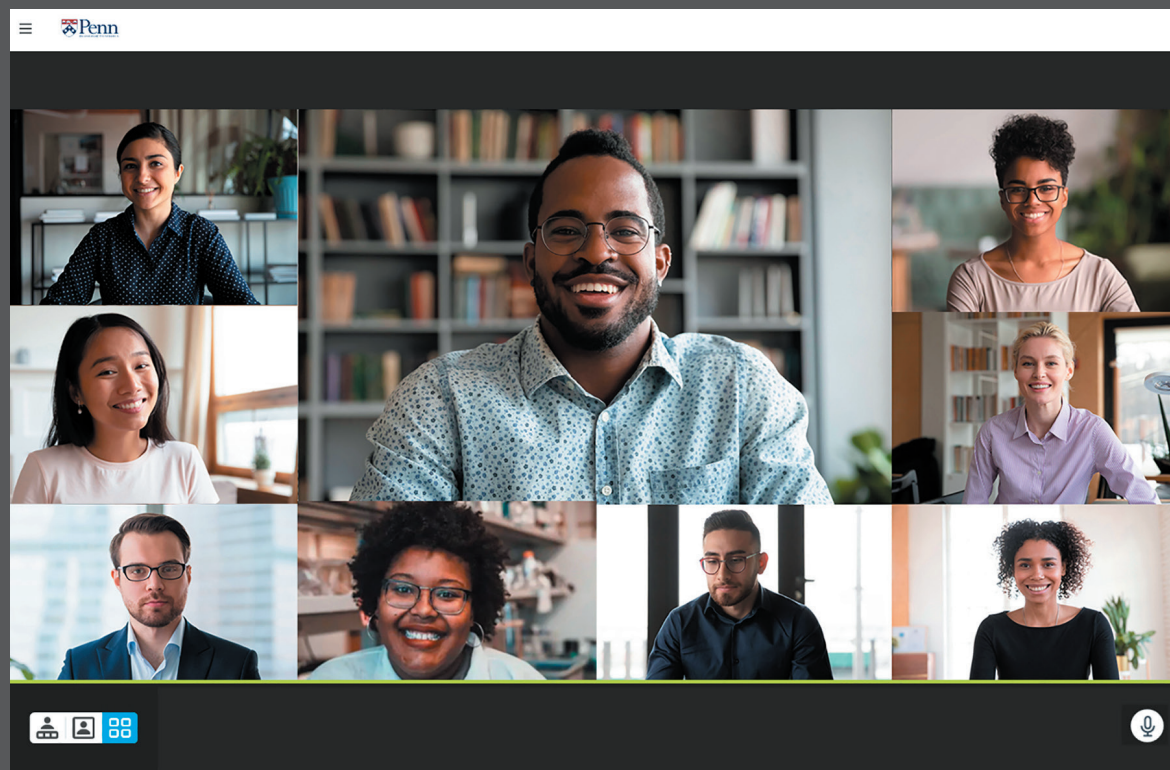


Standing Faculty Source: Faculty Appointment Database (FADS) Perelman School of Medicine, July 2020

ACT

ACTION FOR CULTURAL TRANSFORMATION

Developing Strategies to Ensure Equity, Mitigate Bias, and Eliminate Racism at Penn Medicine.



THE TRAGIC AND TUMULTUOUS EVENTS OF THIS YEAR CREATED A STRATEGIC IMPERATIVE FOR PENN MEDICINE:

help accelerate the elimination of racism and bias in science and education by incorporating OID's initiatives and activities in support of both health and social equity under one banner. This allows Penn Medicine to focus attention and resources on creating an equitable environment in our own community and, by extension, in the communities we serve.

Decades of work by investigators from myriad disciplines show that socially diverse groups, with a mix of race, ethnicity, gender, and sexual orientation are more innovative than homogeneous groups.

Richard L. Byyny, MD, FACP
Recognizing and managing our unconscious biases.
 The Pharos, vol 80, no 1, 2017, Alphaomegalpha.org

JUST DO IT

ACT High-Level Framework for Further Cultural Transformation



Our collaborative process relies on **"Just Do Its"**; simple actions suggested by our faculty, students, and staff as building blocks for a more inclusive community. Each action falls within one of the six categories of the ACT high-level framework, and will be measured in one of the four domains on OID's balanced scorecard (Organizational Capacity, Internal Processes, Financial Stewardship, and Stakeholder Satisfaction).

