

Welcome to the

Action for Cultural Transformation Inclusion, Diversity, and Equity Summit

September 23, 2022



ACTION FOR CULTURAL TRANSFORMATION

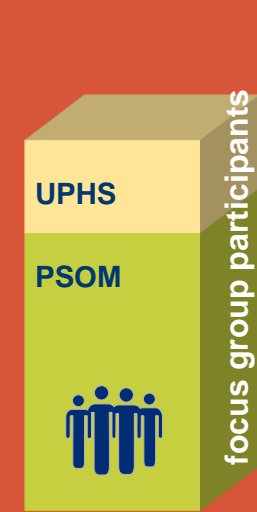
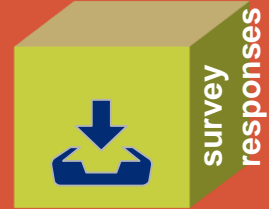
 **13** Team Members
PSOM & UPHS represented

170 Volunteer
focus group facilitators 

 **6** Steering Committee
members



over **5,500** voices heard



 **160** recommended
actions and initiatives

 **8** key insights
from data gathering
informed roadmap priorities

 **64*** Just Do Its
across UPHS,
PSOM and entities

Action for Cultural Transformation: A Whole Scale Change

VISION

Penn Medicine is united as an anti-racist, equitable, diverse, and inclusive organization

MISSION

Eliminating structural injustice across Penn Medicine and the communities we serve

VALUES

Respect

Cultural Humility

Empathy

Equity

Accountability

STRATEGIC PRIORITIES



Culture

- Communications
- Designing Forums
- Vice Chairs / D&I Councils
- Affinity Groups



People

- Hiring Processes
- Employee Relations



Clinical

- Health Equity Certificate
- Reporting and Addressing Discriminatory Behavior



Research

- Cluster Hiring



Education

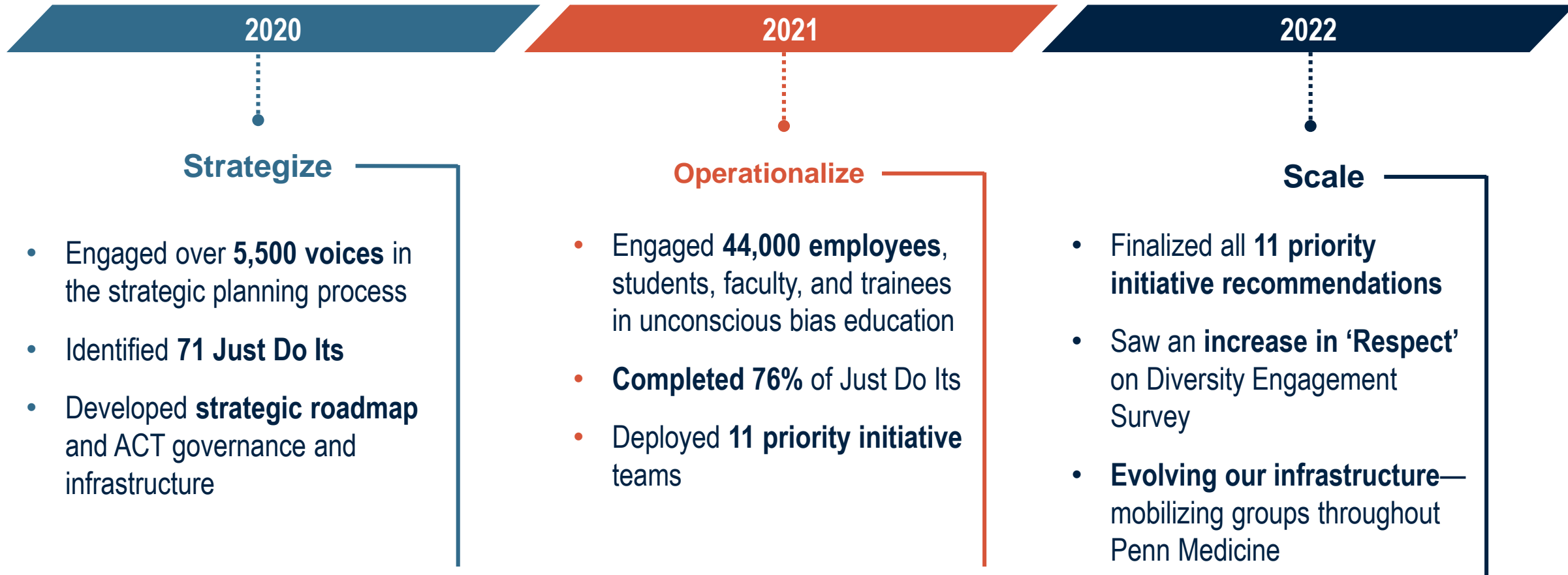
- Student Support and Advocacy



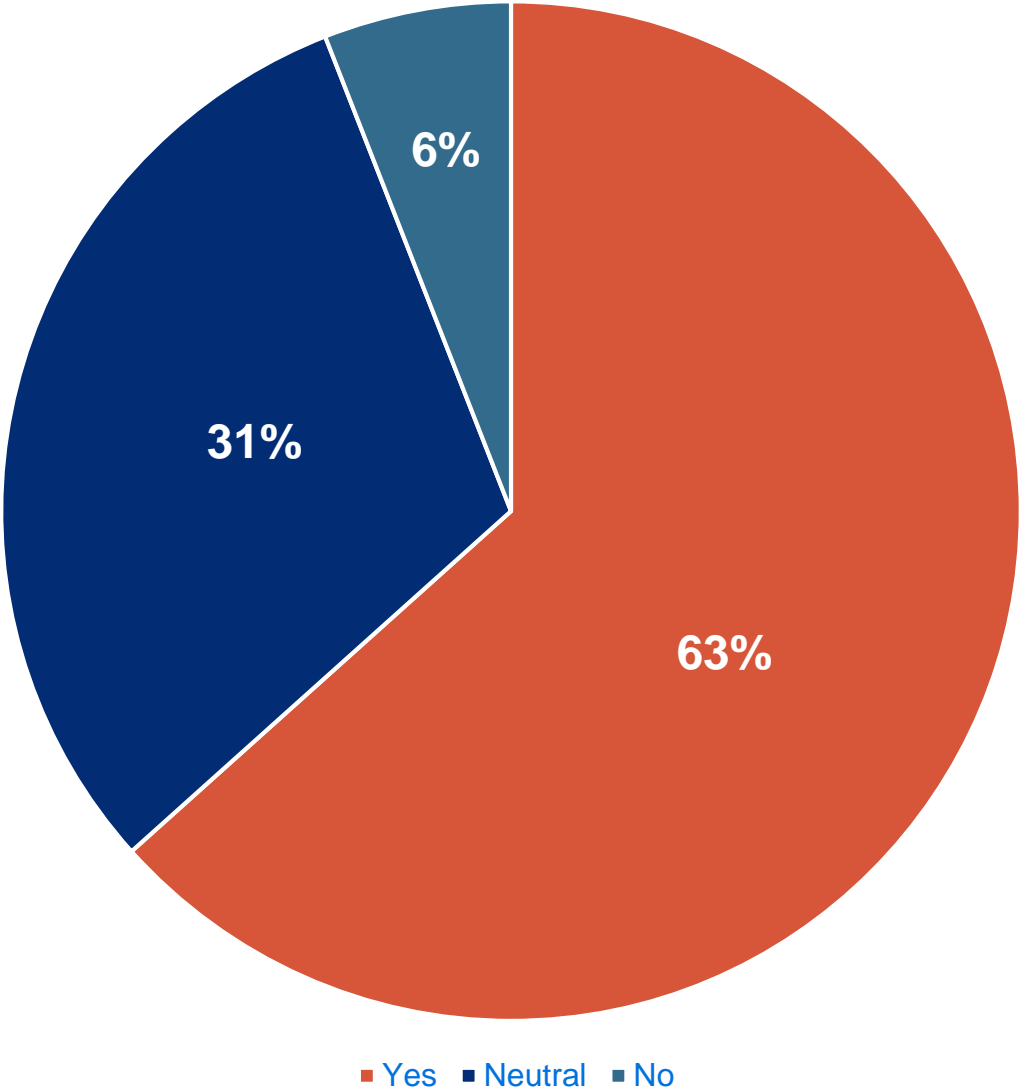
Community

- Community Infrastructure

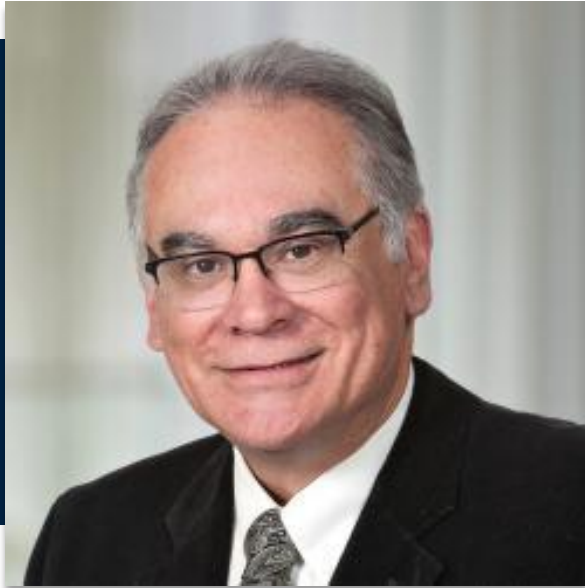
A Continuous Journey of Transformation



“I feel that Action for Cultural Transformation (ACT) is initiating change in my institution.”



Make Good Trouble...and A.C.T.



David A. Acosta, MD
Chief Diversity and
Inclusion Officer, AAMC

Family medicine physician

Provides strategic vision and leadership for the AAMC's diversity and inclusion activities across the medical education community

Leads the AAMC's Equity, Diversity, and Inclusion unit

ACT/IDE Initiative Highlights



ACT/IDE Highlights



Chalanda Evans

Assistant Director, Accelerate Health Equity
Senior Innovation Manager, Penn Medicine
Center for Health Care Innovation



LIFT EVERY VOICE
IS AN ANONYMOUS
DIGITAL PLATFORM
THAT LEVERAGES
THE POWER OF
STORIES TO:

- 1 Capture experiences and observations of racism
- 2 Spark conversation
- 3 Catalyze anti-racist action and policy change from leaders



KEY INSIGHTS

1 Differential treatment of staff by leadership

2 Patient pain often not believed, especially related to sickle cell

3 White and Black patients same behavior, expedited care vs. security



HOW DOES IT WORK?

