

building capacity  
advancing health equity

BUILDING CAPACITY, ADVANCING HEALTH EQUITY



Penn Medicine  
Office of Diversity and Inclusion

ANNUAL REPORT 2018-2019



## LETTER FROM THE DEAN & VICE DEAN

Penn Medicine and the Perelman School of Medicine are dedicated to transcending the traditional boundaries of healing and discovery. We attract the best physicians, nurses, students, residents, faculty and researchers to deliver exemplary care, lead in the classroom, and conduct groundbreaking research. To positively impact diverse patient communities, our workforce must reflect the very populations we seek to serve.

The Office of Inclusion and Diversity (OID) is charged with recruiting, retaining and reaffirming diverse talent that mirrors the cultures, backgrounds and attitudes of the communities we serve. This annual report chronicles the many steps we have taken to open our doors and welcome new approaches, viewpoints and collaborations into our workplace.

OID strives to spark and inform dialogue about creating and sustaining a culture of inclusion across the health system. Knowledge advances through new points of view, which is why our ability to deliver superior care, conduct breakthrough research and offer an excellent, accessible education requires the inclusion of diverse thought and people.

We have made significant strides in creating a vibrant and dynamic place of inclusion: Penn Medicine has been recognized by *Forbes* as the #1 employer of women in health care, and has received a Minority Access Award for its ongoing commitment to diversity.

We are confident that as we expand our ability to offer culturally competent care to our patient population, we will simultaneously enhance the richness and depth of scientific thought within our own community - and set the stage for true health equity.

Our goal of creating a workplace of promise and opportunity for all can only succeed in partnership with you, and with the support of the many stakeholders and alumni who share our vision.

We applaud your engagement with our mission and always welcome your thoughts and input via email at [oid@mail.med.upenn.edu](mailto:oid@mail.med.upenn.edu).

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  
Vice Dean for Inclusion and Diversity,  
Senior Fellow, Leonard Davis Institute  
and Professor of Ophthalmology

## MISSION & STRATEGY

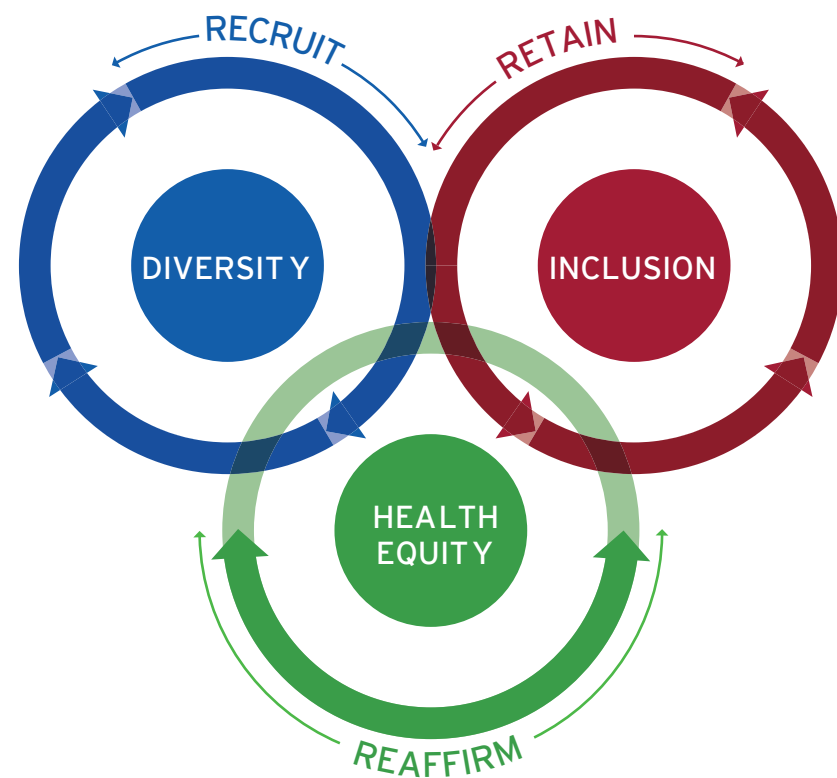
### OID's Mission

The mission of the Office of Inclusion and Diversity (OID) is to strengthen the quality of education, produce innovative research, and foster an open inclusive environment that embraces diversity as a strength and supports the delivery of high-quality medical care all in pursuit of universal health equity.

### Strategic Goals

The graphic below illustrates the inter-connection and relationship between each of the strategic goals and the desired outcome: health equity. The graphic to the right shows our four areas of focus, each with its strategic priorities and performance measurements to guide us toward the ultimate outcomes sought by OID, the Perelman School of Medicine, and Penn Medicine.

- **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



strategy

### OID's Strategic Priorities

To hold ourselves accountable, we track our progress in each of the areas of responsibility against our goals, data for which is presented on page 11.

AREA	PRIORITY	PERFORMANCE MEASURE	GOALS
<b>ORGANIZATIONAL CAPACITY</b>	Implementation and utilization of faculty candidate* database.	Increase use of database in searches by 10% each year over the next five years.	<b>+10%</b>
	Increase deployment of Unconscious Bias Workshops within the Penn community.	Increase numbers of attendees by 10% each year over the next five years.	<b>+10%</b>
<b>INTERNAL PROCESSES</b>	Establish universal cultural competency training module.	Launch training module that is viewed by 100% of the Penn community over the next five years.	<b>100%</b>
	Establish a leadership program that affirms the principles of inclusion.	Launch an inclusive leadership program by FY2020.	
<b>STAKEHOLDER SATISFACTION</b>	Increase student and faculty satisfaction.	Measure via Medical School Graduation Questionnaire and faculty cultural audit (Diversity Engagement Survey).	
	Increase women and diverse faculty (especially space and pay) compared to the three-year rolling average.	Net Increase in the number of women by 40, underrepresented-minority faculty by 10.	<b>+40 +10</b>
	Expand efforts in the community related to inclusion, diversity, and health equity.	Publish annual reports and report on units touched during Health Equity Week.	
<b>FINANCIAL STEWARDSHIP</b>	Enhance the infrastructure to support the acquisition of National Institute of Health (NIH) grants among fellows and junior faculty.	Increase NIH grants in FY19 by 5% compared to FY17, and conduct same analysis biennially.	<b>+5%</b>

\* A database of women and minority candidates at peer institutions, as well as candidates from minority-serving institutions.



*"In structuring my research group, inclusion and diversity are very important. It creates a more creative and innovative team by bringing together different perspectives. Across the University, diversity helps promote a higher quality academic and work environment."*

Mitesh S. Patel, MD, MBA, MS

diversity  
excellence

### Key Insights on Launching a Nudge Unit within a Health Care System

Article | May 1, 2019

Even the most informed and resourced clinicians deliver health care with gaps — missing surveillance imaging in a patient with cancer, failing to prescribe statins to a patient who meets the guidelines for them, or prescribing an expensive drug when a less expensive equivalent is available. Typically, these gaps are created not because of some error of knowledge or bad intentions, but because doing everything right is difficult and often the design of practice environments inadvertently makes guideline-concordant care harder to make it as easy as it could be.



Presidential Professorships are a cornerstone of the University-wide Action Plan for Faculty Diversity and Excellence. These outstanding scholars were awarded the five-year term chair by University of Pennsylvania President Amy Gutmann, and were appointed in 2019 to the standing faculty by the Provost for their demonstrable contributions to excellence and diversity.

IN CARDIOVASCULAR MEDICINE, WOMEN REPRESENT ONLY

13%

OF FACULTY NATIONWIDE

Sharlene M. Day, MD



*"I believe having a diverse range of teachers and mentors increases the chances that students from diverse backgrounds feel they belong and can succeed."*

Christina A. Roberto, PhD

## PRESIDENTIAL PROFESSORSHIPS

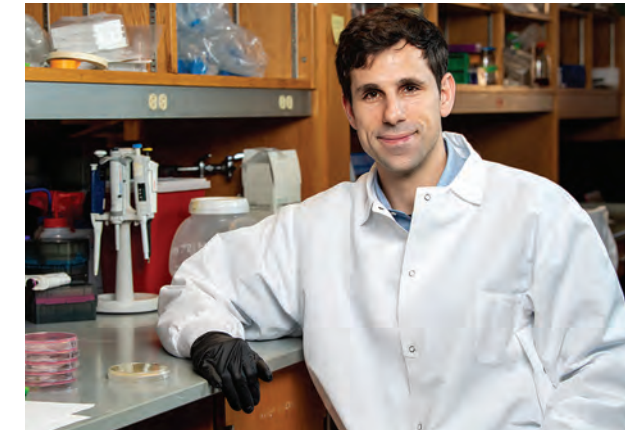


### SHARLENE M. DAY, MD

Dr. Sharlene Day joined the Perelman School of Medicine at the University of Pennsylvania as a Presidential Associate Professor of Medicine and Genetics, and is Director of Translational Research in the Division of Cardiovascular Medicine and Cardiovascular Institute. Her research integrates translational and clinical science to focus on genetic heart muscle diseases, specifically hypertrophic cardiomyopathy, a genetic condition that causes the heart muscle to thicken and can lead to symptoms such as heart failure and arrhythmias.

Dr. Day is a senior woman physician-scientist in cardiovascular medicine. There are only a handful of such individuals in the field, and Penn has only one other woman tenure-track physician-scientist on the cardiovascular faculty across all ranks. "In Cardiovascular Medicine," said Day, "women represent only 13% of faculty nationwide, with predictions that gender parity will not be attained in the next 50 years. This makes the honor extra special because it recognizes what has been an important mission to me: faculty diversity and inclusion."

