



Division of Endocrinology, Diabetes and Metabolism

Interim Update

Strategic Plan for Diversity, Equity and Inclusion

Enjoli Barnes & Caitlin White, MD

May 25, 2022



Division of Endocrinology, Diabetes and Metabolism Strategic Plan for Diversity, Equity and Inclusion



Clinical

- Improve the quality of care delivered at HUP Cedar
- Address language barriers for patients who do not primarily speak English



Research

- Recruit a faculty member interested in inequalities in care and access to care.
- Develop a plan to engage community stakeholders in the design, implementation, and participation in clinical research conducted within our division
- Improve visibility of clinical trial opportunities for patients within our practice



Education

- Promote diversity across all aspects of our division
- Prepare fellows to understand inequities; provide tools to address bias and advance equity in their career
- Provide division members with resources to promote an inclusive and equitable culture, highlight and address disparities in care, and recognize and reduce discrimination



Community

- Strengthen and support our Penn EDM community
- Identify areas for sustainable partnerships with the local community



Culture

- Promote a culture of inclusivity for diverse populations in relation to our staff and patients
- Create an open and collaborative work environment where staff feel comfortable and empowered to communicate with leadership
- Foster opportunities for growth within the division and UPHS health system



People

- Enhance the recruitment and interview process to include more diverse candidates
- Prioritize the professional development of non-faculty staff through mentorship programs and professional development courses
- Develop & implement a comprehensive Reward & Recognition Program that encompasses all areas (clinical, research, and administrative) and ensures that employees feel

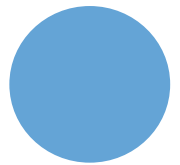
Clinical Pillar

Improve Quality of Care Delivered at HUP Cedar

- Development of patient information diabetes mellitus sheets, shared with HUP Cedar providers
- Collaboration with HUP Cedar Nutritionist
- Creation of interdisciplinary team focused on improving discharges for diabetes patients at HUP Cedar.
 - Work group: Kathleen Ford, Jasmine Suggs, CNS, Nurse managers, Dietician and Social Workers
- EDM Quality Improvement Project for AY 2022-2023
 - Work group: Ilona Lorincz MD, Kathleen Ford, CRNP, Jasmine Suggs, CRNP, Caitlin White, MD

Address Language Barriers

- Creation of 'master list' of languages spoken by clinical staff
 - Will be displayed on monitor to be installed in PCAM 4W waiting room
- Next phase: 'Patient information' for EDM diseases in other languages



Research Pillar

Improve

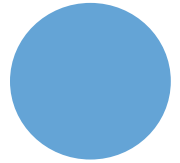
- Improve visibility of Clinical Trial Opportunities
 - Monitor in PCAM 4W waiting room - display clinical trials & eligibility criteria
 - QR code and pamphlets

Develop

- Develop plan to engage community stakeholders in design, implementation and participation in clinical research
 - This is now a requisite for some governmental funding

Recruit

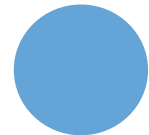
- Recruit Faculty Member with interest in Inequities in Care, Type 2 Diabetes
 - Ongoing efforts for recruitment!
 - Jorge Jo Kamimoto, MD is working with Dr. Rickels in the research department in July!



Research Pillar continued

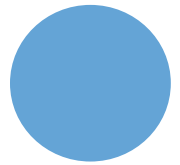
- **Improve diversity of clinical trial participants and research team members (continued)**
- Austin Matus, a PhD candidate (Mentor – Dr. Rickels) awarded the F31 grant
- Study aims to understand attitudes and self-care in type 1 diabetes, particularly impaired hypoglycemia awareness
- 165 individuals at Rodebaugh are surveyed
- Then 20 interviews will be conducted; and **50% of these interviews will be with individuals who identify as African American**, as they recognize IAH disproportionately impacts African Americans

- **Active recruitment of Dr. Camille Powe!**
- Physician at Massachusetts General Hospital
- Primary focus on gestational diabetes



