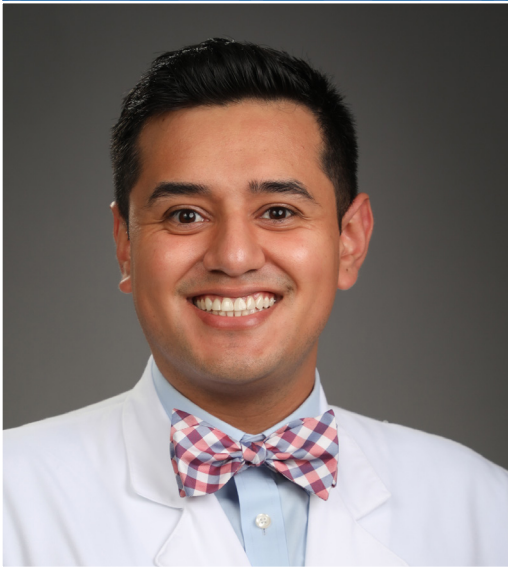


# Diversity, Equity and Inclusion

## in the Department of Medicine

Resource Guide, 2023

medicine.duke.edu



The Duke Department of Medicine is a community diverse in backgrounds, voices, and beliefs. Our diversity enhances everything we do from the way we teach and learn, investigate and innovate, and care for our patients and each other.

### The Department of Medicine has a long-standing commitment to Diversity, Equity and Inclusion (DEI) efforts.

The Minority Recruitment & Retention Committee and The Program for Women in Internal Medicine have existed since the 1980s, while Civility Champions and SteppingIn4Respect launched in 2018 and 2019, respectively. In 2020 and 2021, DEI efforts accelerated with the creation of the department's Diversity, Equity, Inclusion and Anti-Racism Committee and the appointment of a Vice Chief for DEI in each Division. New efforts are constantly being developed in response to needs and to seize opportunities. In 2023, we look forward to partnering with the School of Medicine inaugural Vice Dean for EDI, Dr. Kevin Thomas (Medicine/Cardiology) in implementing the [Moments to Movement Strategic Plan](#).

*There is much work to do; we look forward to doing it together.*



**Kathleen Cooney, MD**  
*Chair, Department of Medicine*



**Laura Svetkey, MD, MHS**  
*Vice Chair for Diversity, Equity, and Inclusion*

# Department of Medicine Initiatives



## Faculty Development Academy

*(Carla Brady, MD, MHS, FAASLD)*

The Academy includes four branches that offer supplemental mentorship, skill development, and faculty development resources for junior faculty pursuing careers in Clinical/Health Services Research, Basic/Translational Research, Education Scholarship (i.e., education, research and/or curriculum development), and Clinician Teachers (traditional clinician-educators). Open to all junior faculty, the Academy particularly seeks to engage and serve members from under-represented racial and ethnic groups and women.



*Brady*

## Minority Recruitment & Retention Committee (MRRC)

*(Kimberley Evans, MD)*

This committee provides career mentoring, leadership development, and social and professional networking for faculty, fellows, residents and medical students from under-represented racial and ethnic groups (UREG). Among other activities, MRRC sponsors visiting professors for the annual Phillips-Winn Memorial

Grand Rounds (co-sponsored with the Program for Women in Internal Medicine) and annual Martin Luther King, Jr. Memorial Grand Rounds; hosts “second look” interview visits for UREG trainees considering Duke for residency or fellowship and visiting rotations for UREG medical students; and coordinates a series of tailored career development activities. MRRC members serve as faculty advisors to Duke’s chapters of the Student National Medical Association and the Latino Medical Student Association.



*Evans*

The MRRC partners closely with the Program for Women in Internal Medicine (PWIM) and is a key driver of our Civility Champion and SteppingIn 4Respect initiatives.

## Program for Women in Internal Medicine (PWIM)

*(Daniella Zipkin, MD)*

This program provides support and empowerment for women residents, fellows, and faculty. PWIM creates community for women faculty and trainees through a series of career development, peer mentoring and networking activities, and PWIM collaborates with the student-led branch of the American Medical Women’s Association. PWIM sponsors the annual Clipp-Speer Memorial Grand Rounds and co-sponsors (with MRRC) the annual Phillips-Winn Memorial Grand Rounds. PWIM partners closely with MRRC and Department leadership to build and maintain a supportive and equitable work environment that facilitates career advancement and satisfaction for all.



*Zipkin*





# Department of Medicine Initiatives

## Civility Champions (*Jane Gagliardi, MD, MHS*)

This initiative exemplifies the Department's commitment to making our workplace safe, healthy, and supportive for all of our faculty, staff, trainees, and patients. A positive work culture depends on a foundation of mutual respect and civility through a lens of common humanity and restorative justice with practices rooted in the principles of nonviolent communication. The Civility Champions are Department of Medicine faculty and trainees who have been trained to offer informal coaching in the moment or at the request of any Department members who have experienced or witnessed incidents of bias, harassment or other uncivil behaviors. Civility Champions provide support; help individuals consider options for intervention or reporting; model the Department's commitment to addressing the harm these incidents cause; and strengthen our community by working toward an equitable, safe and just environment.