The importance of diversity and inclusion in the workforce, including academic medicine, is widely recognized, according to Day. "Patients are increasingly cared for by teams of medical personnel, and a range of perspectives and diverse backgrounds is critical to solving medical issues and fostering trust with patients. In the research arena, people of different backgrounds, perspectives and priorities are more apt to challenge each other in ways that bring about novel solutions to complex problems."



### CESAR DE LA FUENTE-NUNEZ, PHD

Cesar de la Fuente-Nunez, PhD, is a Presidential Assistant Professor in the departments of Psychiatry and Microbiology at the Perelman School of Medicine, as well as the department of Bioengineering at Penn. His research combines techniques from protein design, engineering, computational biology, and microbiology to harness an array of biological systems to fight infectious diseases and mental illness. De la Fuente-Nunez' current work investigates merging concepts from synthetic biology and computational biology to create artificial antibiotics in answer to antibiotic resistance, predicted to become a leading cause of death globally.

In 2016, de la Fuente-Nunez was named "30 Under 30 Latino Boston", an award given to the thirty most influential young Latinos in the Boston area. To create new opportunities for young Latino scientists, he has created science and engineering mentoring hubs in Brazil and in Colombia. "Being a Presidential Professor is a fascinating responsibility," he said, "and challenges me to include groups historically underrepresented in the STEM fields. I want my lab, currently composed of 70% women and nearly 100% underrepresented minorities, to be an example of what is possible."

De la Fuente-Nunez maintains that inclusion and diversity are crucial not only to academia but to society as a whole. "Creating an inclusive and diverse environment," he said, "takes into account the background, experiences and neurodiversity of individuals. In fact, there is extensive primary literature demonstrating that highly diverse groups are more creative and innovative."





**KELLIE ANN JURADO, PHD**

Kellie Ann Jurado, PhD, is a Presidential Assistant Professor in the department of Microbiology at the Perelman School of Medicine. Her research examines how the immune system interacts with viral infections. Her current work investigates the abnormal immune response during Zika virus infection, including how the immune system reacts to Zika in the brain. Establishing her new research group, Jurado will continue her research on Zika virus pathogenesis and how antigen-presenting cells shape T cell responses in the central nervous system. She will also start on a new line of inquiry exploring the enterovirus D68, an emerging and important viral infection that causes a polio-like disease in children.

Herself a recipient of several major minority grants and fellowships, Dr. Jurado has been active in outreach, and has a long term interest in recruiting underrepresented minority students into STEM programs. "The Penn Presidential Professorship is testament to the incredible commitment that Penn has made to foster my academic trajectory. Because of this support, I now have the opportunity to welcome other diverse trainees/students to gain research experience in an environment where inclusion is prioritized."

"In science", Jurado continued, "it is incredibly important to be able to look at a question from as many viewpoints as possible. Having individuals with different ways of thinking and approaches to a question is of enormous benefit. Diversity truly makes science stronger. Inclusion is fuel for diversity - diversity cannot function without inclusion."



**MITESH S. PATEL, MD, MBA, MS**

Mitesh S. Patel, MD, MBA, MS, is a Presidential Assistant Professor of Medicine and Health Care Management at the Perelman School of Medicine and The Wharton School at the University of Pennsylvania, and is Director of the Penn Medicine Nudge Unit, the world's first behavioral design team embedded within a health system. His research focuses on combining insights from behavioral economics with scalable technology platforms to improve health and health care. He has led more than 20 clinical trials in partnership with health systems, insurers, employers, and community organizations that tested ways to design nudges, incentives, and gamification to change clinician and patient behavior.

His work on digital health interventions using wearable devices and smartphones, and health system interventions using the electronic health record, has earned him several national research awards, and has been published in leading medical journals, and featured by numerous media outlets, including the New York Times, NBC Today Show, Bloomberg, NPR and CNN.

"This Presidential Professorship is a true honor," Patel said. "I research ways to design and implement approaches that combine behavioral science with technology to improve clinician decisions and patient behaviors. This professorship will help to amplify the impact and dissemination of that work. In structuring my research group, inclusion and diversity are very important. It creates a more creative and innovative team by bringing together different perspectives. Across the University, diversity helps promote a higher quality academic and work environment."



**CHRISTINA A. ROBERTO, PHD**

Christina A. Roberto, PhD is a Presidential Assistant Professor of Medical Ethics and Health Policy at the Perelman School of Medicine at the University of Pennsylvania. Dr. Roberto is a clinical psychologist and epidemiologist, and is Director of the Psychology of Eating and Consumer Health (PEACH) lab. Her research aims to identify and understand factors that promote unhealthy eating behaviors linked to obesity and eating disorders, and design interventions to promote healthy eating. In her work, she draws upon the fields of psychology, marketing, behavioral economics, epidemiology, and public health to answer research questions that can provide policymakers and institutions with evidence-based guidance.