STEP 1

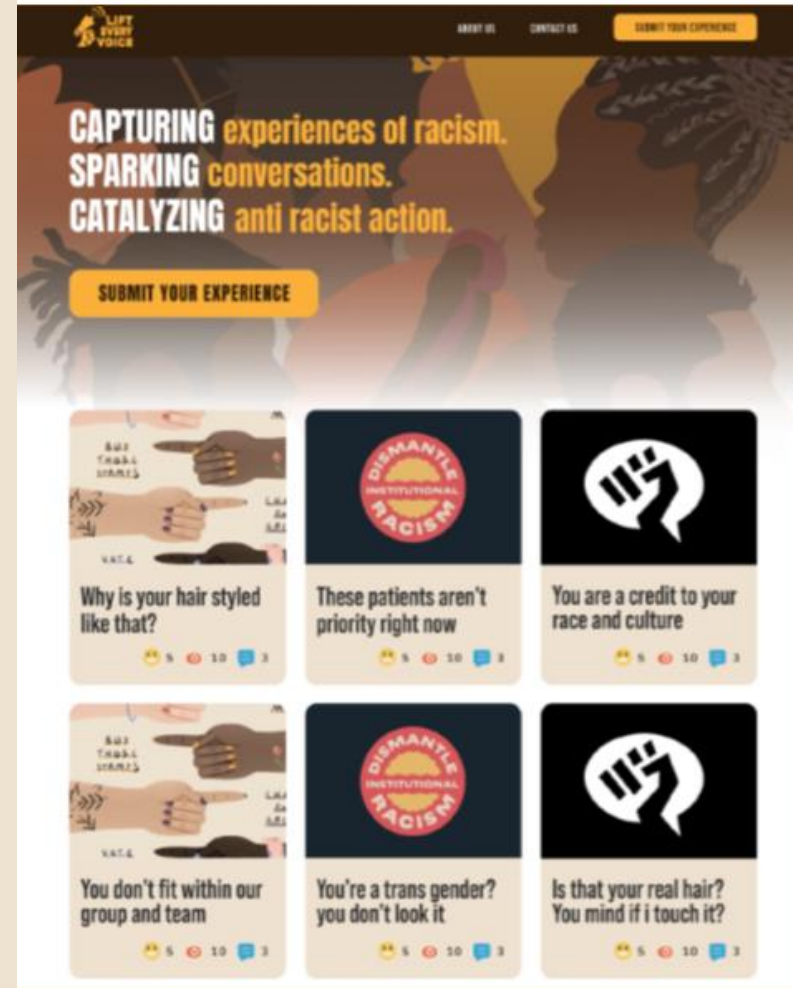
Staff submits stories to platform

STEP 2

Stories are reviewed, illustrated, and posted

STEP 3

Departmental leaders regularly review submissions and implement action plan



Thank you!
Questions?

Chalanda.Evans@pennmedicine.upenn.edu



ACT/IDE Highlights



Designing Forums Initiative

Phillip Ramautar

Social Worker, Chester
County Hospital

ACT: DEI Forums Strategy

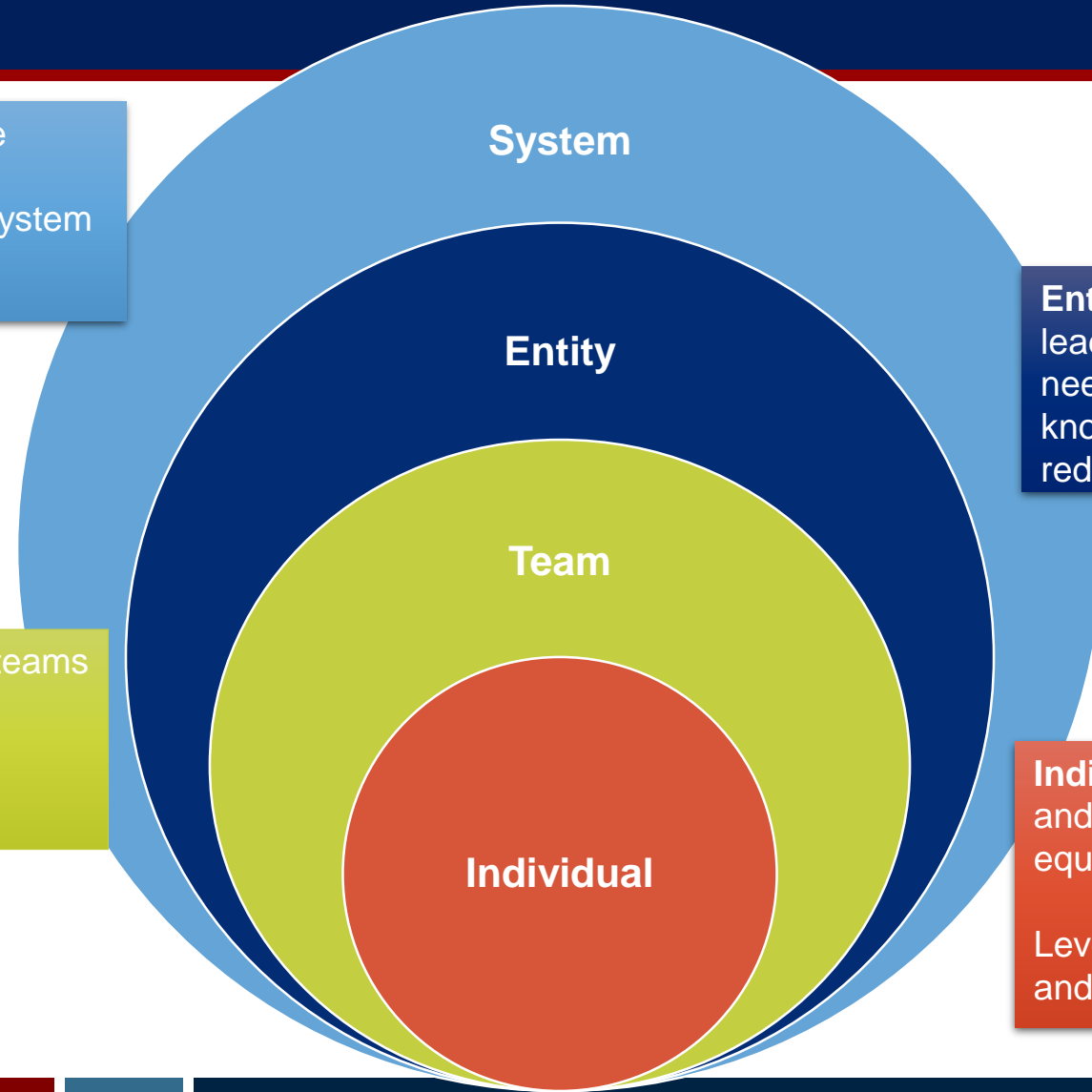
System Purpose: To equip and share progress as a system around the ACT strategy, unite, educate, engage at a system level.

Entity Purpose: Entity specific DEI leadership and advisory work to meet local needs. Entity DEI Leadership shares knowledge and resources to align and reduce duplicative efforts across the system.

Team Purpose: To equip leaders and teams with tools and resources to build DEI capability and practice.

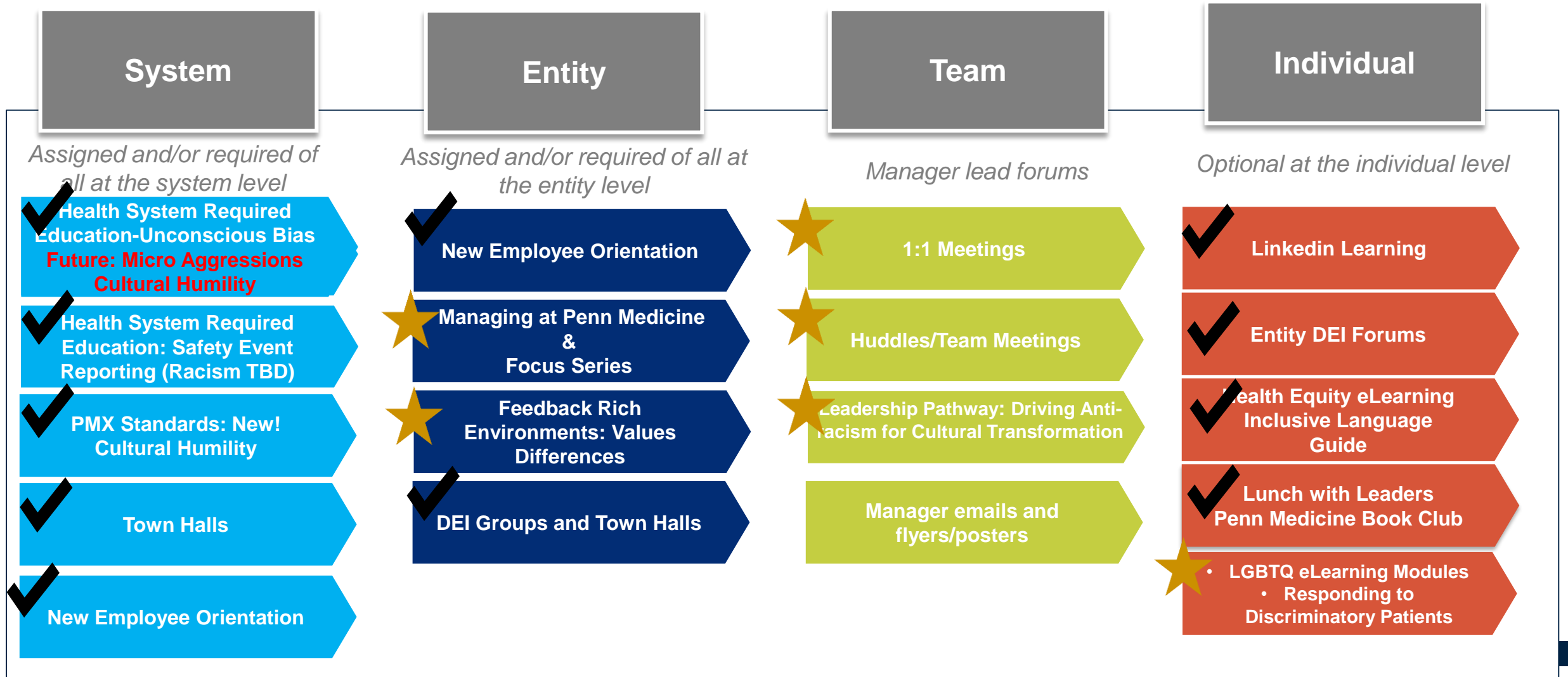
Individual Purpose: To engage, educate, and equip individuals to practice inclusion, equity and diversity behaviors and values.

Leverage existing forums to further educate and embed DEI behaviors and practices.



Different Forums at each level of the organization to enable engagement, awareness, communication of progress, education

DEI Initiatives Status



 Completed work
  In Progress

ACT/IDE Highlights



Power Committee Initiative

Mary Mullins, PhD

Professor, Vice Chair, Dept. of Cell and
Developmental Biology

Chair, Developmental, Stem Cell, and
Regenerative Biology graduate program

ACT Research Pillar: Penn Opportunity to Widen Empowerment and Recruitment – POWER faculty searches

Co-leads: Raina Merchant and Mary Mullins

- ▶ Goal to hire outstanding UR minoritized Assistant and Associate professors to diversify our faculty and to increase research in health equities
- ▶ \$1.5M endowed Presidential Professorship positions from PSOM
- ▶ 6 endowed positions: 2 in Health Equities, 4 in Basic Sciences

Presidential Professorship POWER Searches

Health Equities POWER search committee

Committee Members
Chair
Raina Merchant, MD, MSHP Associate Vice President and Director, Center for Digital Health Professor, Department of Emergency Medicine
Members
Jaya Aysola, MD, DTMH, MPH Assistant Dean for Inclusion and Diversity, Office of Inclusion and Diversity Assistant Professor of Medicine
Carmen E. Guerra, MD, MSCE Ruth C. and Raymond G. Perelman Associate Professor of Medicine Vice Chair of Diversity and Inclusion, Department of Medicine Associate Director of Diversity and Outreach, Abramson Cancer Center
Elizabeth A. Howell, MD, MPP Harrison McCrea Dickson, MD President's Distinguished Professor Chair, Department of Obstetrics and Gynecology
Christina Roberto, PhD
Mitchell J. Blutt and Margot Krody Blutt Presidential Assistant Professor Associate Professor of Medical Ethics and Health Policy
Enrique F. Schisterman, PhD, MA Chair, Department of Biostatistics, Epidemiology and Informatics
Richard C. Wender, MD Chair, Department of Family Medicine and Community Health
Rachel M. Werner, MD, PhD Executive Director, Leonard Davis Institute of Health Economics Robert D. Eilers Professor in Health Care Management and Economics Professor of Medicine
Staff
Anita Ortiz Manager, Academic Administration

Basic Science POWER search committee

Committee Members
Chair
Mary Mullins, PhD Professor and Vice Chair, Department of Cell and Developmental Biology Assistant Dean for Junior Faculty Advancement
Members
Donita C. Brady, PhD Presidential Professor of Cancer Biology Assistant Dean for Inclusion, Diversity, and Equity in Research Training
Roberto Dominguez, PhD William Maul Measey Presidential Professor of Physiology
James P. Guevara, MD, MPH Professor of Pediatrics and Epidemiology Senior Diversity Search Advisor, PSOM
Kellie Ann Jurado, PhD Presidential Assistant Professor, Department of Microbiology
Roy H. Hamilton, MD, MS Assistant Dean for Cultural Affairs and Diversity Associate Professor of Neurology and Vice Chair of Diversity and Inclusion
Kristen W. Lynch, PhD Benjamin Rush Professor of Biochemistry Chair, Department of Biochemistry and Biophysics
Avery D. Posey, PhD Assistant Professor of Systems Pharmacology and Translational Therapeutics
Staff
Anita Ortiz Manager, Academic Administration

Outcomes

- ▶ Search advertisement encompassed all basic science disciplines or health equities
- ▶ >400 applications-- included both research and diversity statements
- ▶ 33 applicants ranked outstanding in science and in diversity, equity, and inclusion commitment, were recommended to basic science department chairs for interviews
- ▶ 14 interviews conducted in 5 departments
- ▶ 5 accepted offers, 4 awarded PSOM Presidential Professorships
- ▶ Health Equities search: 1 accepted offer and awarded PSOM Presidential Professorship, 1 in recruitment