Below are examples of new **"Just Do Its"** submitted for each domain. Metrics will be applied, and outcomes will be tracked and reported over the period of time indicated*:

ACTION	ACT CATEGORY	TIMELINE	METRICS
ORGANIZATIONAL CAPACITY			
Unconscious bias training – leaders; all Penn Medicine employees.	EDUCATION	3 months	Confirm and report participation rates of leaders, faculty, students, and staff.
Partnering with schools to promote the building of a pipeline of candidates for hiring from underrepresented communities.	PEOPLE	3 months	Increase diversity at all levels; increase partnerships with schools.
INTERNAL PROCESSES			
Study faculty networks – hypothesis that networks differ by gender/race.	RESEARCH	9 months	Completion of project/data.
Working with Medical Faculty Senate Exec. Committee to set workplan for the year on organizational culture.	CULTURE	9 months	Development of initiatives to support ACT.
FINANCIAL STEWARDSHIP			
Work with development to increase available funding for recruitment of diverse faculty and students.	PEOPLE	1 year	Increase in available funds for all tracks and bridge funding.
STAKEHOLDER SATISFACTION			
Remove a portrait which depicts a slave from OBGYN conference room at HUP.	CULTURE	Immediate	Removal.

A full overview of ACT actions may be found at <https://www.med.upenn.edu/inclusion-and-diversity/act-action-for-cultural-transformation.html>



SOLIDARITY STATEMENTS

These are excerpts from the full solidarity statements on the OID website that came from virtually all corners of the Penn Medicine community in response to the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and too many others. United as one, our community raised its voice in outrage and urged immediate action.

Collectively, we are shocked, frustrated and angered by these manifestations of racism, recognizing unacceptable indicators of a civil and just society. However, for many of our students, especially our students of color, these events hit especially close to home, triggering fear and recall of personal experiences of bias and racism. We want to explicitly acknowledge these experiences, and as your teachers, advisors and mentors, express our support and care for you.

DEAN'S STATEMENT

Let us state clearly: Black Lives Matter.

To the Black faculty, staff, and students specifically, we hear you, we see you, we want you to know you matter and we support you; not only during this heightened moment but after the headlines and media coverage are gone.

OID

The Department of Medicine is committed to shattering the silence that prevents us from acknowledging the pain and grief that many members of our community are experiencing. We commit to create safe spaces for all members of our department to process what has happened to all of us through the recent tragic events and to discuss how we might move forward as a community.

DEPARTMENT OF MEDICINE

I acknowledge and understand the pain, frustration and hurt that arises when the day-to-day reality of systemic and overt racism in our society is not acknowledged until it explodes and impacts on the lives of those who have otherwise not been its victims. I also acknowledge that – though we vigorously espouse ideals of fairness and inclusion – our beloved campus is in no way immune from the stain of racism. I am also acutely aware that – given the magnitude and persistence of racism in our country – addressing this problem with words can seem empty.

CANCER BIOLOGY

As the Department of Family Medicine and Community Health (DFMCH), we emphatically denounce these heinous acts. But we must go further. In a time like this, silence is unacceptable – ignorance even worse. We must take steps to actively dismantle the structures that perpetuate racism within our institution and the broader community.

FAMILY MEDICINE AND COMMUNITY HEALTH

The Department of Pathology at the University of Pennsylvania will not tolerate discriminatory practices in any of its forms. Our goal is to establish systems that celebrate our differences and create safety for our employees of diverse race, religions, gender, and sexual orientation. The only way we will move forward as a country is together. All lives won't matter until Black lives do.