"We strive to create a more fair and just food system that will help people live long, healthy lives and will protect the health of the planet," she said. "The Presidential Professorship has provided resources we would not otherwise have, and has enabled us to take on more time-sensitive projects that traditional funding mechanisms do not support."

A core mission of Penn is to educate young minds. "I believe having a diverse range of teachers and mentors increases the chances that students from diverse backgrounds feel they belong and can succeed. I also think scientists with diverse backgrounds and life experiences will tackle problems from different perspectives, and that is important for scientific advancement. Encouraging a diverse group of scientists to work on a problem may also prompt scientific questions that would not otherwise be explored."



*"Diversity truly makes science stronger. Inclusion is fuel for diversity - diversity cannot function without inclusion."*

Kellie Ann Jurado, PhD



*"I want my lab, currently composed of 70% women and nearly 100% underrepresented minorities, to be an example of what is possible."*

**70%**  
WOMEN

**100%**  
UNDERREPRESENTED  
MINORITIES

Cesar de la Fuente-Nunez, PhD



## SHARING KNOWLEDGE THROUGH SCHOLARSHIP



Through intensive research and study, OID is able to deliver evidence-based data and thought leadership on the progress of inclusion and diversity to our stakeholders and alumni, and make valuable contributions to a growing body of literature on the subject. As such, OID continues to bring inclusion and diversity to the forefront of medicine, thereby furthering its mission as well as promoting the values of Penn Medicine and the Perelman School of Medicine.

Eve J. Higginbotham, SM, MD

Some of the breakthrough papers and contributions by OID and members of the Perelman faculty included:

Aysola J, Barg FK, Martinez AB, Kearney M, Agesa K, Carmona C, Higginbotham E:

**“Perceptions of Factors Associated with Inclusive Work and Learning Environments in Health Care Organizations: A Qualitative Narrative Analysis.”** JAMA Network Open, August 2018.

Zeidan AJ, Khatri UG, Aysola J, Shofer FS, Mamtani M, Scott KR, Conlon LW, Lopez BL:

**“Implicit Bias Education and Emergency Medicine Training: Step One? Awareness.”** AEM Education and Training, September 2018.

Aysola J, Harris D, Huo H, Wright CS, Higginbotham E:

**“Measuring Organizational Cultural Competence to Promote Diversity in Academic Healthcare Organizations.”** Health Equity, November 2018.

Utsha Khatri, Amy Zeidan, Michael LaRiviere, Sarimer Sanchez, Lauren Weaver, Jenny Lynn, Frances Shofer, Barbara Todd, Jaya Aysola:

**“An Evaluation of Implicit Bias Training in Graduate Medical Education.”** MedEdPublish, May 2019.

Zeidan AJ, Khatri UG, Aysola J, Shofer FS, Mamtani M, Scott KR, Conlon LW, Lopez BL:

**“Implicit Bias Education and Emergency Medicine Training: Step One? Awareness.”** AEM Education and Training, January 2019.

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

**“The Influence of Gender and Underrepresented Minority Status on Medical Student Ranking of Residency Programs.”** Journal of the National Medical Association, October 2019.

Aysola J:

**“Racial Disparity in Quality of Care and Overall Survival Among Black Versus White Patients with Muscle-Invasive Bladder Cancer Treated with Radical Cystectomy: A National Cancer Database Analysis.”** Practice Update, September 2018.

evidence-based

## Advancing Health Equity through Scholarship

To further OID’s mission of advancing universal health equity, it launched the Penn Medicine Center for Health Equity Advancement (CHEA) together with the Office of the Chief Medical Officer in 2018. Jaya Aysola, MD, DTMH, MPH, Assistant Dean of Inclusion and Diversity and Assistant Professor of Medicine and Pediatrics at the Perelman School of Medicine, leads the Center as its founding Executive Director.



Jaya Aysola, MD, DTMH, MPH

### Center for Health Equity Advancement (CHEA) achievements:

#### 2018

- Founding of the Center for Health Equity Advancement
- Start of Patient Centered Outcome Research - Emergency Department (PCOR ED) Wait Times Pilot

#### 2019

- Conducted Vizient Organizational Assessment
- Deployed Health Equity Week 2019
- Integrated demographic filters in quality metrics
- Launched Readmissions Equity Dashboard
- Deployed Equity training modules
- 1st Health System Health Equity Retreat

## HEALTH EQUITY WEEK 2019

Since 2016, Health Equity Week has allowed external and internal stakeholders to engage in five days of conversation, ideation, and discovery with the goal of advancing health equity. This year’s action-packed agenda was kicked off by an invited talk, “Advancing Health Equity Through Models of Care” by Baligh Yehia, MD, MPP: Chief Medical Officer, Ascension Medical Group. It further included eighteen centralized events, new opportunities for engagement, and resulted in the highest attendance and participation to date.



