Promoting Diversity

The Duke Department of Medicine has a sincere and long-standing commitment to the recruitment, retention and development of a diverse group of faculty and trainees, with particular attention to underrepresented minorities and women. Our interest is consistent with the Duke University mission and is based on a commitment to excellence and leadership in all areas of medical care, medical education, and medical research – a mission that cannot be achieved without equity, inclusion and diversity.

The resources listed here are of potential value to all of our students, trainees and faculty.

For All

Minority Recruitment & Retention Committee
The MRRC provides career mentoring, leadership development, and social networking for minority faculty and trainees, and sponsors outstanding minority visiting faculty for the George Phillips, Jr., MD, and Martin Luther King, Jr. lectureships. The MRRC also includes a Latino initiative. MRRC leadership serve as faculty advisors to Duke’s chapters of the Student National Medical Association and the Latino Medical Student Association.

Program for Women in Internal Medicine
PWIM provides career development and peer mentoring programs, some of which target women and all of which are designed to build and maintain a supportive and equitable work environment that facilitates career advancement and satisfaction among faculty and trainees.

SoM Office of Equity and Inclusion
This office, directed by the SoM Chief Diversity Officer, seeks “to help to foster a climate where all members of our faculty, students and staff experience a true sense of belonging and feel that they matter, can thrive and contribute their best work.”

For Junior Faculty
- CTSA-sponsored Career Development Award (KL-2): Duke’s KL-2 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 under-represented minority backgrounds. The Duke KL-2 also includes a core curriculum on disparities research.
- Diversity supplements: All NIH research grants are eligible for supplemental funds to support mentored research of under-represented minorities.
- Department of Medicine Faculty Development Academy: Offers mentorship, skill development, and faculty development resources across all missions (clinical, education, and research). The Academy is particularly attentive to inclusion, equity and diversity.

For Fellows
- CTSA-sponsored Career Development Award (KL-2): See description above.
- Diversity supplements: See above.
- The Fellows Initiative within PWIM (see For All section) provides programs, mentoring, networking for women in the Department of Medicine subspecialty training programs.

For Housestaff
- Diversity supplements: See above. Resident research projects can be supported by this mechanism.
- The PWIM Housestaff Advisory Committee sponsors seminars and social events for women interns and residents in the Department of Medicine.

For Medical Students
- CTSA-sponsored TL1 program with 2 years of training and mentoring in translational research experience, with a particular focus on students from under-represented minority backgrounds. The Duke TL1 also includes a core curriculum on disparities research.
- Multicultural Resource Center: Coordinates various programs to help medical students, housestaff, and faculty work and learn together more effectively in an increasingly diverse environment.
- Visiting Clinical Scholar Program: Under-represented students from other medical schools can come to Duke for an elective rotation. This experience gives students an opportunity to see first-hand if Duke is a good fit for their housestaff training.

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Find links to these resources and more at news.medicine.duke.edu

Dale Okorodudu founded DiverseMedicine Inc., a web-based mentoring initiative, during his time as an Internal Medicine Resident at Duke University Hospital.