Diversity & Inclusion at SKMC

Volume 1, Number 1, Spring 2016

Welcome to the first newsletter from the Office of Diversity & Inclusion, intended to reach our students, residents, and faculty and spread awareness about diversity initiatives at the Sidney Kimmel Medical College at Thomas Jefferson University!

A Message from the Diversity Dean,
Dr. Bernard Lopez

Diversity: richness in human differences

Inclusion: active, intentional, and ongoing engagement with diversity

What should the focus of our D & I efforts be? Traditionally, it has been about the workforce. It has been about increasing percentages to match some benchmark and devoting resources to get the numbers right. Unfortunately, with this approach, it is often equated with affirmative action and brings along with it controversy and conflict. D & I, however, is not affirmative action. Ultimately, it is all about the patient. Who can argue against this? We all got into medicine to take the best care of the patients that we see. Workforce diversity is important, but not as the final outcome. Rather, a diverse workforce with varied ideas, experiences, and backgrounds allows us to come up with the best ways to treat the different patients we encounter. It is being educated and working in environments that cherish people from all walks of life, that celebrate differences, and promotes the exchange of ideas and experiences, all in the name of the patient.
SKMC Gift: Baxter Scholarship

The Sidney Kimmel Medical College at Thomas Jefferson University is pleased to announce a gift of $2 million from Jim and Nancy Baxter that will provide scholarships to underrepresented students in medicine and support diversity programs at the college. The scholarships, to be named the “Baxter Family Scholarships,” will award full tuition to the Sidney Kimmel Medical College to four students in each of the incoming classes of 2020 and 2021.

This is the second gift Mr. and Mrs. Baxter have given to Jefferson, with a previous being used to establish an endowed fellowship in neonatology. A column in a Jefferson newsletter from the Office of Institutional Advancement about scholarship support helped to motivate Mr. & Mrs. Baxter in making the decision to donate to this specific cause for their second gift.

“Our family is very pleased to support Jefferson’s increased focus on diversity and inclusion within The Sidney Kimmel Medical College,” said Jim Baxter on behalf of himself and his wife. “We’re hopeful our commitment will help to reduce the significant healthcare disparities that exist in our city today.”

Dr. Bernard Lopez, Dr. Traci Trice and SKMC student Peter Salam Beah at a dinner to thank the Baxter family for their donation.

The Chief Diversity Officer at Jefferson, Mr. Joseph Hill, commented on the significance of the Baxter’s gift by saying, “At Jefferson, we believe that a diverse and inclusive environment is fundamental to our mission for the advancement of health and the achievement of health equity. This generous gift from the Baxter Family will ensure that students of diverse backgrounds will be afforded the opportunity to gain their medical education and help to change the landscape of healthcare.”
Pipeline Programs

As stated by the American Association of Medical Colleges, “a medical education program must develop programs or partnerships aimed at broadening diversity among qualified applicants for medical school admission”. Minority doctors comprise about 6 percent of the total U.S. physician population, a number that has not changed since the 1960s, says Traci R. Trice, MD, assistant dean for diversity and student diversity programs. “If you look more specifically at certain populations, particularly black males, the numbers have even gone down,” she notes. Yet African Americans comprise about 15 percent of the general U.S. population and Hispanics or Latinos make up about 17 percent. “Part of it is knowledge, part is financial and part is not having mentors in those communities,” says Trice.

Summer Enrichment - The Jeff STEP-UP Program

In the summer of 2015, SKMC conducted the inaugural Jeff STEP UP – Jefferson Summer Training and Enrichment Program for Underrepresented Persons 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. 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. 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, CPR certification and education in a variety of medical topics.

Participants interact with SKMC medical students and faculty on a daily basis. The program is provided at no charge to selected students. In the 2015 inaugural year, twelve URM students successfully completed the program.

In 2016, to increase its national presence, STEP-UP will be expanded from a commuter to a residential program. In addition to local students, the program will draw students from colleges across the country. Currently, SKMC has existing relationships with Historically Black Colleges and Universities (HBCU) such as Lincoln University, Delaware State University, and Xavier University of Louisiana and with the United Negro College Fund (UNCF) that will assist the search for qualified candidates.

