



Cooper Medical School  
of Rowan University

# Diversity, Equity, Inclusion, Belonging

*Building the Necessary Workforce to Achieve Birth Equity and Quality*

*Work Session - New Jersey Health Quality Institute*

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Jocelyn Mitchell-Williams, MD, PhD, FACOG

Senior Associate Dean for Medical Education - CMSRU

Senior Advisor for Diversity, Equity, and Inclusion - CUHC

# My charge today:

- Discuss the DEIB curricula and training being used in medical centers and academic settings for physicians and other health care providers
- What is the impact of this work and the ability to track and understand change and progress because of training and curricula changes?
- Over time, how will this work help to recruit, train, and retain a more diverse workforce to serve MIH clients?

# Why the Need for DEIB?

- Current and changing demographics of United States
- To improve quality of services and health outcomes
- To meet legislative, regulatory and accreditation mandates
- Disparities in health status of people of diverse racial, ethnic and cultural backgrounds



## Examples of existing disparities



- Black patients are significantly less likely to be prescribed proper pain medication in part related to false beliefs that Black people experience less pain. (Hoffman, 2016)



- Black non-Hispanic women 3-4 times more likely to die from pregnancy-related causes (Oribhabor, 2020)



- Nearly 1 in 5 transgender and gender non-conforming people have been refused care outright.

# Support for Physician Diversity:

- Race concordance results increased length of visit and patient satisfaction (Cooper, Roter, et al 2006)
- Language concordance results in improved treatment compliance (Traylor, Schmittiel, et al 2010)
- African American, Latino, American Indians and Alaskan Native physicians are:
  - More likely to practice primary care
  - More likely to work in MUAs

# Organizations need to put their commitment to DEI in writing.

## MISSION

Cooper Medical School of Rowan University is committed to providing humanistic education in the art and science of medicine within a scientific and scholarly community in which excellence in patient care, inclusivity, innovative teaching, scholarly activity, and service to our community are valued.

## VISION

Cooper Medical School of Rowan University will distinguish itself as an innovator in medical education and biomedical research that will lead to the transformation of healthcare.

## CORE VALUES

Our core values include a commitment to: **diversity, equity and inclusion**, mentorship, professionalism, **patient advocacy**, wellness, the **communities we serve**, and scholarship.