**1000+**  
ATTENDEES  
**2500+**  
TOTAL REGISTRATION  
**540+**  
STUDENT REGISTRATION  
**150+**  
LIVE STREAM VIEWS

### EVENTS

- Lectures
- Panel Events
- Workshops
- Story Slam
- Poster Session

### NEW FOR 2019

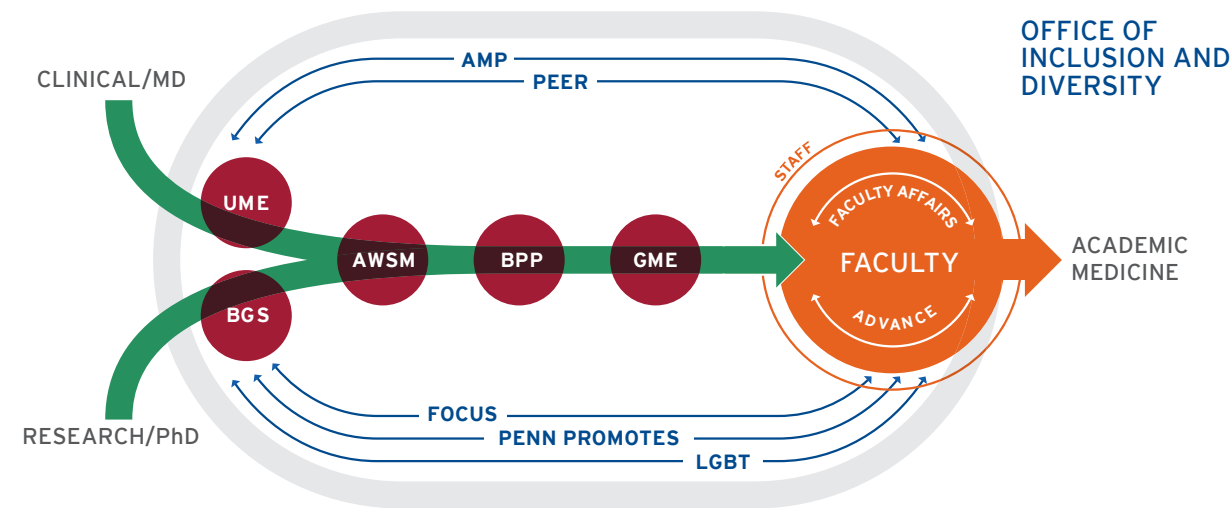
- Faculty/student Networking Event
- Film screening: No Más Bebés
- Community Voice Panel
- Patient-facing tabling

### ATTENDANCE

- Over 1,000 attendees in person and virtually
- 2,500+ total registrations from 725 individuals
- 540+ of these are student registrations from 145 individual students
- 150+ live stream views

## TRACKING OID'S ANCHOR PROGRAMS

Through its strategic imperatives - **RECRUIT** the best, **RETAIN** a diverse community, **REAFFIRM** the benefits - OID is institutionalizing an enduring process to develop a diverse and inclusive faculty base at the Perelman School of Medicine. The "pipeline" toward faculty status is supported by existing programs and infrastructure at the medical school, shown in red on the graphic below, and by OID's Anchor Programs, shown in blue.



### ANCHOR PROGRAMS:

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 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

**183**  
 PSOM FULL-TIME UNDERREPRESENTED MINORITY FACULTY IN FY19

Following are performance highlights and noteworthy achievements by our Anchor Programs:

**AMP (ALLIANCE OF MINORITY PHYSICIANS)**

- Hosted **42 MEDICAL STUDENTS** from underrepresented in medicine (UIM) backgrounds, in the following specialties: Emergency Medicine, Family Medicine, General Surgery, Internal Medicine, Obstetrics and Gynecology, Orthopedic Surgery, Pediatrics, Plastic Surgery, Psychiatry, Radiology, and Urology; Dermatology through their national society
- During interview season, reached out to over **200 APPLICANTS** to the University of Pennsylvania Health System (UPHS) and Children's Hospital of Philadelphia (CHOP) residency training programs, across **15 DIFFERENT TRAINING PROGRAMS**

**FOCUS (FOCUS ON HEALTH AND LEADERSHIP FOR WOMEN)**

- Successfully held 21st Annual Fall Conference on October 12, 2018, with **239 WOMEN IN ATTENDANCE**
- FOCUS 25th anniversary will be in 2020
- 2019 recipient of the FOCUS Advancement of Women in Medicine Award was Eydie Miller-Ellis, MD
- In January 2019, collected and started to analyze data for 15th comprehensive report **APPROX. 120 GRAPHS AND TABLES ON GENDER STATISTICS** for Perelman School of Medicine Faculty, *Benchmark Data: Gender Statistics of Faculty, Perelman School of Medicine, for 2018-19*