STEM-UP Delaware

In 2015, Delaware’s community college – Delaware Technical Institute – was awarded a five-year, $2.4 million grant from the U.S. Department of Health and Minority Affairs to develop a middle school and high school pipeline program – STEM-UP Delaware - designed to increase the number of underrepresented minority (URM) physicians practicing in the state of Delaware. STEM-UP Delaware is a collaborative effort between Delaware Technical Institute, the Sidney Kimmel Medical College, Nemours Children’s Health System and Christiana Care Health System. SKMC, as the medical school for the state of Delaware, serves as the medical school for this statewide, novel program and will provide resources, guidance and leadership to the program. With this partnership, SKMC’s pipeline program reach becomes regional. It is expected that STEM-UP Delaware will also serve as pipeline for URM students to the Colleges of Nursing, Pharmacy, Population Health, Health Professions and Graduate Biomedical Studies at Thomas Jefferson University.
Future DOCS Program

SKMC’s Office of Diversity and Inclusion Initiatives collaborates with Philadelphia area high schools in the Future DOCS Program (FDP). Started in 2001, FDP is a nine-week informational and experiential program for underrepresented minority and/or educationally/economically disadvantaged high school juniors and seniors interested in careers in the sciences. It is designed to provide underrepresented minority and/or educationally/economically disadvantaged high school juniors and seniors with information and resources to assist them in considering a career in medicine and the medical fields.

Over the course of the program, which meets once a week, FDP students participate in both didactic as well as interactive sessions that provide health education as well as healthcare career opportunities. The main highlights of the student experience are the visit to the Human Anatomy Laboratory and the Clinical Skills Simulation Center under the guidance of SKMC medical students and faculty and visits to various areas of the hospital to provide a glimpse of real time health care. Faculty physicians talk with students about life as a physician in various medical specialties. To further round out the FDP students’ education in health care careers, participants learn about careers in Nursing, Pharmacy, Biomedical Sciences, Occupational Therapy, Physical Therapy, and Radiologic Sciences through a panel sessions with representatives from those areas. At the start of the program, the 60 high school students and 15 SKMC medical students are divided into small groups that remain intact for the duration of the program to promote the development of career guidance relationships for the program and beyond.

Thirty-five feeder schools and programs include School District of Philadelphia High School: Cristo Rey High School (a private, work-study high school for URM and economically disadvantaged students), Philadelphia Mastery Charter Schools, Breakthrough Philadelphia (an academic enrichment program), and Upper Darby High School.

An LGBTQ Pipeline Program

A collaboration between Helen Fitzpatrick, Director of the Office of LGBT Affairs for the City of Philadelphia, Keri Bergin and JeffLGBTQ, and Dr. Bernie Lopez, Associate Dean for Diversity has been formed to develop an LGBTQ Pipeline Program for Philadelphia high school students. The program will be designed similar to the Future Docs program and will serve as a feeder to the STEP-UP Program.

Health Sciences Pipeline Program Task Force

In 2013, the President of Thomas Jefferson, along with his senior leadership staff, developed the strategic plan to transform health care and education for the future called the Blueprint for Strategic Action (BSA). In the Forward Thinking Education portion of the BSA, a Health Science Pipeline Program TaskForce (HSPPTF) was created in 2014 with representation from all six of Jefferson’s colleges. The task force was charged with the “development of pathways along the continuum of learning to increase the interest and pool of diverse and qualified health professionals through community outreach, workforce development and the creation of strategic partnerships with emphasis on mentorship and recruitment of diverse populations” to reflect the needs of our Philadelphia region. Programs will begin to create interest in STEM education at the elementary school level and to prepare students at the middle school, high school and college level for the rigors of health sciences and medical education.
The HSTPPTF has overseen the development of new pipeline programs such as the Future Health Professionals Program, the STEP-UP Nursing Program and the middle school Saturday Academy. SKMC has played a prominent role in the development of the TJU pipeline program. Both Drs. Bernie Lopez (Associate Dean for Diversity and Community Engagement) and Traci Trice (Assistant Dean for Diversity and Student Diversity Programs) are members of the HSPPTF where they lend their experience and expertise from the STEP-UP and Future Docs Program.

