



## Office of Diversity & Inclusion Initiatives Newsletter

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# Faculty Initiatives

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## Pipeline Programs

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

Our programs:

### The Jefferson STEP-UP Medicine Program



In the summer of 2015, SKMC conducted the inaugural Jefferson STEP UP – Jefferson **S**ummer **T**raining and **E**nrichment **P**rogram for **U**nderrepresented **P**ersons in Medicine. This program is an eight week, highly selective, intensive and comprehensive summer enrichment program for college and college graduate students from groups traditionally underrepresented in medicine (underrepresented minorities, URM, as defined by the American Association of Medical Colleges, AAMC). It is designed specifically for students who are about to apply to medical school and is intended to enhance the student's chances of acceptance into medical school. The program includes a Medical College Admissions Test (MCAT) preparation course through Princeton Review, workshops in the medical school

application, admissions interview skills enhancement, shadowing opportunities with physician faculty in a variety of medical specialties, cardiopulmonary resuscitation (CPR) certification and education in a variety of medical topics. In the 2015 inaugural year, twelve URM students successfully completed the program. Since then, thirty students have participated in the 2016 and 2017 programs.



### Future Health Professions Program (FHPP)

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

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

## Faculty Initiatives

### New URM faculty welcome meeting

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

## Support for Minority and Women Faculty Development

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

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

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

## Graduate Medical Education (GME)

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

1. Unconscious Bias education at the annual TJUH Residency Program Director's Retreat
2. Development of a longitudinal cultural competency education curriculum: In the spring of 2017, the GME Cultural Competency Curriculum was established. Through a collaboration with the residency leadership from Family and Community Medicine (Drs. Mark Altshuler and Krys Foster) and Emergency Medicine (Dr. Shruti

Chandra), the Office of Graduate Medical Education (Dr. Gretchen Deimer) and the Office of Diversity and Inclusion Initiatives (Drs. Traci Trice and Bernie Lopez), Jefferson now has an eighteen month curriculum that addresses emotional and social intelligence, unconscious bias, and health disparities. The program will be offered to residents not only of TJUH but to residents of Abington Hospital, Aria Health and Kennedy Health.

3. Recruitment: The Departments of Emergency Medicine, Family and Community Medicine, Internal Medicine and Obstetrics and Gynecology have established visiting clerkships for fourth year underrepresented minority students. These clerkships provide the visiting student with the opportunity to experience TJUH and SKMC as a potential future training location.

country had the opportunity to experience Jefferson's great hospitality

## Gay and Lesbian Medical Association

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

## Jefferson Conference Sponsorship

## National Medical Association

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