**LGBT (PENN MEDICINE PROGRAM FOR LBGT HEALTH)**

- Through self-entry into MyPennMedicine (Sexual Orientation Gender Identification), 43 patients were referred to LGBT-informed doctors since Jan. 2019
- Participated in national **HEALTH CARE EQUALITY INDEX SURVEY**
  - SCORED 95 - "TOP PERFORMERS"** Chester County Hospital, Hospital at the University of Pennsylvania, Pennsylvania Hospital, and Presbyterian Hospital
  - SCORED 100 - "LEADERS"** Lancaster General Hospital and Princeton Hospital - Princeton's first year participating

**PENN PROMOTES (RESEARCH ON SEX AND GENDER IN HEALTH)**

- Hosted an abstract competition featuring **35 PRESENTATIONS AND POSTERS IN FY19**.
- Received 12 submissions highlighting sex and/or gender as an element of the study, which will be featured at an upcoming Symposium

**PEER (PROGRAM FOR HEALTH EQUITY AND RESEARCH)**

- Continued to offer faculty support in the form of promotion readiness workshops that connect junior faculty with members of the School Committee on Appointments and Promotion (COAP) and Academic Clinician (AC) track administration

measuring effectiveness

## TRACKING OID'S STRATEGIC PRIORITIES

ORGANIZATIONAL CAPACITY		
USAGE OF 'FACULTY CANDIDATE' DATABASE IN SEARCHES	FY18 = 11 FY19 = 15	<b>+36%</b>
UNCONSCIOUS BIAS WORKSHOP PARTICIPANTS	FY18 = 154 FY19 = 224	<b>+45%</b>
STAKEHOLDER SATISFACTION		
NET INCREASE IN PSOM FULL-TIME WOMEN FACULTY	FY18 = 998 FY19 = 1063	<b>+8%</b>
Overall, I am satisfied with the quality of my medical education.	FY18 = 59% FY19 = 72%; *40%	<b>+22%</b>
My knowledge or opinion was influenced or changed by becoming more aware of the perspectives of individuals from different backgrounds.	FY18 = 50% FY19 = 59%; *47%	<b>+18%</b>
The diversity within my medical school class enhanced my training and skills to work with individuals from different backgrounds.	FY18 = 49% FY19 = 54%; *37%	<b>+10%</b>

The 2019 Medical School Graduation Questionnaire (MSGQ) for the Perelman School of Medicine (PSOM) showed several areas of improvement over 2018, and significantly higher satisfaction ratings than graduates of other institutions. Respondents "**strongly agreed**" with the following statements:

\* % of graduates nationally



## SHARING KNOWLEDGE AND INFORMATION

As the title of this report suggests, OID is building capacity for, and stakeholder engagement in the advancement of diversity and inclusion as requisite to achieving true health equity. During the past year we have implemented important tools and training, and hosted a number of events aimed at enhancing institutional awareness.

### Faculty Candidate Database

The faculty candidate database is an important tool in incorporating diversity criteria in the searches for candidates at all levels. OID partners with Faculty Affairs, Lead Diversity Search Advisors, DSA's 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. The list currently contains over 1750 names; 15 custom lists have been generated in FY19 (up from 9 in FY18). Over the next five years we expect to incorporate the database in searches for at least 75% of the departments at the school.

### Unconscious Bias Workshops

These workshops continue to be one of OID's most effective tools in building community-wide awareness. The workshops help identify behavioral patterns and implicit attitudes that could lead to bias, help explore how our brain unconsciously makes judgements, and provides strategies and tools to foster inclusion and diversity.



In FY19, a total of 16 workshops were held, a 60% increase over FY18. Four workshop options were offered:

- *Foundations of Unconscious Bias*
- *Unconscious Bias for Leaders: Impact on Decision-making*
- *Beyond Bias: Advancing Diversity and Inclusion*
- *Impact of Unconscious Bias: Faculty Search and Selection Process*



interim

## IMPORTANT FY19 EVENTS

### Special Interest Group Breakfast January 23

Dr. Jonathan Woodson, former Assistant Secretary of Health Affairs for the U.S. Department of Defense; Jr. Faculty presentation by Dr. Allison Willis: "Equity in Brain Health - The Final, Final Frontier"



Dr. Jonathan Woodson and UPenn Undergraduate Student, Catherine Huang

### MLK Health Equity Symposium January 23

Dr. Jonathan Woodson  
"Achieving Population Health Through Health Equity"  
A faculty panel was also featured, - over 300 guests attended (largest audience since the inception of the symposium) and it was successfully livestreamed across the Penn Medicine and the hospital system.