In November 2015, the Dr. Lopez and two faculty members from the Jefferson College of Nursing (Shawana Moore and Jennifer Bellot) began collaboration to create and develop STEP-UP Nursing. Modeled after the STEP-UP Medicine, this program will serve as the nursing school preparation program for underrepresented minority high school students for the Jefferson College of Nursing. A formal collaboration between The Jefferson College of Nursing and the Academy of Public Health at The Franklin Learning Center (a public high school in Philadelphia) has been developed specifically for this program. The target date for implementation is the fall of 2016.

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**Faculty Initiatives**

**New URM faculty welcome meeting**
SKMC is committed to the career development of all faculty at Jefferson but recognize that those from aracial 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 Novelli, 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. Novelli and Lopez to get to know the faculty member and provide mentorship and resources to assist in faculty development and connect to the organization.

**Faculty Development – Unconscious Bias Workshop**
Dr. Bernard Lopez, Associate Dean for Diversity and Community Engagement, conducts a twice yearly workshop on unconscious bias as part of the comprehensive SKMC Faculty Development Program.

**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:

- Minority Career Faculty Development Seminar
- Early Career Women Faculty Development Seminar
- Mid-Career Women Faculty Development Seminar
- Joint Professional Development Conference for the Group on Faculty Affairs and the Group on Diversity and Inclusion
Informal Diversity Training
SKMC believes that formal training and education greatly aids in the advancement of diversity and inclusion. SKMC sent both diversity deans to the six-month AAMC Health Executive Diversity and Inclusion Certificate Program. This program is an intensive academic program of diversity education specifically designed to develop the competencies leaders need to drive diversity as a core component of excellence in health care. The curriculum combines distance-learning and in-residence study with a focus on applied skills. Drs. Lopez and Trice brought back a wealth of knowledge, experience and networking contacts to expand the scope of D & I at SKMC.

SKMC Search and Hiring Policy
To improve diversity in the recruitment and retention of faculty, SKMC has a Faculty Search and Hiring Policy that was developed and instituted in 2014. This policy provides specificity as to the groups that should receive special emphasis during the hiring process as priorities for improving the diversity of faculty and that provides further direction to departments regarding training and practices to enhance the recruitment and retention of a diverse faculty. The policy includes: 1) requiring that a search plan be reviewed and approved by Office of Faculty Affairs (OFA) prior to granting authorization to open faculty positions 2) OFA review of the diversity of the candidate pool prior to approval to proceed with the hire of a specific candidate 3) reviewing the diversity metrics of each department annually with each department chair and 4) using data from the Faculty Forward Engagement Survey, Faculty Exit Interviews, and faculty focus groups to evaluate and improve the retention of Underrepresented in Medicine (URIM) faculty. To best serve the health needs of the population of Philadelphia and the needs of the SKMC student populations, URIM (ethnic and racial groups underrepresented in medicine), LGBTQ (Lesbian, Gay, Bisexual, Transgender and those questioning their sexual identity) and women (specifically in specialties where women are underrepresented and in leadership positions) should be priority areas of focus in hiring. The policy mandates that faculty searches are conducted in a prescribed way and that search committees are trained on unconscious bias and improves the data available to search committees to ascertain whether the candidate pool is diverse.

Graduate Medical Education
To expand and enhance diversity and inclusion for our resident physicians, three initiatives targeting Graduate Medical Education are underway:

1. Annual TJJH/SKMC Program Directors Retreat Education: Dr. Bernie Lopez, Associate Dean for Diversity and Community Engagement has provided a regular update on diversity and inclusion initiatives at the institution. This has begun the engagement of residency program and fellowship directors in the recruitment of underrepresented minority and LGBTQ residents as well as cultural competency education.

2. Development of a longitudinal cultural competency education curriculum: In January 2016, residency leadership from Family and Community Medicine, Emergency Medicine and Internal Medicine began the development of a curriculum designed to educate residents on emotional and social intelligence, unconscious bias, and health disparities. The planning will continue in the spring of 2016 with planned implementation in the 2016-2017 academic year.

3. Recruitment: A visiting clerkship for fourth year underrepresented minority students has been developed in the Departments of Emergency Medicine and Internal Medicine along with the Office of Diversity and Inclusion Initiatives. The clerkships, slated to begin in June 2106, will provide the visiting student with clinical and diversity experiences at TJJH and SKMC.