Outcomes

- ▶ Natali Chanaday Ricagni*, Physiology
- ▶ Kahlilia Morris-Blanco*, Cell and Developmental Biology
- ▶ Damaris Lorenzo*, Cell and Developmental Biology
- ▶ Timothy Machado*, Neuroscience
- ▶ Robert Bowman, Cancer Biology
- ▶ Deanna Wilson*, Family Medicine

*Presidential Professor

ACT/IDE Panel



James Morales
DEI Chair, Pennsylvania
Hospital



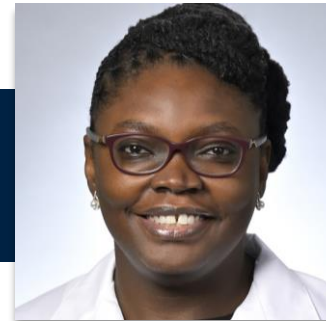
Suzanne Rose, MD
Senior Vice Dean of Medical
Education, PSOM



Jennifer Termaat
Director Talent Acquisition and
Placement



Rich Wender, MD
Executive Director of Penn Center
for Public Health



Abike James, MD
Vice Chair Diversity, Inclusion and Equity
Department of Obstetrics and Gynecology

IN THE CHAT

What opportunities do you see for the continued collaboration and advancement of ACT/IDE?

IN THE CHAT

What ideas do you have for the Spring Summit,
e.g., speakers, topics, objectives, etc.?

Coordinating and Harmonizing Penn Medicine's IDE Initiatives

Continue Forums for Collaboration

Continue to Operationalize the Strategic Roadmap

Expand ACT Scorecard & Longitudinal Tracking

- Entity IDE Events, e.g., PAH DEI Summit
- Spring ACT/IDE Event



Pillar	Pillar Leaders	Initiative	Scorecard Area	Initiative Leaders	Objective	Status	Resources Needed	Date Updated	Outcomes
Research	May Mullins & Rachel Werner	Cluster Hiring	Financial Stewardship	May Mullins & Rachel Werner					
Research	May Mullins & Rachel Werner	Cluster Hiring	Financial Stewardship	May Mullins & Rachel Werner					
Clinical	Jaya Ayres & Pallavi Kumar	Reporting Discriminatory Behavior	Internal Processes	Penelope Pinsky, Howard Allen, & Aliza					
Culture	Deirdre Francis & Eve Higginbotham	Designing Forums	Internal Processes	Philip Fagnano & Jen Jody Foster					
People	Lisa Salins & Sneha Quisenberry	Employee Relations	Internal Processes						
Clinical	Jaya Ayres & Pallavi Kumar	Health Equity Improvement Collaborative Learning Community	Organizational Infrastructure	Amanda Buckley, Aarti-Carmel Mahara-Best, Sangeeta Datta, Richard Wender & Alice Yoder					
Community	Richard Wender & Alice Yoder	Infrastructure	Organizational Infrastructure	Rose Thomas					
Culture	Deirdre Francis & Eve Higginbotham	Communications	Organizational Infrastructure						
Culture	Deirdre Francis & Eve Higginbotham	Vice Chair, DEI and Committee support	Organizational Infrastructure	Veronica Pitt & Poo Hamilton					
Community	Richard Wender & Alice Yoder	Community Infrastructure	Stakeholder Satisfaction	Richard Wender & Alice Yoder					
Culture	Deirdre Francis & Eve Higginbotham	Affinity Groups	Stakeholder Satisfaction	Kellie Jurado, Lon Gustave, Rachel					
Culture	Deirdre Francis & Eve Higginbotham	Vice Chair, DEI and Committee support	Stakeholder Satisfaction	Veronica Pitt & Poo Hamilton					
Education	Suzi Rose & Emma Meagher	Student Advocacy & Support	Stakeholder Satisfaction	Suzi Rose and Emma Meagher					

Thank You for Making this Possible!