### Special Interest Group Lunch February 25

Dr. Cara James, Director of the Office of Minority Health within the Centers for Medicare & Medicaid; Jr. Faculty presentation by Dr. Shreya Kangovi: "Leveraging Evidence-Based Community Health Worker Programs to Improve Minority Health"



Vice Dean Eve Higginbotham with Cara James PhD, Director of the CMS Office of Minority Health

### Special Interest Group Breakfast March 21

Dr. Uche Uchendu, former Chief Officer, VA Office of Health Equity, VA Central Office; Jr. Faculty Presentation by Dr. Benjamin Cobb: "Anesthesiologist Specialization and Use of General Anesthesia for Cesarean Delivery"



Dr. Uche Uchendu, former Chief Officer, VA Office of Health Equity, VA Central Office

### Special Interest Group Breakfast April 1

Dr. Baligh Yehia, Chief Medical Officer of Ascension Medical Group; Jr. Faculty presentation by Dr. Kevin Jenkins: "Engaging the Biopsychosocial Process of Racism: How does renal function associate with the relationship between general psychosocial stress, racism-induced psychosocial stress, and sympathetic outflow in patients living with chronic kidney disease?"



Dr. Baligh Yehia, Chief Medical Officer of Ascension Medical Group



## PRESENTING KNOWLEDGE TO DRIVE AWARENESS

OID represented Penn Medicine and the Perelman School of Medicine at national conferences throughout FY19, introducing future students and prospective faculty to our inclusive community and to our many diversity initiatives. At the conferences, OID also shared poster boards of its ongoing research and learning with attendees to help elevate and facilitate dialog around inclusive community.

### National Medical Association (NMA) August 2018 - Orlando, FL

“The National Medical Association (NMA)’s Annual Convention and Scientific Assembly is an acclaimed forum on medical science and African American health. African American physicians and other health professionals from across the country participate in scholarly exchanges, policy discussions, and networking opportunities.”

Through its presence at the conference, OID created awareness for Penn Medicine’s Office of Inclusion and Diversity and our efforts to recruit, retain and support African American physicians and health professionals.

### GLMA Annual Conference on LGBT Health October 2018 - Las Vegas, NV

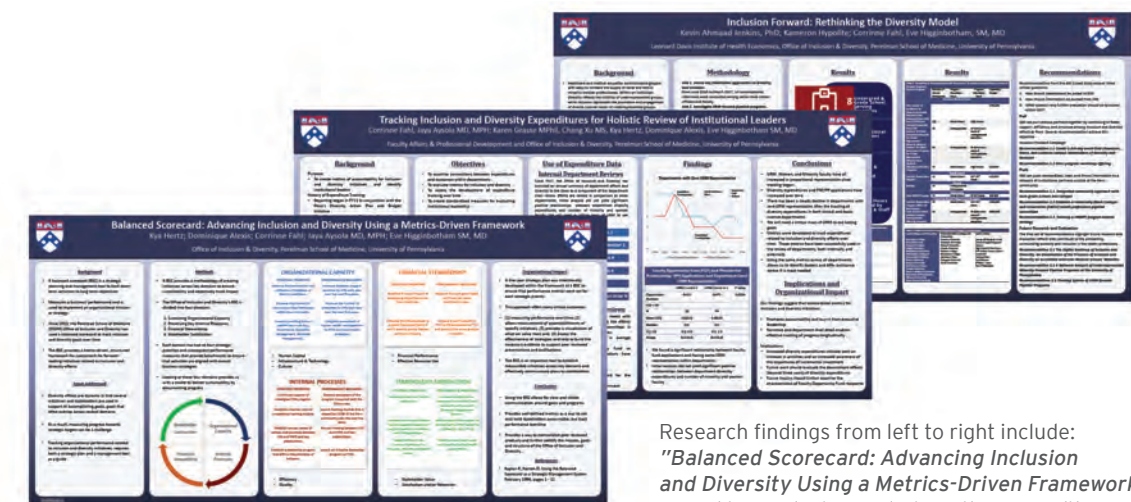
“GLMA is the world’s largest and oldest association of lesbian, gay, bisexual, transgender and queer (LGBTQ) healthcare

professionals, and is committed to ensuring health equity for LGBTQ and all sexual and gender minority (SGM) individuals, and equality for LGBTQ/SGM health professionals in their work and learning environments.”

OID, in partnership with its anchor program LGBT Health established visibility for Penn Medicine’s Office of Inclusion and Diversity, and for our recruitment, retention, and support of physicians and health professionals that identify as LGBTQ+.

### AAMC Group on Business Affairs, Group on Diversity and Inclusion, Group on Institutional Planning - Joint Meeting April 2019 - Chicago, IL

“This working conference supports the efforts of AAMC-member institutions and academic medicine to realize the benefits of diversity and inclusion, and is specifically tailored to offices like OID.



Research findings from left to right include: “Balanced Scorecard: Advancing Inclusion and Diversity Using a Metrics-Driven Framework.”; “Tracking Inclusion and Diversity Expenditures for Holistic Review of Institutional Leaders.”; “Inclusion Forward: Rethinking the Diversity Model.”

A mix of presentations, poster sessions, workshops, and interactive sessions address the challenges of diversity offices, such as institutional culture and climate, graduate learners, faculty/staff/stakeholders, and community engagement.”

OID’s purpose in attending the conference was to be among peers, to present our research and findings, and to learn what our colleagues are working on and have discovered at peer institutions.

### SNMA Annual Medical Education Conference (AMEC) April 2019 - Philadelphia, PA

“The Student National Medical Association (SNMA) is committed to supporting underrepresented minority medical students and underserved communities, and increasing the number of excellent, culturally competent, and socially conscious physicians. The conference offers interactive workshops and sessions as well as opportunities to network with students and physicians from all over the country.”

By creating a presence, OID was able to discuss the various programs and initiatives with pre-med and medical students, and advise them of the support Penn Medicine offers for medical school or residency.

### Society of General Internal Medicine (SGIM) Annual Meeting May 2019 - Washington, DC

“The annual SGIM Meeting encompasses the breadth and depth of General Internal Medicine, including health services research, medical education, advocacy, and exemplary clinical care.”

Representing OID, Dominique Alexis and Dr. Jaya Aysola presented research findings at the conference. In addition, OID offered a medical student the fully-funded opportunity to attend the conference and present her own research.



Dominique Alexis, OID Research Coordinator, presents “The Intersection between Professionalism and Inclusion: A Mixed Method Analysis.”

### Academy Health Annual Research Meeting June 2019 - Washington, DC

“The conference reviewed health policy and health system implications of new research findings. Attendees learned from experts representing both health services research and health policy about the most pressing issues affecting the field and the opportunities to improve the health of individuals and communities.”

Dominique Alexis and Dr. Jaya Aysola attended for OID and presented research at this meeting.

## LEADERSHIP, STAFF & ADVISORY COUNCIL

**Eve J. Higginbotham, SM, MD**  
Vice Dean for Inclusion and Diversity;  
Senior Fellow, LDI Institute; Professor  
of Ophthalmology

**Jaya Aysola, MD, MPH**  
Assistant Professor of Medicine and  
Pediatrics; Assistant Dean OID



**Kya Hertz**  
Manager, Marketing and Business  
Operations, Office of Inclusion  
and Diversity

**Corrinne Fahl**  
Program Coordinator, Office  
of Inclusion and Diversity

**Dominique Alexis**  
Research Coordinator, Office of  
Inclusion and Diversity

**Karen Grasse, MPhil**  
Associate Director, Faculty Affairs  
and Professional Development, PSOM

### 2018-19 Advisory Council

**Stephanie Abuhl, MD**  
Professor and Vice Chair for Faculty  
Affairs, Department of Emergency  
Medicine, Penn Medicine

**Dominique Alexis**  
Research Coordinator, Office of  
Inclusion and Diversity

**Jaya Aysola, MD, MPH**  
Assistant Professor of Medicine and  
Pediatrics; Assistant Dean OID

**Maja Bucan, PhD**  
Associate Dean of postdoc training

**Paris D. Butler, MD, MPH**  
Assistant Professor in the Division of  
Plastic Surgery; GME Director of URM  
Affairs

**Horace Delisser, MD**  
Associate Professor of Medicine;  
Associate Dean of Diversity and  
Inclusion; Diversity Search Advisor,  
Department of Medicine, Penn  
Medicine

**Arnaldo J. Diaz, PhD**  
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PROMOTES

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Research on Sex and Gender in  
Health

**Carrie Zimmerman**  
Student



## UPCOMING 2020 EVENTS

### Martin Luther King, Jr. Health Equity Symposium January 22nd, 2020

Leandris Liburd, PhD, MPH  
Director, Office of Minority Health and Health Equity  
Centers for Disease Control and Prevention

### Special Interest Group Lunch March 17th, 2020

Deborah Prothrow-Stith, MD  
Dean, College of Medicine  
Charles R. Drew University of Medicine and Science

### Unconscious Bias Workshops February 20th - 21st, 2020

Registration now open:  
<https://forms.gle/szq4XrhrzP3ZdPVK6>

### Health Equity Week April 6th - 10th, 2020

Registration now open:  
<https://www.uphs.upenn.edu/hew/hewregistration.aspx>

For updated event information, please visit our  
website: [www.med.upenn.edu/inclusion-and-diversity](http://www.med.upenn.edu/inclusion-and-diversity)





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