# Organizations need to put their commitment to DEI in writing.

## Diversity, Equity, and Inclusion Strategic Priorities (Goals)

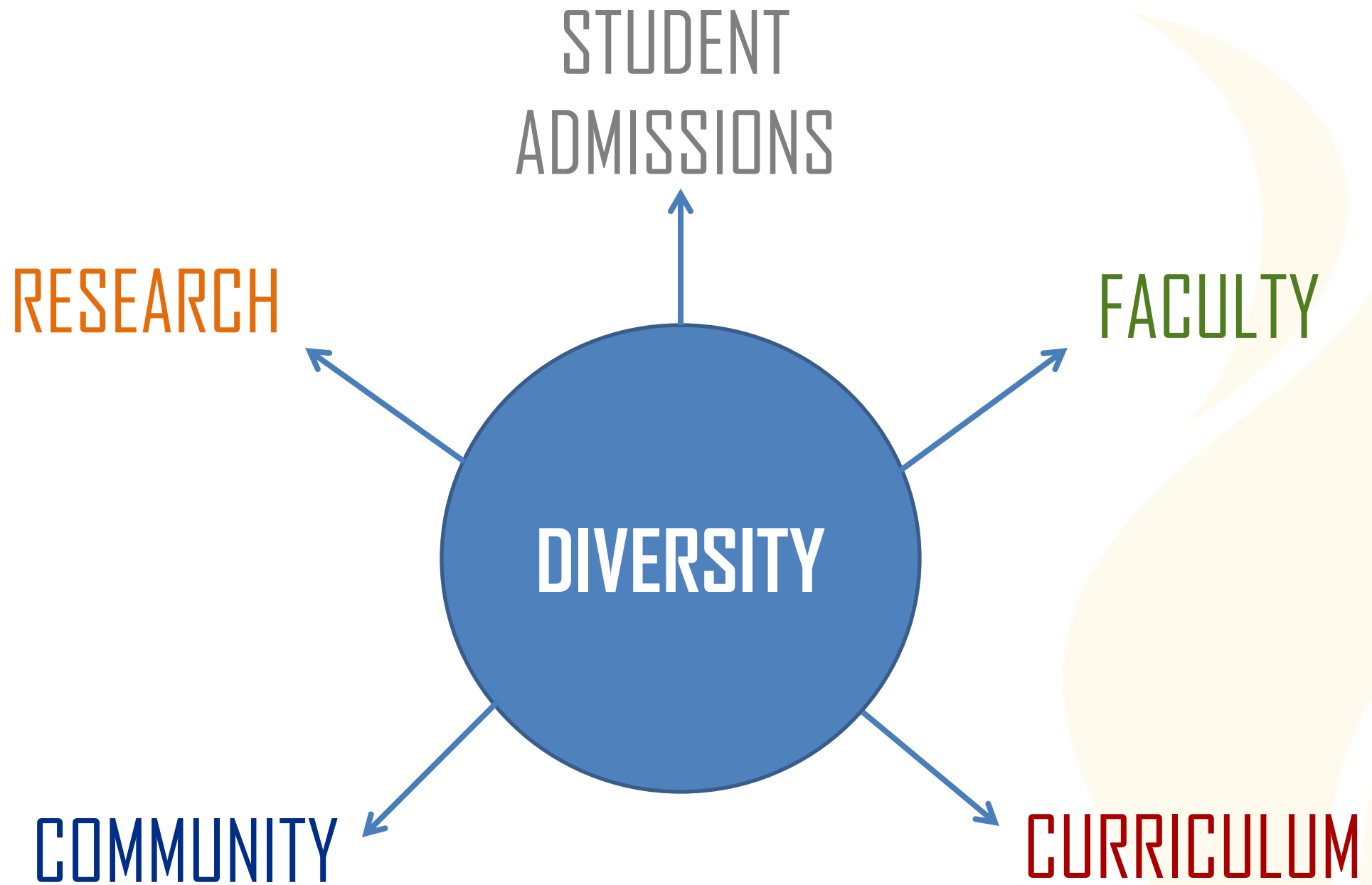
CMSRU strives to build a more diverse community and cultivate an environment that **promotes a more inclusive culture** through strengthening institutional infrastructure and systems to **support diversity, equity, and inclusion effort.**

1. **Increase enrollment for disadvantaged and URM students** of excellence in order to prepare a physician workforce to meet the needs of the increasingly diverse population and underserved communities
2. Enhance the environment by building **greater diversity** among faculty and staff; create **anti-racism programming** for students, staff, and faculty
3. Enhance opportunities for southern New Jersey learners via **pipeline programs**
4. Develop new programming and enhance current programming for **community health and health equity**



**And then put those words into action!!**





# Efforts to address workforce diversity through Pipeline programs

## *Pipeline programs*

- Primary Urban Partnership (PUP) - science program for elementary school students
- Junior Urban Medical Pioneers (JUMP) High School program- Saturday Academy
- Black Male Collective - program targeted to AA/Black males at Rowan University
- Premedical Urban Leaders Summer Enrichment (PULSE) program - three phases for undergraduate underrepresented and disadvantaged students
  - Admission pathways to medical school in place
  - MCAT preparation program

# Diversity Education at CMSRU and CUHC

- Diversity training as part of orientation
- DEI Education Sessions as part of the Service Learning curriculum - all students
- DEI Grand Rounds session through Office of Faculty Affairs
- Unconscious bias training required for all Admissions Committee members
- Unconscious bias training for all faculty - Harvard Implicit Bias plus modules
- CMSRU Diversity Month - varied range of topics covered - LGBTQ, disability, culture, ethnicity
- Racism in Medicine -conference 2019
- Antiracism lecture series - in collaboration with William Beaumont School of Medicine
- Antiracism Weekly Education - delivered via our Weekly Update
- Hospital library - Racism in medicine book collection
- Diversity Council / Diversity in the Learning Environment Committee