Summit Speakers

- ▶ Dr. David Acosta
- ▶ Phillip Ramautar
- ▶ Chalanda Evans
- ▶ Mary Mullins, PhD
- ▶ James Morales
- ▶ Dr. Suzanne Rose
- ▶ Jennifer Termaat
- ▶ Dr. Rich Wender
- ▶ Dr. Abike James

Vice Chair DEI Council Initiative

- ▶ Dr. Roy Hamilton
- ▶ Kenya Pitt

Event Design and Execution

- ▶ Kya Hertz
- ▶ Corrie Fahl
- ▶ Chris Barba
- ▶ Nicole Fullerton

ACT Pillar Leaders

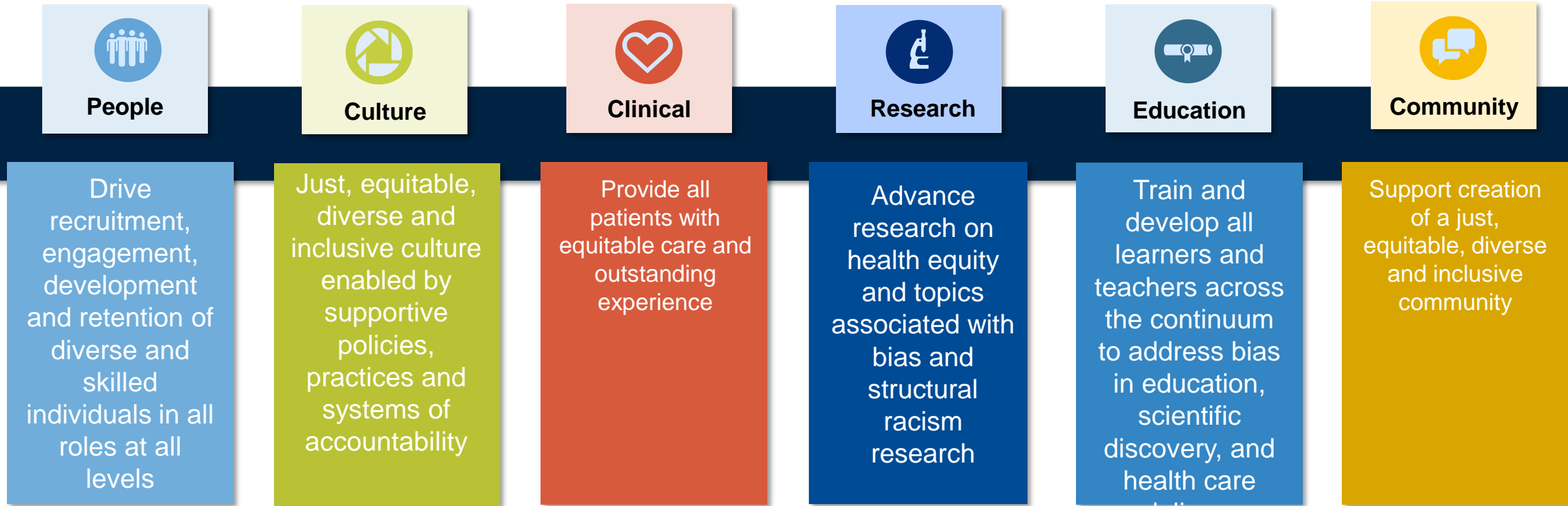
- ▶ Deirdre Francis
- ▶ Dr. Emma Meagher
- ▶ Dr. Suzanne Rose
- ▶ Dr. Lisa Bellini
- ▶ Dr. Jaya Aysola
- ▶ Dr. Pallavi Kumar
- ▶ Dr. Rich Wender
- ▶ Alice Yoder
- ▶ Mary Mullins, PhD
- ▶ Dr. Rachel Werner



Appendix



Strategic Pillars



ACT Select Accomplishments

Clinical Pillar: Piloted Health Equity Improvement Collaborative Learning Program

Community Pillar: Developed concrete suggestions for increased community health across all the communities touched by the enterprise, including a proposed Vice President for Community Health position

Culture Pillar: Reviewed existing forums and recommended new approaches including today's summit

Culture Pillar: Analyzed current communications infrastructure and recommended improved methods for communications

Education Pillar: Launched IDEAL Med

People Pillar: Launched Project Vital Advantage

Research Pillar: Launched Cluster hiring initiative and secured funding for Presidential Professorships