GME is well represented on the SKMC Council for Diversity and Inclusion by Drs. John Caruso (Associate Dean for GME), Gretchen Diemer (Assistant Dean for GME), Fatima Syed (PGY-3 Resident, Internal Medicine), Kevin Kwak (PGY-2 Resident, Internal Medicine), Krys Foster (PGY-3 Resident, Family and Community Medicine), and Phil Louissaint (PGY-3 Resident, Emergency Medicine).
Recruitment

In 2015, SKMC took a team approach to recruitment. A team comprised of students, residents, and faculty, along with the diversity deans staffed recruiting tables at a variety of national venues. SKMC regularly recruits at the AAMC Minority Career Fair, the Student National Medical Association, and the Latino Medical Student Association. At the National Medical Association (the oldest and largest medical association for black physicians) in August 2015, the team included Mr. Joseph Hill, Chief Diversity Officer for Thomas Jefferson University.

Visits to smaller recruiting fairs and individual colleges or universities were conducted by Drs. Lopez and Trice. These visits included Lincoln University, University of Maryland – Baltimore County, Delaware State University, Xavier University of Louisiana, and Rutgers University.

In January 2016, the Office of Diversity and Inclusion Initiatives, with the assistance of underrepresented minority and LGBTQ medical students, began hosting a reception for URM and LGBTQ students during their SKMC interview day. This allowed applicants who desired more information about diversity and inclusion at SKMC and TJU to spend time with the diversity deans as well as SKMC medical students who are involved in diversity activity. In April, the ODII will host a reception as part of SKMC’s Office of Admissions Second Look Visit during which accepted URM and LGBTQ applicants can interact with current SKMC students to gain further insight and aid potential students in their decision to matriculate.

Student Group Activity

Student National Medical Association
(Salam Beah, SKMC 2018)

- SKMC and SNMA hosted: Addressing Community Violence in the City of Brotherly Love for Black History Month
- A mentorship program between SNMA and the MAPS chapter at Jefferson has been established
- A minority faculty-student mentorship program has been developed
- Indyah Brown, president-elect and Alexus Cooper, vice-president-elect (both SKMC 2019), are part of a team of students, residents and faculty recruiting at the SNMA Annual Medical Education Conference March 24-26 in Austin, TX
- Discussing the Peter Liang conviction with SNMA and APAMS
JeffLGBTQ (Keri Bergin, Teddy Nohren, Julie Christensen, Travis Hunt, Steven Elsesser)

- Speaker: Nellie Fitzpatrick, Director LGBTQ Affairs out of the Office of the Mayor discussing an LGBTQ Pipeline program and the LGBTQ movement in Philadelphia
- Participation in Clinical Care for Gender Non-Conforming and Transgender Adolescents Cardea Webinar
- Creating Safe Spaces/Clinical Skills for LGBTQ People, Speaker: Jaymie Campbell of Mazzoni Center
- PreP & Safe Safe for LGBTQ Individuals, Speaker: Dr. Helen Koenig of Philly Fight
- LGBTQ Patient Interviewing: Applied Skills Share, Co-facilitated by Dr. Bill McNett, Dr. Joe DeSimone, Dr. Kathleen Squires
- LGBTQ Journal Club & Discussion
- LGBTQ Interdisciplinary Curriculum Development

JeffLGBTQ members with Nellie Fitzpatrick, Director LGBTQ Affairs and Mayor Jim Kenney at the Philly Trans* March

Jewish Student Association (Talia Stark, Katy Scharff, Brian Dahlben SKMC 2018)

- Lunchtime talks explaining Rosh Hashana, Yom Kippur and Sukkot
- Cider and doughnuts on the Sukka
- Shabbat dinner in the Sukkah
- Multiple Shabbat dinners at student's homes
- The Jewish Patient and Doctor Talk on practices you may encounter

Jefferson Muslim Society (Tanziyah Muqeem)

