Invest in inclusion and diversity
Transform the future of medicine

When you invest in the Office of Inclusion and Diversity, you become a partner in a key promise within the Penn Compact—to move inclusion from concept to action. You help create optimal working environments and a robust, sustainable pipeline of opportunity. You enable the diverse perspectives that lead to superior clinical care and research. And you bring us one step closer to our shared goal—health equity for all.

“Walking across Penn’s campus, the diversity of the city is reflected in the diversity of the student body, staff, and faculty to an impressive degree. Obviously, there is more work to be done, but through its policies and practice, the University continues to demonstrate an unwavering commitment to this goal. As a gay man of color on the faculty, this makes me feel welcome, supported, and optimistic.”

César A. Briceno, MD
Assistant Professor of Ophthalmology, Scheie Eye Institute, Division of Ophthalmic Plastic and Reconstructive Surgery, Perelman School of Medicine, University of Pennsylvania

The face of excellence is diverse.
Its culture is inclusive.

Inclusion and diversity must be core values of an exceptional medical education—not values added. Only in this way can we develop the most talented faculty and prepare well-qualified, forward-thinking physicians, health researchers, nurses, and medical specialists. They in turn will provide care more effectively and more equitably and be inspired to improve practice and find new treatments. The bottom line is a healthier world and more talented researchers intent on discovering the next health care breakthrough.

This tremendous impact begins right here. In 2013, to oversee the Perelman School of Medicine’s Five-Year Diversity Plan, Penn Medicine formed the Office of Inclusion and Diversity (OID), under the direction of Eve J. Higginbotham, SM, MD, a noted academician, clinician, and researcher. OID supports and catalyzes initiatives throughout Penn’s academic offices, departments, and health system, as well as among all concerned stakeholders within the Penn community.

Why OID? Why Now?

We must consistently work to support inclusion and diversity. Our excellence depends on continued progress.

The impressive gains spurred by OID’s work are not guaranteed. They depend on the continued growth of a diverse culture—and they are time-sensitive. Penn Medicine is competing for the nation’s best and brightest, and we must become the academic community of choice. We are meeting this challenge by:

• Recruiting the best talent through a variety of established and emerging programs, such as SUPERS@PENN, SUMR scholars, Undergraduate Medical Education, Biomedical Graduate Studies, and the Alliance of Minority Physicians, one of OID’s five anchor programs.

• Retaining a diverse community of faculty, staff, and students by fostering a supportive and inclusive climate through workshops on unconscious bias, ongoing faculty development, a Health Equity Week, the annual MLK Symposium, and four additional anchor programs, including FOCUS on Health & Leadership for Women and the Penn Medicine Program for LGBT Health.

• Reaffirming the values of inclusion and diversity by educating the entire school community, performing research on diversity, and building greater trust and a shared sense of appreciation for the benefits of participating and working in a diverse community.

Private gifts enable and enrich these initiatives. And we invite you to learn more about OID’s work and impact through its Year in Review report, available at www.med.upenn.edu/inclusion-and-diversity/Year-In-Review.pdf.

TOGETHER, WE ARE CHANGING THE FACE AND CULTURE OF OUR SCHOOL OF MEDICINE

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<tr>
<th>Standing Faculty in 2012 (before OID)</th>
<th>Women</th>
<th>Minorities</th>
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<tbody>
<tr>
<td></td>
<td>29%</td>
<td>32%</td>
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<tr>
<td>Standing Faculty in 2016 (in OID’s third year)</td>
<td>Women</td>
<td>Minorities</td>
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<tr>
<td></td>
<td>21.6%</td>
<td>24.3%</td>
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Giving Opportunities

You can make inclusion, diversity, and health equity an irrevocable part of the fabric of Penn Medicine—and accelerate the pace of change.

This work is about creating a reliable infrastructure whose planks cannot be toppled over time. It is about bringing together a Penn community committed to changing the world. Gifts to OID at all levels sustain and expand this work and secure its gains. Your leadership gift can make the greatest impact by supporting one of these goals:

**Sustain Our Presidential Professors**
The Perelman School of Medicine’s four current Presidential Professors are stars who have demonstrated what diverse approaches can bring to medical education and research. But their funding is limited to five years; the first professorships are about to expire. You can establish a named Sustainability Fund to endow one or more positions to ensure that these essential faculty members continue to lead the way forward.

**Establish a Health Equity Professorship**
Equity gets to the heart of our shared values in health care. Adding an endowed, named professorship dedicated to health equity opens wide the door for transformative change.

**Endow a Medical Student Scholarship**
Each named scholarship becomes a vital platform to launch one more promising career.

**Support the Faculty Development Fund**
This fund advances the professional development of high-potential faculty members by supporting continuing education and mentorship.

**Support the Seed Money Fund**
These resources encourage and enable individuals in all roles at the Perelman School of Medicine to pursue innovative ideas and opportunities to build health equity.

**Endow a Bridge Fund**
Faculty members whose research attracts important external funding still require gap funding between grant cycles to continue their groundbreaking work.

**Endow a Lectureship**
Enrich the school’s inclusive culture by securing or creating a meaningful annual event, like the Dr. Martin Luther King, Jr. Health Equity Symposium.

**Endow an Anchor Program**
Partner with like-minded faculty members to make one of OID’s five anchor programs permanent:

- The Center of Excellence for Diversity in Health Education and Research, led by Jerry C. Johnson, MD: [www.med.upenn.edu/pcedher/](http://www.med.upenn.edu/pcedher/).
- FOCUS on Health & Leadership for Women, led by Stephanie Abbuhl, MD: [www.med.upenn.edu/focus/](http://www.med.upenn.edu/focus/).
- The Penn Medicine Program for LGBT Health, led by Rebecca Hirsh, MD, and Judd Flesch, MD: [www.pennmedicine.org/lgbt/](http://www.pennmedicine.org/lgbt/).
- Penn PROMOTES Research on Sex and Gender in Health, led by C. Neill Epperson, MD, and Tracy L. Bale, PhD: [www.med.upenn.edu/penn-promotes/](http://www.med.upenn.edu/penn-promotes/).

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“Penn stands apart in its strategic vision to promote a culture of inclusion and enhance recruitment. We have created a blueprint to achieve health equity that addresses how we recruit and retain a diverse health workforce but also how we train them to communicate and engage with each other and the patients they encounter irrespective of one’s background or culture. These efforts on multiple fronts make it a perfect time to be at the Perelman School of Medicine.”