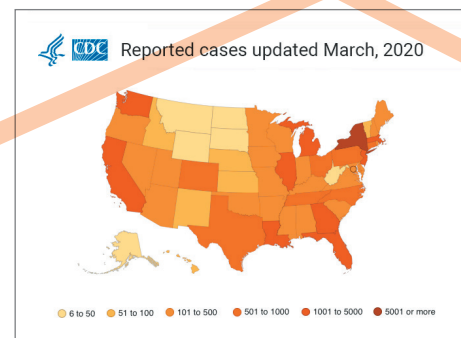
PATHOLOGY

In June, shortly after George Floyd was murdered, the Penn Medicine community reaffirmed its commitment to justice, inclusion and equity. We pledged to begin the process of taking action and announced our plan to train everyone in Penn Medicine on the fundamentals of understanding biases - consciously or unconsciously - and ways to mitigate those biases. This was seen as a critical first step in opening the doors to new ways of thinking and viewing the world.

By June 30 we had created our draft plan for the next steps in this journey, the foundation of which is a collaborative process. Our **Action for Cultural Transformation** will be informed and built by the community from the ground-up, and will ultimately drive leadership, engagement, and accountability at all levels of Penn Medicine.



- A cluster of atypical pneumonia cases was first reported to WHO on December 31, 2019, in Wuhan, China.
- The first reported U.S. case of COVID-19 occurred in a Washington man who became ill on January 19, 2020 after returning from Wuhan, China, on January 15.



JANUARY 2020

FEBRUARY 2020

MARCH 2020

APRIL 2020

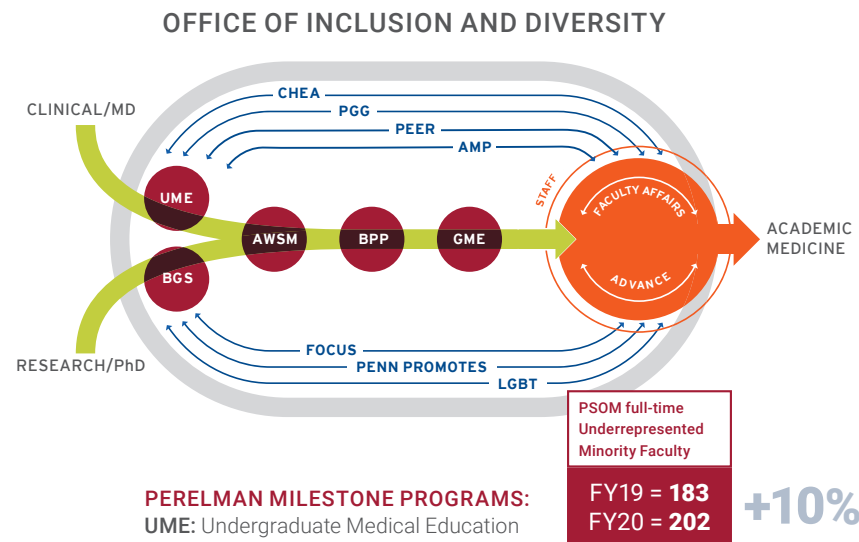
MAY 2020

JUNE 2020

OID | ANCHOR PROGRAMS

Tracking OID's Anchor Programs

This year marked the launch of two important new anchor programs in support of our efforts to enhance diversity and inclusion at Penn Medicine, and our continued journey toward health equity: the Center for Health Equity Advancement (CHEA) headed by Jaya Aysola, MD, and the Penn Center for Global Genomics and Health Equity (PGG) led by Sara Tishkoff Ph.D. Together, OID's anchor programs (indicated in blue) and existing Perelman milestone programs (indicated in red) support and facilitate our "pipeline" of minority and underrepresented faculty candidates.



ANCHOR PROGRAMS:

- CHEA:** Center for Health Equity Advancement
- PGG:** Penn Center for Global Genomics and Health Equity
- AMP:** Alliance of Minority Physicians
- PEER:** Program for Health Equity and Research
- FOCUS:** FOCUS on Health and Leadership for Women
- PP:** Penn PROMOTES Research on Sex and Gender in Health
- LGBT:** Penn Medicine Program for LGBT Health

PERELMAN MILESTONE PROGRAMS:

- UME:** Undergraduate Medical Education Program for Diversity and Inclusion
- AWSM:** Association of Women Student MD-PhDs
- BPP:** Biomedical Postdoctoral Programs Diversity Committee
- GME:** Graduate Medical Education
- BGS:** Biomedical Graduate Studies, Ernest E. Just Biomedical Society

PSOM full-time Underrepresented Minority Faculty
 FY19 = 183
 FY20 = 202 **+10%**

MILESTONE PROGRAMS

Surgery, Psychiatry, Orthopedic Surgery, Family Medicine, Ob/Gyn(HUP), Urology, Radiology, Dermatology.