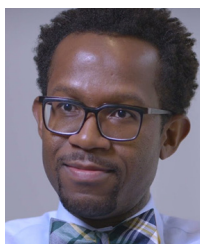


*Gagliardi*

## Stepping In 4 Respect

(*John Duronville, MD*)

Going a step further, the Department believes that all its members need to be able to serve as active "upstanders", when subtle and not-so-subtle bias enters our work environment. The Department provides workshops designed to teach these skills, with a particular focus on teaching skills needed to step in as an "upstander" in the moment, in response to race-, ethnicity- and gender-based incidents.



*Duronville*

## Diversity, Equity, Inclusion and Anti-Racism (DEIAR) Committee

(*Julius Wilder, MD, PhD*)

The DEIAR is working to transform the Department of Medicine into an actively anti-racist department, where all faculty, trainees, and staff thrive. Four subcommittees address DEIAR in Clinical, Research, Education, and Climate/Career development domains. The DEIAR Committee implements concrete, actionable, and measurable initiatives to address equity and anti-racism. For example, the work of the Committee led to the establishment of a Vice Chief for DEI in each Division, with protected effort and time supported by the Chair. Other successes include an established rotation for residents to work with



*Wilder*



high school students from under-represented groups to foster a diverse pipeline to academic medicine, and close work with the house staff and fellowship programs to enhance recruitment of UREG trainees. The DEIAR Committee works closely with the Department's research and clinical strategic plans to ensure that DEI considerations are embedded in everything we do.

The DEIAR Committee includes faculty and trainees from across the Department and gets input from key leaders: Department Chair, Vice Chair for Faculty Development and Diversity, School of Medicine Vice Dean for Equity, Diversity, and Inclusion, and School of Medicine Associate Vice Chancellor for Translational Research.

The Department provides opportunity for ongoing education and dialogue through a monthly Health Equity and Disparities in Medicine (HEDIM) conference, part of the [Duke Medicine Learning, Education, and Discussion Series \(LEADS\)](#) that takes place each Tuesday at 12 p.m.

Pathway development: In 2021, the Internal Medicine Residency program established a partnership with the City of Medicine Academy, a health-careers focused magnet high school in Durham. Residents teach 6-8 times a year in sophomore physiology class, which may expand in the future to other courses as well.

## Research Development Council

(*Matthew Crowley, MD, Scott Palmer, MD*)

The [Research Development Council](#) works with DOM investigators to connect them with resources, opportunities, and collaborators. For trainee-level investigators, this includes the [Fellow Research Academy](#), which supports grant development, career development, and networking throughout DOM.



*Crowley*

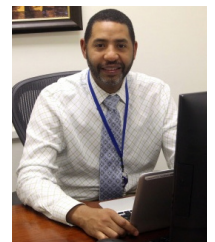
# School of Medicine Initiatives

Members of the Department of Medicine are integrated in numerous School of Medicine initiatives addressing diversity, equity and inclusion. For example:



In June 2020, Duke launched [Moments to Movement](#), a process to develop strategies for “dismantling racism and ... understanding the root causes, harms, and strategies to reduce racial inequity.” In July 2021, this culminated in a comprehensive strategic plan called [“Dismantling Racism and Advancing Equity, Diversity and Inclusion in the School of Medicine.”](#)

In November 2021, the Dean appointed the inaugural Vice Dean for Equity, Diversity and Inclusion, charged with implementing the School’s Moments to Movement Strategic Plan and developing and implementing a broad range of policies and programs rooted in equity. The inaugural Vice Dean, [Dr. Kevin Thomas](#), is a member of the Department of Medicine.



*Thomas*

The [Academic Development, Advocacy, Networking, Coaching and Education for Underrepresented Populations](#) (ADVANCE-UP) program provides in-depth opportunities for academic development, mentoring, and networking for faculty from underrepresented racial and ethnic backgrounds.

The [Academic Leadership, Innovation, and Collaborative Engagement](#) (ALICE) program is a 10-month leadership development program for mid-career women faculty, providing in-depth opportunities for leadership skill development, personal reflection and goal setting, peer-mentoring, and structured 360 feedback.

Duke’s CTSA-sponsored [Career Development Award](#) (KL2) provides a 3-year mentored career development award to junior faculty pursuing research across the spectrum of translational science (from laboratory based to health services), with a particular focus on applicants from underrepresented backgrounds. Fellows transitioning to faculty are eligible to apply.

The [Duke Center for Research to Advance Healthcare Equity](#) (REACH Equity) is one of 12 centers of excellence funded by the National Institute of Minority Health and Health Disparities to improve minority health and reduce health disparities. REACH Equity conducts multidisciplinary research, provides research training, supports career development, fosters community engagement activities, and creates an umbrella of collaboration and fellowship for Duke’s disparities investigators.

The CTSA and REACH Equity co-sponsor a [Health Disparities Research Curriculum](#), a methods survey course for helping disparities investigators apply rigorous methods tailored for addressing disparities/equity research questions.

The School of Medicine [Multicultural Resource Center](#) coordinates programs to help medical students, house staff, and faculty work and learn together in an increasingly diverse environment.

A former Department of Medicine resident helped to create the [Minority Housestaff Association](#) to foster a community of wellness for trainees that are underrepresented in medicine, promote professional development through mentorship and forums, assist in diversity recruitment efforts, and lead service initiatives in our local community.



## Department of Medicine

Duke University School of Medicine