

## Office of Diversity & Inclusion Initiatives Newsletter

Volume 2 | Issue 1

Article 2

2017

### **ODII Student Organizations**

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#### **Recommended Citation**

(2017) "ODII Student Organizations," *Office of Diversity & Inclusion Initiatives Newsletter*. Vol. 2: Iss. 1, Article 2.

Available at: https://jdc.jefferson.edu/skmcdiversity/vol2/iss1/2

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### ODII Student Organizations

# **SNMA**

Student National Medical Association is a national organization committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians. Our chapter aims to support this mission by holding lunchtime talks focused on disparities in healthcare. mentoring students at Chester High School through Health Career Academy, and supporting events and charities that assist the diverse community of Philadelphia and foster cultural competency





## APAMSA

The Asian Pacific American Medical Student Association (APAMSA) is a national organization working to unite medical students interested in learning about and addressing the health issues affecting the Asian/Pacific Islander community. We hold "Expressions of Asia" celebrating the diversity of the community, lunchtime talks addressing such issues as Hepatitis B and mental health, and health screenings for different Asian populations. JeffAPAMSA will be holding another health screening and a Mentor Dinner with Jefferson physicians in the fall, and we welcome everyone to join - not just Asian medical students!









# JeffLGBTQ

JeffLGBTQ's mission is to educate future healthcare providers of the Jefferson community on LGBTQ-specific topics and make competent Physicians who provide care to the LGBTQ community. Last year, one of our key events was a team-based learning event, where we role-played scenarios in which we had genderqueer and trans patients

and then discussed in small groups what the best course of action would be for each of the patients' cases. We also participated in the Pride Parade and Trans March, and organized "gender journal clubs" on topics ranging from PrEP to insurance coverage of gender-affirming surgeries. We were humbled to be named Jefferson's Organization of the Year for 2016-2017! We hope to continue our positive influence on the Jefferson community through impactful and meaningful events in this upcoming year.



#### VETERANS HEALTH INITIAIVE



The Veteran's Health Initiative focuses on addressing the gap in medical education pertaining to the Veteran population and their unique healthcare needs. We provided blood pressure screening and counseling at a resource fair hosted by the Veterans Multi Service Center. This was part of a developing partnership not only between the Veterans Health Initiative and the Veterans Multi Service Center for volunteer events during the school year, but also for Thomas Jefferson University Hospital System which has identified the service organization as a desired community outreach partner.





#### JEWISH STUDENT ASSOCIATION

The Jewish Student Association (JSA) works to provide an inclusive environment at Jefferson. We hold events for all of the major Jewish holidays and provide educational sessions as well, for students to learn about Judaism and other religions. Shabbat is from Friday night to Saturday night each week and is supposed to be a day to relax. We facilitate dinners where students can gather on Friday nights to be with friends and take a break from the work of the week. Last year, we hosted the first annual Diversity Shabbat, where we had leaders from multiple different religious groups educate students about their culture and traditions. One of the most important parts of our group is reminding students that a Jewish presence exists on campus. Rosh Hashana is a holiday often coupled to eating apples and honey. Students might not have time to get off campus or truly celebrate, but we will have stations on campus giving out free apples and honey to students.



#### Refugee Health Partners (RHP)



Refugee Health Partners (RHP) partners is a student run organization with the Refugee Clinic at Jefferson Family Medicine Associates. RHP aims to become a model organization at Jefferson and a trusted health partner in Philadelphia. We will achieve this by training allied health professionals to practice refugee competent and conscious care, empowering refugees to be active participants in their own community and healthcare and fostering a culture of belonging and cultural humility. There are seven committees within RHP who all perform great work within the Philadelphia Refugee Community including Clinic, Outreach and Cultural Competency, Research, Finance, Education, Advocacy, and Health Services. Our clinic committee runs two free clinics within the refugee community to bring healthcare closer to home and to serve acute care needs of the community.

#### **Student Advisory Board**

The Board serves as a bridge between the student body and the ODII at SKMC. We bring information, concerns, and suggestions directly to the Office to expand diversity and inclusion efforts within the student body and throughout the curriculum. A group of student advisors meets regularly with the Associate and Assistant Deans for Diversity to regularly dialogue on new and ongoing initiatives related to diversity and inclusion at SKMC.

#### Latino Medical Student Association (LMSA)

The Jefferson Latino Medical Student Association (LMSA) provides a voice to underrepresented students on campus, educates and advocates for Latino and immigrant rights and health issues, and promotes volunteerism and activism in the Latino community of Philadelphia.

Some major organizational highlights include a Medical Spanish course (allowing students to learn and practice medically-relevant Spanish for use in the clinical setting), clinical volunteering at Puentes de Salud (a free health clinic serving the uninsured/undocumented Hispanic/Latino community of South Philadelphia), and community mentoring/educational outreach at Esperanza High School (through the Health Careers Academy program).



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#### Medical Spanish Translator Program

Communication between the physician and patient is vital to ensuring the best patient care. When English is not the patient's primary language, a potentially significant barrier may exist that prevents the proper exchange of information needed for the best outcome. In 2015, two SKMC students, Daniel Sentena Lledo and Joseph Villavicencio, SKMC 2018, in collaboration with Dr. Bernie Lopez (Office of Diversity and Inclusion Initiatives) and Dr. Sal Mangione (Director of Humanities), developed a new course designed to educate first year SKMC students who are fluent in Spanish to become well-versed in Medical Spanish and to be able to better care for Spanish-speaking patients. In the first year, students complete a six-month intensive online Medical Spanish Course (Canopy Medical Spanish, developed by the National Institutes of Health). Students who successfully complete the course receive credit for their first year humanities. Students also participate in medical care at Puentes De Salud (and continue in their second and third years of medical school). In the fourth year, students will be offered the opportunity to spend a one-month elective abroad to further develop and hone their medical translation skills.



### SKMC Council on D & I

The SKMC Council for Diversity and Inclusion (D & I) is charged with reviewing and assessing the status and effectiveness of diversity and inclusion initiatives at SKMC and makes recommendations regarding initiatives, policies, and resources needed to achieve desired outcomes. Headed by Mark L. Tykocinski, MD, the Anthony F. and Gertrude M. DePalma Dean of SKMC, and cochaired by Dr. Bernie Lopez, the Council determines the course of diversity and inclusion at SKMC with input from members who are deans, department chairs, faculty, administrators, residents and students.

The Council has accomplished the following:

1. Completed strengths, weaknesses, opportunities and threats (SWOT) analysis of D & I at SKMC

2. Developed and implemented a twenty-five point action plan list based on the SWOT analysis

3. Made specific recommendations regarding faculty, resident, student and staff recruitment and retention

4. Created a compendium of health disparities research and service within SKMC

5. Developed and created an SKMC-specific D & I scorecard of metrics to measure the progress of D & I. As we routinely measure workforce diversity, these metrics were developed to measure the inclusivity of our environment