# Office of Diversity and Community Affairs - DEI services

- Safe Zone training for faculty and staff
- Community service opportunities with our local partners
- Microaggression education/discussion
- Cultural Café sessions
- Town Hall for CMSRU on Racism
- Book Club discussion - Fatal Intention (facilitated by trained faculty/M2 students)
- Assistance in developing diversity plans (for department chairs)
- Assistance with recruitment and interviewing of diverse faculty
- Assistance identifying donors for programming and scholarship
- Led department or division discussions on how to begin dialog on racism

**CMSRU Process of Integration of Anti-racism into the Curriculum / Prep and support for faculty / On-going updates**

**Current**

Messaging that ties changes in curriculum to school mission and values

Develop competencies for medical education program objectives

Complete curricular mapping to identify existing content and gaps

Create assessment strategies for students and faculty

**Short Term**

Faculty wide unconscious bias training

Targeted DEI training for Active Learning Group facilitators

Cultural Diversity and Anti-Racism Libguide

Task Force assistance for initial course revisions

Formation of Peer faculty support (PFS) group for on-going antiracism course development

DEI Certification for PFS

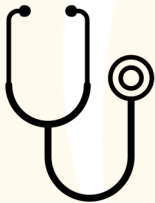
**Long Term**

Annual review of anti-racist principles at Curriculum retreat

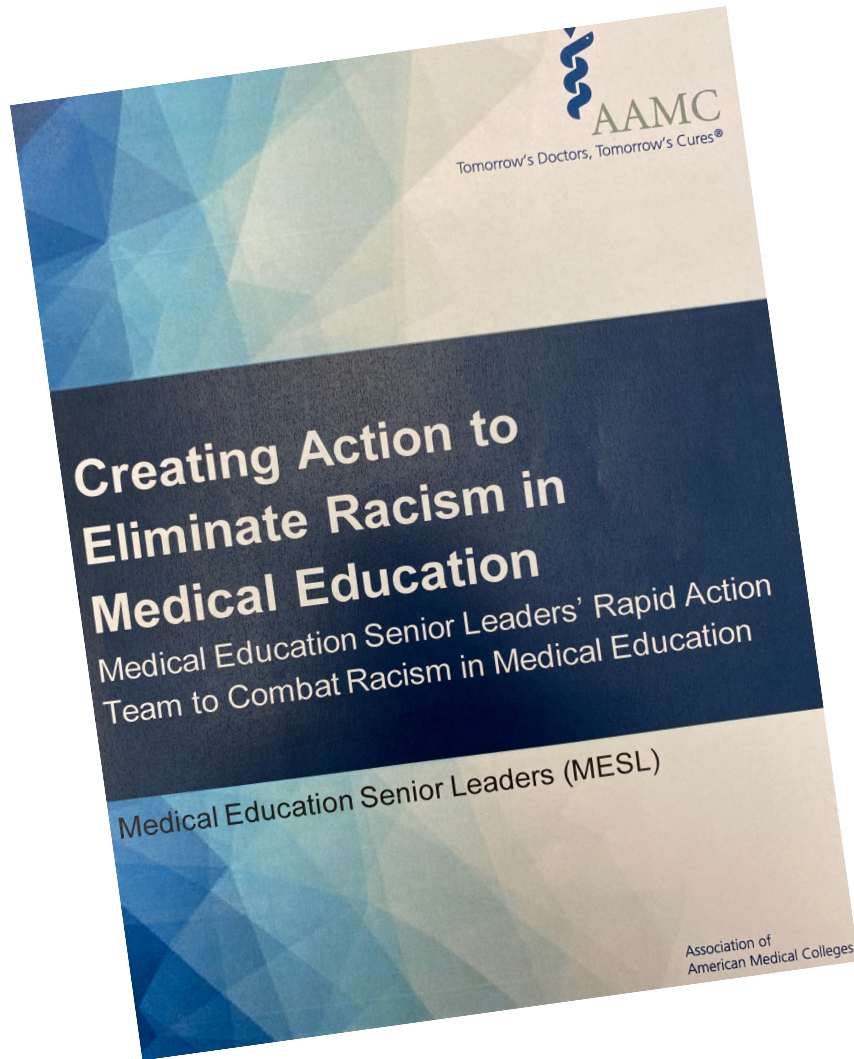
Ongoing faculty development on race and racism for teaching faculty

