

Diversity and Inclusion

As defined by the American Association of Medical Colleges (AAMC):

Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in health equity. In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.

Inclusion is a core element for successfully achieving diversity and is achieved by nurturing the climate and culture of the institution through professional development, education, policy and practice. The objective is creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution and community.

Health equity is when everyone has the opportunity to attain their full health potential and no one is disadvantaged from achieving this potential because of their social position or other socially determined circumstance.

In pursuit of its mission, the Sidney Kimmel Medical College (SKMC) recognizes that a diverse and inclusive community is imperative in achieving excellence in patient care, education, and research and ensuring health equity. SKMC is committed to diversity, inclusion and health equity in the broadest terms as defined above. Given its location in metropolitan Philadelphia and in the commonwealth of Pennsylvania, SKMC gives special emphasis to the recruitment of students from racial and ethnic groups that are underrepresented in medicine (URM), those that identify as lesbian, gay, bisexual, transgender, and those questioning their sexual identity (LGBTQ), first-generation college, and those from disadvantaged socioeconomic status.

To support its commitment to diversity and inclusion, SKMC sponsors the Office of Diversity and Inclusion Initiatives (ODII) whose mission is to support, promote and integrate diversity and inclusion into the fabric of the medical college. The Associate Dean for Diversity and Community Engagement along with the Assistant Dean for Diversity and Student Diversity Programs provide guidance and direction in the following key areas: policies and guidelines; recruitment and retention; cultural competency education in the curriculum; pipeline programs; and community health.

The ODII, together with the Office of Student Affairs and Career Counseling and the Office of Student Life and Engagement, supports student affinity groups and activities which enhance multicultural awareness and cultural sensitivity and promote diversity within the community. Examples of activities have included the Latino Medical Students Association regional conference, the Gay Pride March, Black Heritage Month, and Diversity Week. ODII sponsors the Medical Spanish Program where medical students fluent in Spanish learn medical terminology and apply it in a Hispanic immigrant health clinic setting. In addition, ODII sponsors cultural immersion opportunities through a variety of global health initiatives.

Council on Diversity and Inclusion

SKMC also supports the Council on Diversity and Inclusion. This Council is comprised of students, resident physicians, faculty, department chairs and senior administration. The SKMC Council for Diversity and Inclusion, led by the Dean, is charged with determining the course of diversity and inclusion within the medical college. It assesses the status and effectiveness of diversity and inclusion initiatives within the student, resident and faculty communities of SKMC, makes recommendations regarding initiatives, policies, and resources needed to achieve desired outcomes, and is charged with assuring the implementation of its recommendations.

More information on diversity and inclusion at SKMC can be found at:
Jefferson.edu/university/diversity.html