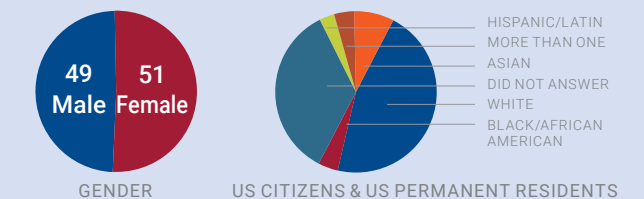
BGS – Biomedical Graduate Studies

Admission of Underrepresented (UR) Students in BGS PhD Programs

	2020	5 YR AVG
Applied	261	220
Accepted	60	57
Enrolled	27	29

BPP- Biomedical Postdoctoral Programs

FY20 highlights



From undergraduate to graduate and beyond, Perelman Milestone Programs nurture and support the diverse students and scholars who will lead PSOM toward achieving health equity.

UME – Undergraduate Medical Education Curriculum

- Coursework to prepare and train students to effectively and compassionately treat diverse patient populations.
- Module on transgender health co-taught by pediatricians, internists, surgeons, and psychiatrists.
- Incoming students read Dr. Dorothy Robert's book, *Fatal Invention*
- Returning students read the book *Black Man In a White Coat*.
- OID sponsored interactive unconscious bias training for all medical students.

GME – Graduate Medical Education

- 42 UIM students (Underrepresented in Medicine)** matched in March 2020 - 37 in FY 2019; 42 in FY 2018; 44 in FY 2017; 31 in FY 2016
- UPHS/CHOP UIM Visiting Clerkship Programs (4th year students) - UIM-focused Visiting Clerkship Programs expanded to 12 programs in 2019-20: **Emergency Medicine, Internal Medicine, Pediatrics, General Surgery, Plastic**

AMP Alliance of Minority Physicians Iris Reyes, MD

AMP's mission is to develop leaders in medicine by supporting faculty, house staff, and medical students underrepresented in medicine (UIM).

- Spoke out during the national uprisings in a letter signed by approximately 130 Black and Latinx faculty, AMP engaged our institutional leaders in a conversation about the need to act quickly and decisively to establish a new anti-racist institutional culture.
- "AMP Family Dialogues" to provide a safe space to have challenging conversations about recent events.
- Virtual recruitment activities
 - Resident panels, conference outreach, fellows info sessions.
- Summer 2019 New House staff Welcome reception with **more than 80 attendees**.

LGBT Health Rebecca Hirsh, MD

LGBT Health works to develop an LGBT-focused clinical center with state-of-the-art primary care.

- Compiled PennChart/SOGI (Sexual Orientation Gender Identification) data through self-entry into MyPennMedicine
- LGBTQ Patient Care Policy
- Participated in national Health Care Equality Index Survey 2020; CCH, HUP, PAH, PPMC, LGH and Princeton **scored 100 – "Leaders"**.

FOCUS Focus on Health and Leadership for Women; Stephanie Abbuhl, MD

FOCUS is designed to improve the recruitment, retention, advancement and leadership of women faculty, and to promote women's health research.

- FOCUS Welcomed Mira Mamtani, MD, MSEd as Associate Director.
- Held 23rd Annual Fall Conference
- FOCUS 25th Anniversary Special Events; Needs Assessment was distributed to all full-time women faculty - **256 respondents, response rate of 23.2%**.
- FOCUS Chats started in April 2020 in response to the COVID pandemic, over **20 FOCUS Zoom Chats to-date**.

CHEA Center for Health Equity Advancement; Jaya Aysola, MD

CHEA's vision is for a culture of health equity mindfulness in our clinical learning environment and to provide high quality patient/family centered care for all, regardless of background or culture.

- COVID-19 Social Needs Response Team helped anyone concerned about safety, had social needs, and/or experienced distress during this pandemic.
- Pandemic Food Access:**
 - Partnership between SHARE Food Program and University contracted caterer.

PEER Program for Health Equity and Research; Judith McKenzie, MD, MPH

PEER offers faculty support that connects junior faculty with members of the school Committee on Appointments and Promotion (COAP) and Academic Clinic track administration.

- In Spring of 2020, in response to the COVID-19 pandemic, PEER launched a series of small group presentations and discussions via Faculty Connect with Judith McKenzie.

Penn PROMOTES Research on Sex and Gender in Health; Maria Oquendo, MD

The Penn Center for Research on Sex and Gender in Health encourages and supports the consideration of sex or gender as a critical factor in all facets of research and health care.

- BIRCWH Scholars** (Building Interdisciplinary Research Careers in Women's Health)
 - Alix Timko, awarded R61; Jennifer Lewey, awarded K23; Melanie Kornides, continued on BIRCWH
- CHOP Pilot Award Progress Update** "Improving STI and HIV Testing and Prevention Services in Female Adolescents in Primary Care"

PGG Penn Global Genomics; Sarah Tishkoff PhD

PGG aims to promote health equity through global genomics research, education, outreach, policy, and practice.

- Keystone projects:**
 - Facilitated interaction of researchers and clinicians studying sickle cell disease at Penn/CHOP. Supported efforts to recruit patients to HUP and to the Penn Med Biobank.
 - Developed outreach partnerships with under-represented communities (to facilitate genomics research aimed at promoting health equity).
- Center Activities:**
 - Understanding Disparities in the Prevalence and Risk for COVID-19 in West Philadelphia; currently has **\$200,000 funding**
 - Education and training through workshops and symposia
 - Obtained a **\$611,000 grant** from Genentech to establish Penn Center for Global Genomics & Health Equity Postdoctoral Fellowships.

MEASURING OID'S EFFECTIVENESS

PROGRAM	YEAR/PARTICIPANTS	RESULTS
ORGANIZATIONAL CAPACITY		
Unconscious Bias Workshop participants	FY19 = 224 FY20 = 811	+262%
INTERNAL PROCESSES		
Diversity Search Advisor (DSA) Program Support and evaluation survey "Review/approve all position descriptions"	2017 = 72% 2020 = 83%	+11%
"Valued by University leadership"	2017 = 59% 2020 = 74%	+15%
Leadership Program to affirm principles of inclusion Dr. Edward S. Cooper	Funded FY20	Program launch
STAKEHOLDER SATISFACTION		
2020 Medical School Graduate Questionnaire (MSGQ) "Strongly agree that diversity enhanced my training"	PSOM = 41.7% All schools = 36.9%	+5%
PSOM Women Faculty (full-time) Net increase rolling average	FY16 - FY18 = 859 FY18 - FY20 = 991	+15%
PSOM URM Faculty (full-time) Net increase rolling average	FY16 - FY18 = 161 FY18 - FY20 = 182	+13%

DRIVING AWARENESS

While 2020 was indeed a year like no other, OID continued to build capacity and stakeholder engagement with available tools, training, and opportunities to share knowledge.

UNCONSCIOUS BIAS TRAINING

When it was announced in early April that a large number of employees would be working from home, we pivoted to providing virtual continued unconscious bias training. We offered our very first virtual workshop on April 16 and also launched a pilot 3-day workshop called *Mitigating Bias: An Inward Journey*, to provide a deeper dive into identifying and mitigating people's biases.

The benefit of remote access to the workshops cannot be understated as participation jumped significantly over FY19. Twenty-one Unconscious Bias Workshops were held in FY20 (includes the two *Mitigating Bias: An Inward Journey* workshops) with **811 participants**, plus five Virtual Discussions with **295 participants**.

WORKSHOPS	
FY19 = 16 FY20 = 21	+31%
PARTICIPANTS	
FY19 = 224 FY20 = 811	+262%

OUTREACH | DRIVING KNOWLEDGE

FACULTY CANDIDATE DATABASE

The faculty candidate database is a critical tool in incorporating diversity criteria in searches for candidates at all levels. OID partners with Faculty Affairs, Lead DSAs, DSAs and Department administrators to create lists of women and minority candidates at peer institutions, as well as candidates from minority serving institutions. These lists are customized based on track, rank, and specialty.