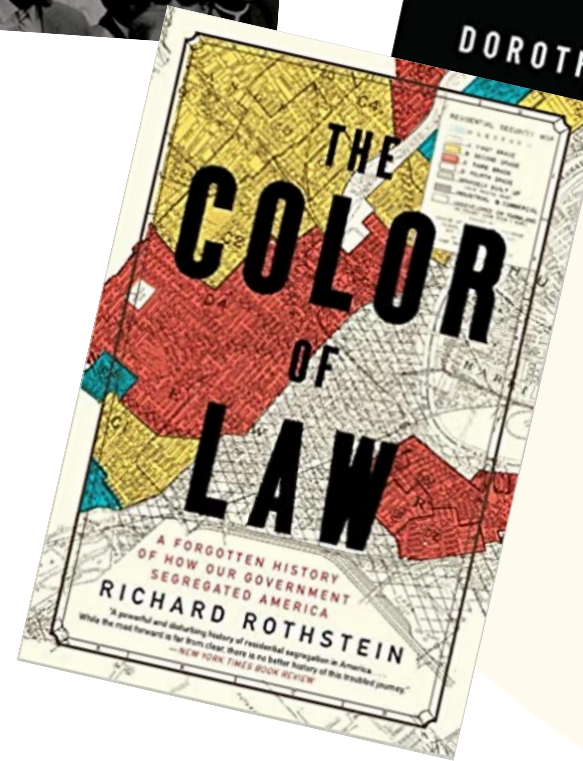
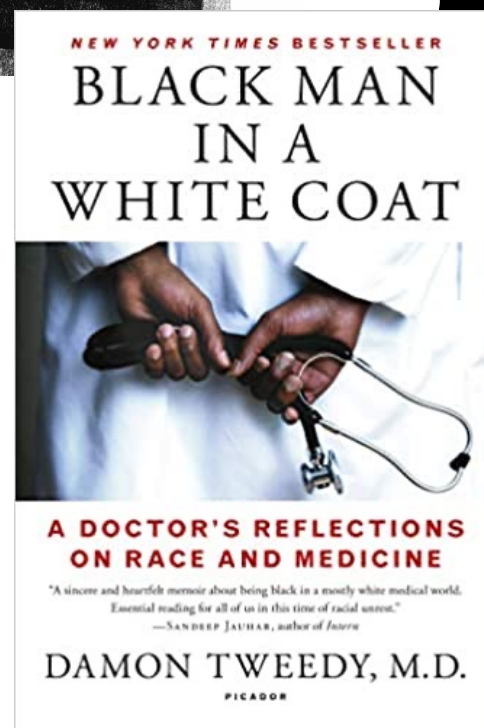
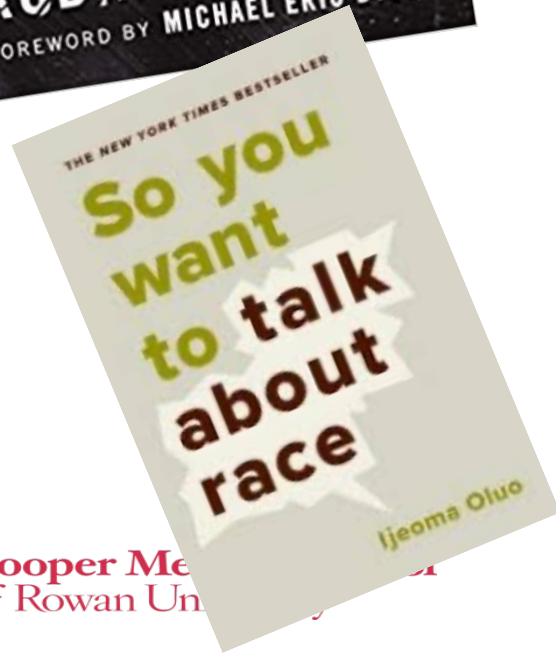
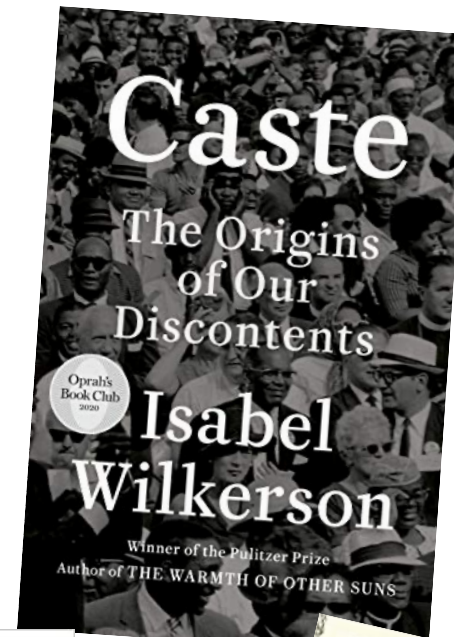
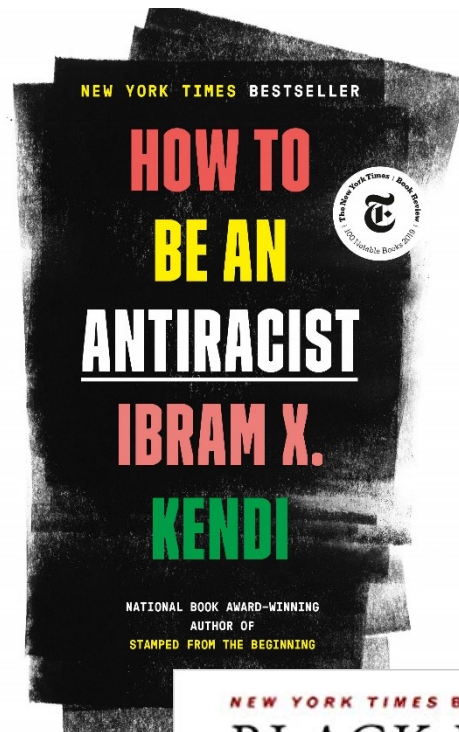
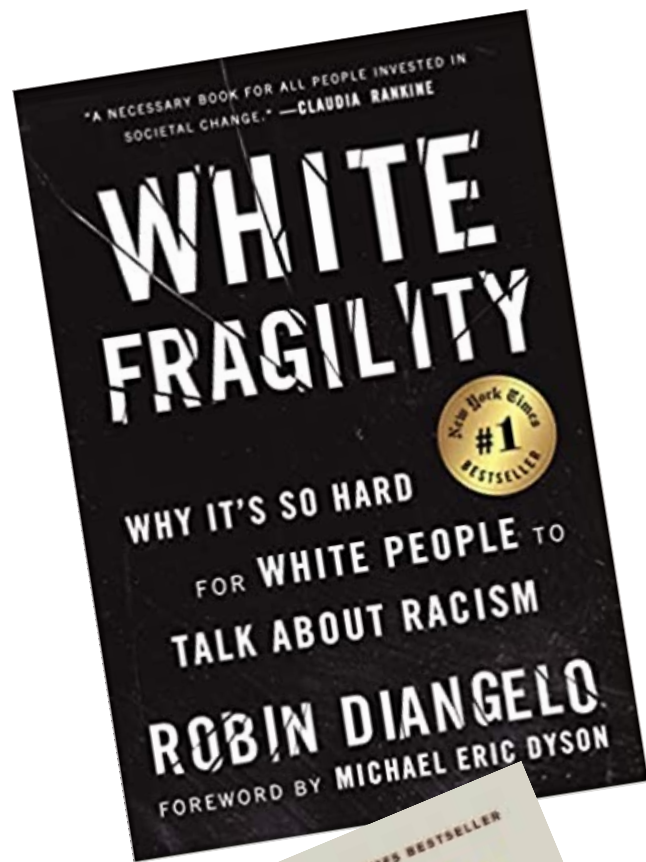
Quarterly updates at Phase 1 and 2 committee levels

Support from Offices of Faculty Affairs and Diversity/Community Affairs



## Helpful Resources





Cooper Medical College  
of Rowan University



**PUP**

PRIMARY URBAN  
PARTNERSHIP

Please feel free to Email questions  
to Jocelyn Mitchell-Williams at  
[williamsjo@rowan.edu](mailto:williamsjo@rowan.edu)



**UMED**

URBAN MEDICAL  
EDUCATION & DEVELOPMENT



**JUMP**

JUNIOR URBAN  
MEDICAL PIONEERS



**PULSE**

PREMEDICAL URBAN LEADERS  
SUMMER ENRICHMENT



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