- Septa Anti-Muslim Bus Ads: A group called the American Freedom Defense Initiative had purchased ad space on Septa buses for an ad depicting hateful speech against Muslims, specifically regarding Muslim-Jewish relations. Qasim Rashid, a prominent Muslim activist and author, facilitated a discussion on debunking widely held perceptions about Islam and Muslims as well as held a Q&A session to answer any questions the audience members had about Islam's perception of non-Muslims and other religions
- Muslims in the Media - The Syrian Refugee Crisis: A hot topic in the news after the November 2015 Paris attacks was about the growing refugee crisis and influx of refugees from countries deeply affected by ISIS. We asked Qasim Rashid to return to Jefferson one more time to talk about the perception of Muslims in the media with a specific focus on the Syrian Refugee crisis. The event started with a number of brief news clips on the Syrian Refugee Crisis regarding very polarizing opinions presented by various news outlets as well as American politicians. The rest of the event was a discussion facilitated by Qasim Rashid about xenophobia, compassion, and human rights issues.
Latino Medical Students Association (Joseph Villavicencio, SKMC 2018)

- Andres Fernandez, MD, a neurologist at Jefferson, was appointed faculty mentor for LMSA.
- Through MyHealthCareers Academy, LMSA provides education at Esperanza Academy Charter High School, where a majority of the students are Latino and native Spanish speakers. Every 2-3 weeks, LMSA students meet with 10th grade students and present emergency department case studies to help students understand the relevant science and motivate them to pursue their career interests.
- LMSA has hosted a number of events on campus including Spanish standardized patient interviewing and a talk by a community physician on private practice in a diverse community. On Feb. 25th, Dr. Victor Diaz, a Jefferson Family Medicine discussed the care of the Latino patient and community.

Medical Spanish Translator Program

Communication between the physician and patient is vital to ensuring the best patient care. When English is not the patient’s primary language, a potentially significant barrier may exist that prevents the proper exchange of information needed for the best outcome.

Two second year SKMC students, Daniel Sentena Lledo and Joseph Villavicencio, SKMC 2018, in collaboration with Dr. Bernie Lopez (Office of Diversity and Inclusion Initiatives) and Dr. Sal Mangione (Director of the Humanities section of Introduction to Clinical Medicine-1), developed a new course designed to train SKMC students who are fluent in Spanish to become certified Medical Spanish translators. In the first year, students complete a six-month intensive on-line Medical Spanish Course (Canopy Medical Spanish, developed by the National Institutes of Health) designed to allow the student to successfully pass the certification exam for medical translation. Students who successfully complete the course receive credit for their first year humanities. Those who pass the exam will then use their skills to translate at Thomas Jefferson University Hospital during their second and third years. In the fourth year, students will be offered the opportunity to spend a one-month elective abroad to further develop and hone their medical translation skills.
Diversity Council (Dilru Amarasekera, Ann Vachaparambil, Tanziyah Muqeeem, Keri Bergin)

- Holidays Around the World
- Diversity Council has partnered with the Office of Diversity and Inclusion Initiatives to create the first Diversity Newsletter. This publication, slated to be published quarterly, serves as the communication vehicle for diversity news both in SKMC and at TJU
- Diversity Week 3/14-3/18: Diversity Council Committee members host events around topics of race, culture, religion, gender, sexuality and disabilities including:
  - Speaker: Eastern Medicine Ayurvedic Practitioner
  - Alyssa Armstrong OT student: Working with Patients with Disabilities
  - Sex Work: Guidelines for Medical Professionals
  - Panel on Muslim Healthcare Providers with JeffMSA
  - How to Handle bias about Gender & Sexuality in Medicine with AMWA and AMSA

Asian Pacific American Medical Students Association (Carolyn Tsai, SKMC 2018)

- Hepatitis B Screening in Philadelphia Chinatown at the Chinese Christian Church, October 18th, 2015
- Medical Chinese Classes at Thomas Jefferson University (monthly), October 2015-February 2016
- “Can” Documentary Screening at Thomas Jefferson University, October 22nd, 2015
- Mentor Dinner at Thomas Jefferson University, November 30th 2015
- Inter-Philly APAMSA Chapters Social, August 5, 2015 and September 15, 2015
- 2015 APAMSA National Conference at UC Irvine School of Medicine, September 26th, 2015
- 2015 APAMSA Hepatitis B/C Conference in San Francisco at Park Central Hotel, November 14th, 2015
- 2016 APAMSA Mid-Atlantic Region III Conference at Thomas Jefferson University, February 6th, 2016

