

# ENHANCING DIVERSITY

Duke Health is a community diverse in faces, voices, backgrounds, and beliefs. We use our diversity to enhance the way we teach and learn, investigate and innovate, and care for our patients and each other, as part of the shared mission and goals of Duke Health.

In the Department of Medicine, we are dedicated to increasing the diversity of the clinical, research, and educational workforce, and to supporting and enhancing the career development of all our members.

We are glad that you are part of the Department of Medicine. As your career begins, develops, or focuses here, we hope you will take advantage of as many of these diversity-oriented resources and programs as possible.

**New in 2018** We launched the Civility Champion Training Program to provide assistance, referrals, and advice on the prevention and/or remedy of discrimination, harassment, bias-related incidents, or other unprofessional behaviors. In this way, Civility Champions (comprising faculty, trainees and division leadership) will support the shared values of the Department and reinforce the climate of civility we all rely on to learn and work our best.

**Kathleen Cooney, MD**  
*Chair*

**Laura Svetkey, MD, MHS**  
*Vice chair for faculty development and diversity*



**The Duke Department of Medicine is dedicated to an increased focus on diversity in order to provide a highly supportive environment for our missions of patient care, education, research, and professional development.**

## **Professional Development**

The Department of Medicine sponsors a [Faculty Development Academy](#) for junior faculty. The three Academy branches offer mentorship, skill development, and faculty development resources to junior faculty pursuing a range of career tracks. The Academy is particularly interested in engaging members from under-represented groups.

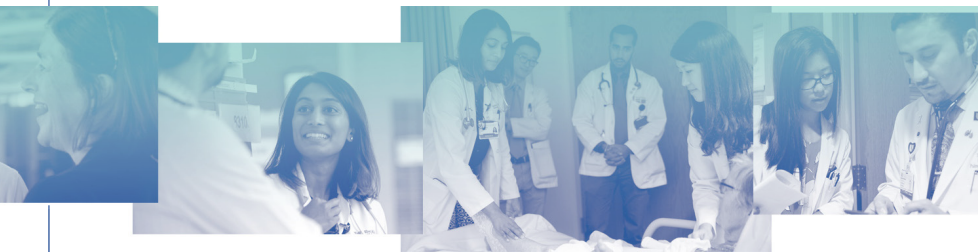
The [Minority Recruitment & Retention Committee](#) (MRRC) provides career mentoring, leadership development, and social networking for faculty, fellows, residents and medical students from under-represented groups. Among other activities, MRRC sponsors visiting professors for the annual Phillips-Winn Memorial Grand Rounds (co-sponsored with PWIM) and annual Martin Luther King, Jr. Memorial Grand Rounds; sponsors “second look” visits for minority house staff considering Duke for residency; and coordinates a series of tailored career development activities. MRRC leaders 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 for women students, residents, fellows, and faculty. Among other activities, PWIM sponsors a visiting professor for the annual Clipp-Speer Memorial Grand Rounds and co-sponsors (with MRRC) the annual Phillips-Winn Memorial Grand Rounds; provides a House Staff Advisory Committee; hosts a series of career development activities; and assists Department leadership with gender equity analyses. PWIM works closely with Department leadership to build and maintain a supportive and equitable work environment that facilitates career advancement and satisfaction for all.

MRRC and PWIM sponsor faculty to attend [AAMC career development seminars](#) for early- and mid-career women and minorities.

The [School of Medicine Office of Diversity and Inclusion](#), directed by the Chief Diversity Officer, fosters 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.

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



## Clinical

Explore current [Duke Health careers](#) and discover where your talents fit with the expanding team of professionals in the [Private Diagnostic Clinic](#) (PDC), the Duke physicians' practice. PDC is currently hiring academic and community-based clinicians in a variety of specialties and clinical settings across the region.

MRRC sponsors a DOM Minority Alumni Association, through which we encourage clinicians (and others) to consider returning to Duke.

Duke physicians and investigators, as well as trainees and staff, participate in many **community events and services throughout Durham** and the Triangle.



Lance Okeke, MD, MPH

## Research

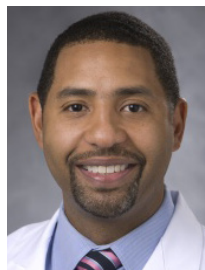
The Department of Medicine [Faculty Development Academy](#) includes branches for junior faculty pursuing careers in Clinical/Health Services Research, Basic/Translational Research, and Education Scholarship (i.e., education, research and/or curriculum development).

The [Medicine Endeavor to Nurture Trainees to Research Success](#) (MENTORS) program provides supplemental mentorship to fellows engaged in research.

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 CTSA sponsors a similar program for medical students (TL1).

All NIH research grants are eligible for supplemental funds to support mentored research of individuals from underrepresented groups. Diversity supplement applicants can be high school students, undergrads, medical students, residents, fellows, and faculty.

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 Department's diversity leadership team** is lead by Laura Svetkey and includes (from top left) Svetkey, Kimberley Evans, Lisa Criscione-Schreiber, Kevin Thomas, (bottom from left) Leonor Corsino, Bonike Oloruntoba, David Ortiz-Melo, and Suchita Shah Sata.

## Education

The Department provides a tailored leadership curriculum, currently available to junior faculty who join the [DOM Faculty Development Academy](#). In the future, we plan to make this curriculum more broadly available.

The CTSA sponsors a [health disparities research curriculum](#), currently open to KL2 scholars and other early-stage faculty.

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.

The [Visiting Clinical Scholar Program](#) welcomes underrepresented medical students from other schools for an elective rotation at Duke. This experience helps students see first-hand if Duke is a good fit for their house staff training.

Learn more about Duke Medicine's faculty development resources at: <https://medicine.duke.edu/faculty/faculty-development/faculty-development-resources>



Department of Medicine

Duke University School of Medicine