Even with pandemic-related hiring restrictions, the list was expanded to over **1,900 candidate contacts**, and **13 custom lists** were generated in FY20. Over the next five years we expect to reach searches in at least **75%** of the departments at the school.

WOMEN AND MINORITY
CANDIDATES IN
DATABASE

FY20 = 1,900
+9%

PUBLICATIONS AND PRESENTATIONS

OID continued to build awareness and urgency for diversity, inclusion and health equity through the publication of scholarly articles and submission of presentations:

Adelekun AA, Beltrán S, Carney J, Lett LA, Orji WU, Rider-Longmaid E, Stokes DC, Teeple S, Aysola J.

Recognizing Racism in Medicine: A Student-Organized and Community-Engaged Health Professional Conference.

Health Equity. 2019 Aug 12;3(1):395-402.

Lett Lanair Amaad, Murdock H Moses, Orji Whitney U, Aysola Jaya, Sebros Ronnie
Trends in Racial/Ethnic Representation Among US Medical Students.

JAMA network open 2(9): e1910490, Sep 2019.

Gordon EKB, Clapp JT, Heins SJ, Gaulton TG, Lane-Fall MB, Aysola J, Baranov DY, Fleisher LA.

The role of the interview in residency selection: A mixed-methods study.

Med Educ. 2020 Nov;54(11):1029-1039

Agawu A, Fahl C, Alexis D, Diaz T, Harris D, Harris MC, Aysola J, Cronholm PF, Higginbotham EJ.

The Influence of Gender and Underrepresented Minority Status on Medical Student Ranking of Residency Programs.

J Natl Med Assoc. 2019 Dec;111(6):665-673.

Upton E, Sangal RB, Blutinger E, Khachatryan M, Aysola J, Mamtani M.

Female millennial patient perspectives in the emergency department: A qualitative analysis.

Am J Emerg Med. 2020 Feb 21:S0735-6757(20)30099-1.

Mamtani M, Shofer F, Mudan A, Khatri U, Walker R, Perrone J, Aysola J.

Quantifying gender disparity in physician authorship among commentary articles in three high-impact medical journals: an observational study.

BMJ Open. 2020 Feb 25;10(2):e034056

Accepted, not presented due to COVID-related cancellations:

Alexis, Dominique; Gittens, Brian; Hertz, Kya; Higginbotham, Eve.

Unconscious Bias Training Conceptual Model: Potential Impact on Mitigating Biased Behavior.

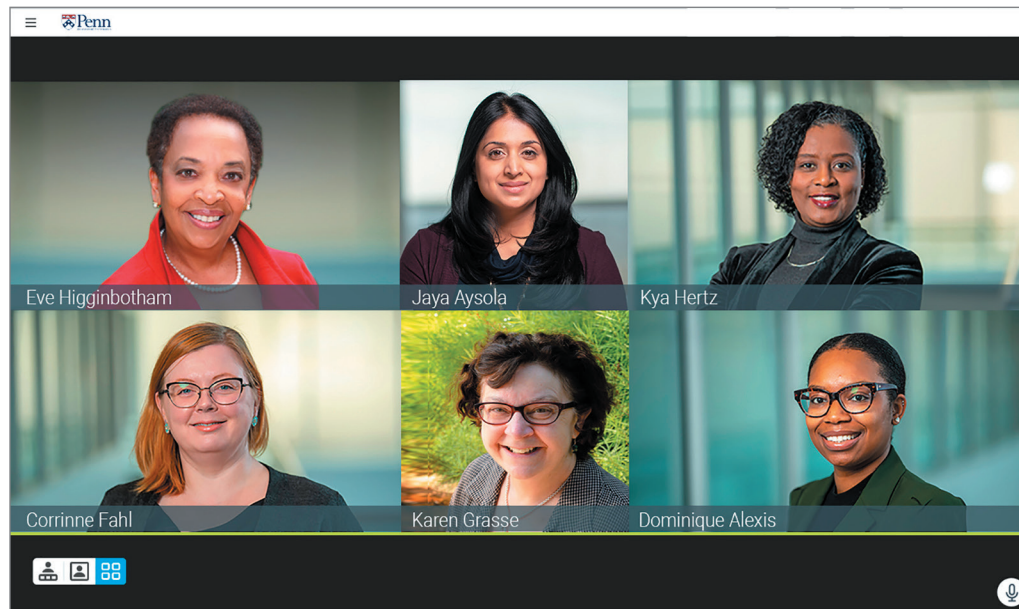
2020 AAMC Group on Diversity and Inclusion Annual Meeting.