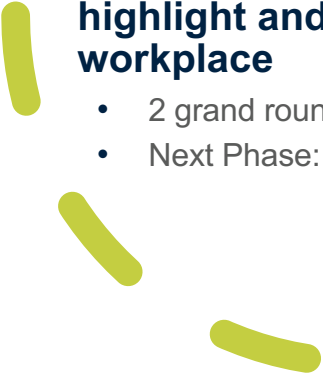
Education Pillar

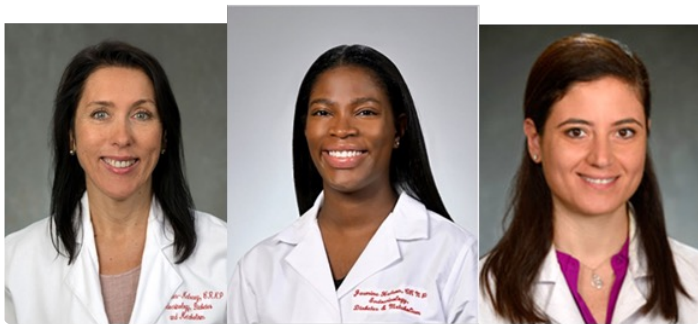
- **Promote diversity within fellowship program**
 - Bias reduction in fellowship recruitment: double screening of fellowship applicants, disseminate resources for bias reduction to interviewers, participation in DOM UIM recruitment events
- **Next Phase:**
 - Creation of Medical student and/or Internal Medicine resident UIM visiting elective within our division (3–5-year plan)
 - Collaboration with Community Pillar for education/workshop opportunities in neighboring schools to expose grade school age children to health care (all aspects) as a career (3–5-year plan)





Education Pillar continued

- **Prepare fellows to understand inequities in clinical care and research, and provide tools to address bias and advance equity in their career**
 - Expansion of QI curriculum to include disparities in care
 - Creation of curriculum/module on caring for patients who are gender nonbinary or transgender
 - *Lived Experience* patient series
 - DEI focused Journal Club to existing series
 - Building DOM Fellowship “*DEI track*”
 - **Provide all division members resources to promote an inclusive and equitable culture, highlight and address disparities in care, and recognize and reduce discrimination in the workplace**
 - 2 grand rounds on DEI topics in EDM per academic year (with supporting fund)
 - Next Phase: 2023 -All staff workshop on caring for patients who are gender nonbinary or transgender
- 



Community Pillar

Strengthen and support our Penn EDM community

- Annual EDM community outreach/teambuilding event per year → stay tuned for 2023!

Identify areas for sustainable partnerships with the community

- **March 16, 2022: 69th Annual National Women's Conference**
 - Hosted by the Church of the Lord Jesus Christ of the Apostolic Faith, "**Courageous Steps Toward Healthy Living - "Aging Gracefully**" at the Desmond Hotel in Malvern, PA
- **April 14, 2022: Back to Basics Health and Wellness Series**
 - Virtual symposium attended by Lori Mcleer, CRNP, aimed to educate community civic and religious leaders on prediabetes and type 2 diabetes mellitus
- Offered EDM related education to IMPaCT community health workers



Mark your
Calendars!

Upcoming EDM
Community Events

June 12, 2022: Philadelphia Odunde Festival

- <https://www.odundefestival.org>

Fall 2022: HUP Cedar Community Education
Day (date TBD)

October 15, 2022: Step Out Walk to Stop
Diabetes - ADA

Culture Pillar

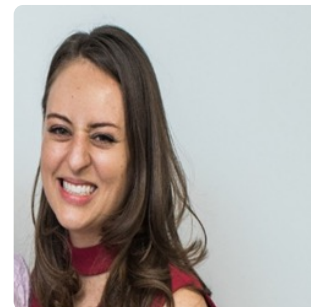
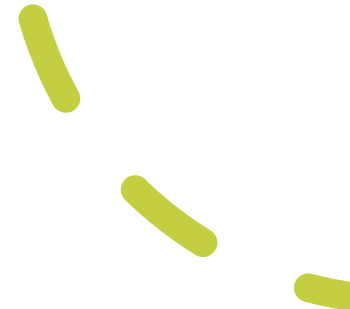
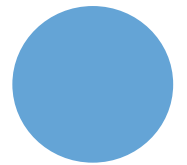
Development of all-staff workshop in the care of transgender and gender diverse patients