Diversity and Inclusion Student Advisory Board

- In January 2016, a group of first year SKMC students (Kevin Gutierrez, Indyah Brown, Julie Christensen, Samantha Schoer, Prachi Priyam, Linda Magaña and Nishant Pandya), under the guidance of the Office of Diversity and Inclusion, formed the SKMC Diversity and Inclusion Student Advisory Board
- The board will serve as a liaison between the student body and the Office of Diversity and Inclusion Initiatives, providing information and suggestions to the Office to expand diversity and inclusion in the student body and throughout the educational curriculum
SKMC Council on Diversity & Inclusion

The SKMC Council for Diversity and Inclusion (D & I) is charged with enhancing the diversity and inclusiveness of the medical college community to allow us to best achieve our mission in patient care, education and research, and to the ability of our graduates to best serve the health and health care needs of the public. The Council reviews and assesses the status and effectiveness of diversity and inclusion initiatives within the student, resident and faculty communities of SKMC and make recommendations regarding initiatives, policies, and resources needed to achieve desired outcomes. Headed by Mark L. Tykocinski, MD, the Anthony F. and Gertrude M. DePalma Dean of SKMC, and co-chaired by Dr. Bernie Lopez, the Council determines the course of diversity and inclusion at SKMC with input from members who are deans, department chairs, faculty, administrators, residents and students. The work done by the Council focuses on five main areas: faculty, residents, students, staff and health disparities.

Since July 2014, the Council has accomplished the following:

1. Completed strengths, weaknesses, opportunities and threats (SWOT) analysis of D & I at SKMC
2. Developed and implemented a twenty-five point action plan list based on the SWOT analysis
3. Made specific recommendations regarding faculty, resident, student and staff recruitment and retention
4. Created a compendium of health disparities research and service within SKMC
5. Developed and created anSKMC-specific D & I scorecard of metrics to measure the progress of D & I. As we routinely measure workforce diversity, these metrics were developed to measure the inclusivity of our environment

While a large council by most standards, the membership of the committee was selected to provide a broad and diverse set of experiences and viewpoints. “Anytime you have a diverse group of individuals coming together to solve a problem, the outcome is better than if people are similar,” says Council member Karen Novielli, MD, associate provost for faculty affairs, and vice dean for faculty affairs and professional development.

TJU Welcomes Chief Diversity Officer
Mr. Joseph Hill

In 2013, Dr. Steve Klasko became President and CEO of Thomas Jefferson University. Amongst the many ideas that he brought with him, he demanded that diversity and inclusion become a part of our daily lives. Diversity is part of the Blueprint for Strategic Action, Jefferson’s strategic plan. One month after his arrival at Jefferson, a communication went out to the Jefferson community that described the importance of an inclusive and diverse environment as well as the importance of it being woven into our culture.

In February 2014, Mr. Joseph Hill was hired as Senior Vice President and Chief Diversity Officer of Thomas Jefferson University and Jefferson Health System to oversee and drive the initiatives throughout the organization. Mr. Hill came to us from Froedert Health System of the University of Wisconsin, where he spent six years building an award-winning culture of diversity and inclusion for the health system. Since his arrival, Mr. Hill has created the Office of Enterprise Diversity, Inclusion and Community Engagement and has instituted the following organizational structure to assure that all parts of the organization are included in the D & I efforts:
People in the News

**Edith Mitchell, MD:** Dr. Mitchell is the current president of the National Medical Association. The NMA is the largest organization of Black Physicians in the country. Dr. Mitchell is Clinical Professor of Medical Oncology at SKMC and is highly-accomplished researcher in the area of cancer and health disparities.

**Jerry McCauley, MD:** Dr. McCauley, Director of the Division of Nephrology, in his work with the United Network for Organ Sharing, has eliminated the health disparity between racial class and the ability to receive organ donation.

**Elizabeth Sophy:** Elizabeth presented her work, “Direct from Students: Ideas to Improve Diversity Education at Sidney Kimmel Medical College” at the Society for Teachers in Family Medicine conference in February 2016. She is a third year medical student at SKMC.

Ambassador Andrew Young being interviewed by student Peter Salam Beah and President Klasko for MLK Jr. Day.

**Salam Beah:** To honor Dr. Martin Luther King, Dr. Steve Klasko, President and CEO of TJU and Jefferson Health, hosted Mr. Andrew J. Young, the former US Ambassador to the United Nations and one of the iconic civil rights proponents. Salam, a second year medical student at SKMC, had the honor of interviewing Mr. Young at the Jefferson sponsored event on Wednesday, January 27.