

Diversity and Inclusion in the Division of Gastroenterology

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The responses below are to the questions posed:

Faculty Search Costs – Include costs that contributed to hiring more diverse faculty, e.g. non-traditional job postings, national conferences, any outreach efforts that expanded the applicant pool

1. Advertising in journals: \$4,000-\$5,000/year
2. Support one faculty member to go to AAMC diversity conference held every Sept of each year. This is \$4,000/year for each attendee.
Kimberly Forde, MD MHS Sept 2013 (supported by Dr. Eve Higginbotham and Dr. Rustgi)
Lauren Nephew, MD Sept 2014 (supported by Dr. Eve Higginbotham and Dr. Rustgi)
Octavia Pickett-Blakely, MD MHS Sept 2015 (supported by Dr. Rustgi)
Christina Twyman-St. Victor, MD MTR Sept 2016 (supported by Dr. Rustgi)
Akinbowale Oyalowo, MD, Sept 2017 (supported by Dr. Rustgi)
3. Dr. Rustgi, in his role as past AGA President, was instrumental in the AGA procuring only 1 of 3 NIH grants (R25) for diversity, to enhance a program called Investing in the Future to promote research for high school and college students from diverse backgrounds. This is a 5-year grant from 2013-2018. There were 50 applications.
4. Philadelphia/West Philadelphia/southeastern PA/southern NJ community outreach.
 - a. Screening colonoscopy for colorectal cancer in West Philadelphia amongst African-American patients
 - b. Annual GI cancer conference with Abramson Cancer Center every spring of each year, with particular focus on health care disparities in GI cancers.
 - c. Physician lectures/workshops to diverse population groups about GI and liver diseases
 - d. Participation in various grassroots efforts

Mentoring and Leadership – Include mentoring and leadership development programs

1. Establishment of Diversity (URM) in GI committee in 2011 by Dr. Rustgi. Regular meetings of GI faculty/fellows (URM) alternating with professional and academic development lectures/workshops (e.g. grant writing, manuscript writing, PPT presentations, networking, work/life balance, career pathways, compensation/benefits. These meetings are open to the Penn community. Costs are about \$2,000/year
Rotonya Carr, MD: Chair, 2011-2014
Christina Twyman-St. Victor, MD: Chair 2014-2018
Akinbowale Oyalow, MD: 2018-present
2. Each URM faculty and fellow has a mentor/co-mentor/advisory committee with regular meetings, with particular attention to professional, academic and personal development.
3. Drs. Pickett-Blakely, Carr, Twyman-St. Victor and Forde-McClean have been recipients of the university program for faculty salary support for diversity (each for 5 years).
4. There is emphasis on minority supplement grants to NIH grants. In recent years, several

URM GI fellows have received minority supplement grants to the GI division's basic science T32 and GI epidemiology T32.

A faculty minority supplement grant proposal by Dr. Pickett-Blakely was submitted to the NCI (part of Penn GI-Rustgi on Barrett's esophagus) and was funded for 2014-2016.

5. Our GI division is attentive to selection of candidates for the Harold Amos Faculty Diversity Award, providing mentorship, mock interviews. Recipients:
Alphonso Brown, MD MPH. Now faculty member, Harvard Medical School
Carmen Guerra, MD MSCE (Joint with General Internal Medicine). Currently, Associate Professor of Medicine, Penn.
Rotonya Carr, MD. Assistant Professor of Medicine (GI)
Christina Twyman-St. Victor, MD MTR.

Conferences, Seminars, Speakers – Include expenses for conferences, seminars, speakers related to faculty diversity (estimate)

1. Opinions are solicited for research seminar and GI grand rounds speakers to serve as Visiting Professors/role models. Each year, 4-5 prominent URM faculty are invited to spend 1.5-2.0 days with faculty/fellows. Cost is \$2,500/speaker (honorarium, travel, hotel, meals)
2. Much time, energy and resources are expended on recruitment of faculty and fellows. The resources include advertisements, phone calls, 2nd visits/3rd visits, totaling \$5,000-\$7,500/year.

Community Outreach – Any activities that reach out to a diverse population

Philadelphia/West Philadelphia/southeastern PA/southern NJ community outreach

1. Screening colonoscopy for colorectal cancer in West Philadelphia amongst African-American patients
2. Annual GI cancer conference with Abramson Cancer Center every spring of each year, with particular focus on health care disparities in GI cancers.
3. Physician lectures/workshops to diverse population groups about GI and liver diseases
4. Participation in various grassroots efforts by community organizations (Crohn's and Colitis Foundation of America, Pancreatic Cancer Action Network, American Liver Foundation, Colon Cancer Alliance)
5. Outreach to Asian-Americans (Vietnamese, Koreans, Chinese) for viral hepatitis B and C education.

Pipeline Programs – Include pipelines programs to develop faculty diversity

1. NIH/NIDDK R25 undergraduate student scholar program training grant in GI basic sciences. Continuously funded (5 year terms) since 2004. Nearly 100 applicants from country apply to do summer research in GI division and its NIH P30 Center. About 15 are selected. Of these, typically 3-4 are URMs, who often become candidates for MD and MD-PhD programs at Penn (and elsewhere). Collaboration with Penn medical school.
2. New NIH/NIDDK R25 undergraduate training grant funded in 2017 to focus on GI clinical research (complementary to #1). For both #1 and #2, we in turn work closely with PSOM to foster recruitment of medical student applicants that represent diversity and inclusion.
3. NIH/NIDDK T32 training grants (one in basic science, one in clinical epidemiology) to recruit URM fellows, some who receive minority supplemental grants/slots. Also, these T32 training grants permit support of Penn medical students to take one year out to do research, some

recipients have been URMs. We have had increasing success through these endeavors to build upon historic success with African-American trainees, but also Hispanic-American trainees.

4. Instructors of Medicine and Assistant Professors of Medicine (GI) with institutional K grants (ITMAT/MTR), NIH K grants and Harold Amos Faculty Diversity Awards.
5. Participation in national committees of special societies (see above) and annual attendance of annual AAMC diversity conference (see above).

Other Programs/Initiatives that support faculty diversity and inclusion

Our URM faculty/fellows had a luncheon with Dr. Higginbotham in July 2017.

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