- For 2023 - **Ben Jones, MD** and **Rahaf Sultan, MD**
- Also developing module with the LGBTQ center to launch on knowledge link
- all newly hired staff (all levels of care)

Display of the LGBTQ+ Flag in clinical waiting rooms

Ongoing discussions on how best to support all division members in promotion and career development opportunities:

- Promote health system opportunities for advancement such as *Pathways for Promotion*
- Review future goals and discuss opportunities for advancement openly



People Pillar

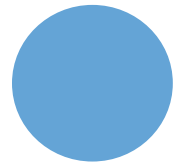
Intentionality to interview process for new hires

- Goal to interview at least one “high potential/inexperienced” or URM candidate for each position
- Implicit Bias Reduction/Interview Tip sheet given to all interviewers

Creation of *Reward and Recognition* program and work group

- Members thus far: Enjoli Barnes, Jordan Chud, Olivia O’rear, Susan Mandel MD MPH, Megan Phillips, Helen Poulos, Aristeia Slikas, Caitlin White, MD

Next Phase: Partner new employees with a mentor to enrich the onboarding experience and offer to partner any interested employee



Deirdre MacFarlane, LCSW, Social Worker



Do you need to speak with a Social Worker?

I can assist with a number of things including:

- Issues with Health Insurance
- Medication Assistance Programs
- Transportation resources
- Connecting with a Mental Health Therapist
- Access to Food & Nutritional Resources
- Applying for Home Health Care Services
- Connecting with Support Groups
- Applications for benefits
- Connecting to community resources

Just tell your Provider that you would like to speak with the Social Worker!



**Monitor in PCAM 4W Waiting room:
Scheduled to be installed July of 2022**

Diversity Equity and Inclusion



Greetings & Welcome to the Penn Endocrinology, Inclusion website.

We here at Penn Endocrinology, Diabetes and Metabolism, environment of belonging for our diverse patient population, strive to create a foundation of care that is built on trust and never discriminate against anyone based on race, religion, disability, sexual orientation. We welcome and embrace the diversity of our division.

Please explore our website to see the steps we are implementing to become a force that will bring equitable healthcare. I am grateful to Enjoli Barnes and Caitlin White for leading our dedicated effort to create a culture of diversity, equity, and inclusion.

Warmest Regards,

Susan J. Mandel, MD, MPH
Professor of Medicine and Radiology and Chief of the Division of Endocrinology Diabetes and Metabolism at the Perelman School of Medicine, University of Pennsylvania

In This Section

Mission

Mission & Goal for the department of Endocrinology & Diabetes

EDM DEI Strategic Plan Workshop

Using the ACT (Action for Cultural Transformation) framework, we will identify and support activities that promote equity and counteract racism and bias within our immediate and larger communities.

Academic Departments

- Department of Medicine
- Divisions
- Endocrinology Diabetes and Metabolism
- Diversity Equity and Inclusion
- Mission
- EDM DEI Strategic Plan Workshop

EDM DEI Strategic Plan Workshop

Mission Statement: Using the ACT (Action for Cultural Transformation) framework, we will identify and support activities that promote equity and counteract racism and bias within our immediate and larger communities. We will establish a long-term document as a resource for the Division of Endocrinology, Diabetes and Metabolism Strategic Plan on Anti-Racism, Diversity, Inclusion and Health Equity.

Division Focus Group

Enjoli N. Barnes
Co-Chair of the Equity in Endocrinology Division focus group



Caitlin White, MD
Co-Chair of the Equity in Endocrinology Division focus group



Community Pillar

Support creation of a just, equitable, diverse, and inclusive community

Mona Al Mukaddam, MD
Co-Lead, Community Pillar



Lori McIver
Co-Lead, CP



Stay Tuned!
EDM Diversity, Equity and Inclusion website in progress

Focus and Outlook: Future Goals



Please send your
comments and
feedback



Contact pillar co-leads if
you'd like to be
involved!

