



Commitment to Inclusion and Diversity Penn Medicine

As the nation's first institution of higher learning devoted to the art and science of medicine, the University of Pennsylvania sits at the threshold of a new era of academic medicine. It is a time when advances in science can more realistically close the gap between potential and reality. At this pivotal moment, there is an opportunity to more fully embrace a social contract with society. As stated by Dean Larry Jameson in the Introduction to the Perelman School of Medicine Plan for Faculty Diversity and Inclusion, "By fostering a vibrant and dynamic environment of inclusion, the Perelman School of Medicine will continue to welcome opportunities to address challenges and excel in academic medicine." This commitment to embracing inclusion and diversity extends across all settings at Penn Medicine, including the workplace, classroom, and healthcare environments. During the strategic planning process, faculty emphasized this commitment in the following statement:

"Diversity is a defining feature of an eminent medical school. The Perelman School of Medicine at the University of Pennsylvania embraces diversity and inclusion as core values. We are committed to the recruitment, retention, promotion and advancement of faculty reflecting a multitude of ethnicities, races, genders, gender identities, sexual orientations, historical traditions, ages, religions, disabilities, veteran status, and socioeconomic backgrounds. We are dedicated to enriching both depth and breadth of backgrounds, experiences, perspectives, and ideas represented in our institution to strengthen the quality of education, produce innovative research and deliver health care to increasingly diverse local and global communities. By fostering a vibrant and dynamic environment of inclusion, the Perelman School of Medicine will continue to welcome opportunities to address challenges and excel in academic medicine."

To support these efforts, Dean Larry Jameson established the Office of Inclusion and Diversity (OID) in 2013. The mission of the OID, led by Eve 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. The OID works jointly with academic offices, including but not limited to the Offices of Medical Education (Gail Morrison MD) and Graduate Medical Education (Jeffrey Berns MD), clinical departments, the University of Pennsylvania Health System, and others to accomplish this mission. The following are a few examples of the programs in place to advance these objectives.

The Alliance of Minority Physicians: Led by Drs. Iris Reyes and Paris Butler, this program supports underrepresented minority medical students, house staff, and faculty in mentoring families to enhance networking and professional development.

Center of Excellence for Diversity in Health Education and Research: Led by Dr. Jerry C. Johnson, the Penn Center of Excellence (COE) for Diversity in Health Education and Research provides a comprehensive array of faculty development-related activities.

FOCUS on Health & Leadership for Women: Led by Dr. Stephanie Abbuhl and a multidisciplinary team, this nationally recognized program of 23 years has two missions: (1) to support the advancement and leadership of women in academic medicine by offering career development programs and networking opportunities, as well as reporting gender statistics at Penn Medicine biennially; (2) to promote research in women's health by conducting primary investigations about women's careers in medicine, and by obtaining extramural funds to support grants for faculty and medical students to conduct women's health research.

Penn PROMOTES Research on Sex and Gender in Health: Led by Dr. C. Neill Epperson, Penn PROMOTES serves as a virtual center, housing the Penn Center for Women's Behavioral Wellness in the Perelman School of Medicine, the Bale Lab at the School of Veterinary Medicine, and Building Interdisciplinary Research in Women's Health.

Penn Medicine Program for LGBT Health: Led by Drs. Judd Flesch and Rebecca Hirsh, this unique interdisciplinary program, involving the Perelman School of Medicine, School of Nursing, School of Dental Medicine, and affiliated health systems, supports the health and wellbeing of LGBT populations by advancing LGBT climate and visibility, health education, research, patient care, and community outreach

Moreover, there are a number of faculty-led community initiatives which welcome broad participation of interested house staff such as Puentes de Salud (Steve Larson MD) and Penn Asian Health Initiatives (Giang Nguyen MD, MPH, MSCE). We look forward to welcoming you here to continue your training. Any questions you may have regarding the any of these initiatives, please contact the Office of Inclusion and Diversity at PSOM, ehig@upenn.edu or 215- 898-6006.