Fahl, Corrinne; Alexis, Dominique; Aysola, Jaya; Higginbotham, Eve.

Diversity Report Cards: Creating Systems of Measurement, Tracking, and Accountability.

2020 AAMC Group on Diversity and Inclusion Annual Meeting.

STAFF & ADVISORY COUNCIL



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Director, Penn Pathways Leadership
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Director, Biomedical Postdoctoral
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Associate Professor of Neurology in
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Director, Research in Dermatology;
Director, NRSA Training Grant

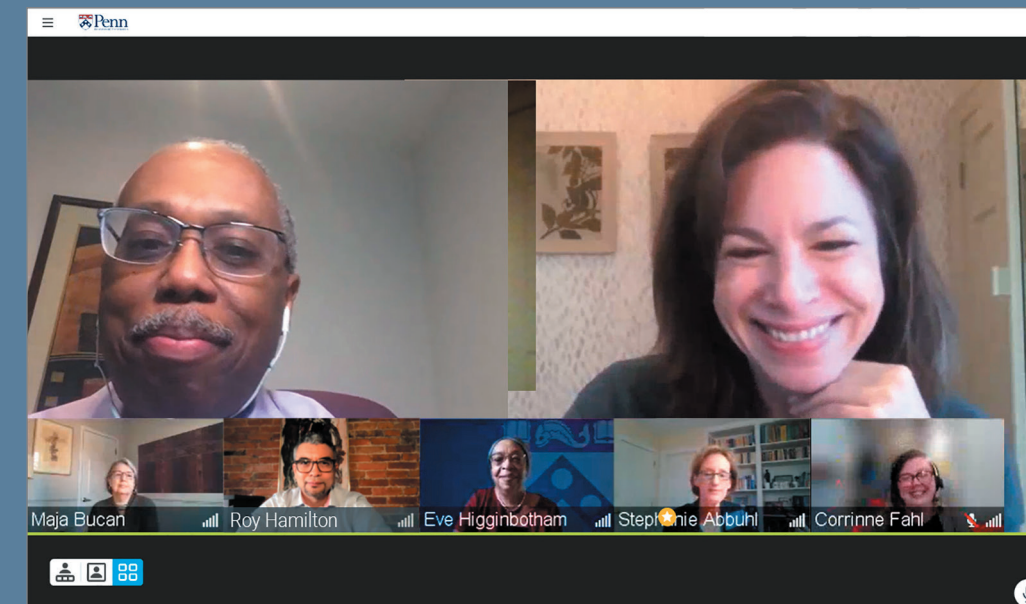
Victoria Mulhern
Executive Director, Faculty Affairs and
Professional Development, PSOM

Maria Oquendo, MD, PhD
Chair, Department of Psychiatry;
Ruth Meltzer Professor of Psychiatry;
Co-Director, Penn PROMOTES

Iris Reyes, MD
Associate Professor of Clinical Emergency
Medicine; Advisory Dean, PSOM;
Founding Director of the Alliance of
Minority Physicians

Courtney Schreiber, MD, MPH
Stuart and Emily B.H. Mudd Professor in
Human Behavior and Reproduction;
Department of Obstetrics and Gynecology;
Co-Director, Penn PROMOTES

Sarah A. Tishkoff, Ph.D.
David and Lyn Silfen University Professor
of Genetics and Biology;
Director, Penn Center for Global
Genomics & Health Equity



UPCOMING EVENTS

February 3, 2021 Martin Luther King Jr. Health Equity Symposium (Virtual Event)
Keynote Speaker: Dorothy Roberts

Special Interest Group for Health Disparities and Health Equity (Virtual Speaker Series)

March 2021 Georges Benjamin

April 2021 Speaker to be announced

May 2021 Speaker to be announced



Penn Medicine
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