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## SKMC Council on Diversity and Inclusion

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# SKMC Council on Diversity & Inclusion

The SKMC Council for Diversity and Inclusion (D & I) is charged with enhancing the diversity and inclusiveness of the medical college community to allow us to best achieve our mission in patient care, education and research, and to the ability of our graduates to best serve the health and health care needs of the public. The Council reviews and assesses the status and effectiveness of diversity and inclusion initiatives within the student, resident and faculty communities of SKMC and make 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 co-chaired 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 work done by the Council focuses on five main areas: faculty, residents, students, staff and health disparities.

Since July 2014, 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

While a large council by most standards, the membership of the committee was selected to provide a broad and diverse set of experiences and viewpoints. "Anytime you have a diverse group of individuals coming together to solve a problem, the outcome is better than if people are similar," says Council member Karen Novielli, MD, associate provost for faculty affairs, and vice dean for faculty affairs and professional development.

## TJU Welcomes Chief Diversity Officer Mr. Joseph Hill

In 2013, Dr. Steve Klasko became President and CEO of Thomas Jefferson University. Amongst the many ideas that he brought with him, he demanded that diversity and inclusion become a part of our daily lives. Diversity is part of the Blueprint for Strategic Action, Jefferson's strategic plan. One month after his arrival at Jefferson, a communication went out to the Jefferson community that described the importance of an inclusive and diverse environment as well as the importance of it being woven into our culture.

In February 2014, Mr. Joseph Hill was hired as Senior Vice President and Chief Diversity Officer of Thomas Jefferson University and Jefferson Health System to oversee and drive the initiatives throughout the organization. Mr. Hill came to us from Froedert Health System of the University of Wisconsin, where he spent six years building an award-winning culture of diversity and inclusion for the health system. Since his arrival, Mr. Hill has created the Office of Enterprise Diversity, Inclusion and Community Engagement and has instituted the following organizational structure to assure that all parts of the organization are included in the D & I efforts: