

Office of Diversity and Inclusion

Northwestern University Feinberg School of Medicine



Office of
Diversity & Inclusion

M Northwestern Medicine
Feinberg School of Medicine

M Northwestern Medicine
Feinberg School of Medicine

Office of Diversity and Inclusion — Promoting Equitable Patient Care through Diversity and Inclusion Programs

Across the United States, the population is becoming more diverse, but medicine as a whole is not. At Northwestern Medicine, we are working to reverse this trend. Through the Office of Diversity and Inclusion at Northwestern University Feinberg School of Medicine, Clyde Yancy, MD, and his colleagues are working to foster a receptive culture and grow diversity across Northwestern Medicine.

We are pursuing the following goals through the Office of Diversity and Inclusion:

- To increase the number of underrepresented healthcare providers and biomedical scientists available to serve the nation's growing diverse population;
- To enhance engagement with campus partners and the larger Chicago community;
- To expand areas of diversity and community-based research; and
- To raise the cultural competency of the broader Feinberg community.



At Feinberg, we recognize that talent emanates from all individuals across a broad spectrum of race and ethnicity, gender, gender identity and expression, sexual orientation, nationality, religion, physical and mental ability, economic means, geographic location, political philosophy, and intellectual focus. For us, a holistically-driven environment, with a focus on diversity and inclusion, is a foundation and pillar of our excellence.

Promoting a culture that is built on mutual respect that champions diversity and inclusion requires the Feinberg community to be exposed to and understand a wide range of opinions, cultures, communities, perspectives, and experiences. These important exposures challenge individuals' beliefs, intellectual passions, opinions, and understandings of the world.

Through town hall meetings, council meetings, and presentations, the Office of Diversity and Inclusion is connecting and engaging with community members. We are using the collective knowledge generated from the community to build diversity initiatives that span across our medical curriculum, mentoring opportunities, and community outreach.



“Our goals for the Office of Diversity and Inclusion are simple: to foster a receptive culture, grow diversity, and further strengthen our institution. Through increased diversity, we will benefit from a deeper talent pool, a broader idea base, and an environment where everyone—our students, faculty, staff, care providers, investigators, physicians, and especially our patients—feels welcomed. I believe that this is how it should be for a contemporary leading academic medical center.”

Clyde W. Yancy, MD, MSc, MACC, FAHA, MACP, FHFSA
Vice Dean of Diversity and Inclusion, Magerstadt Professor of Medicine, Professor of Medical Social Sciences, Chief of the Division of Cardiology, Northwestern University Feinberg School of Medicine

Cultural Enrichment and Community Engagement

Below is a sampling of presentations and events sponsored by the Office of Diversity and Inclusion to provide community members with opportunities to share, learn, and engage.

- Diversity and Inclusion Lyceum Series
- Feinberg LGBT Safe Space Training
- Northwestern Chicago Out Network
- Town Halls
- Implicit Bias Assessment
- Intercultural Development Inventory
- Sustained Dialogue (a program to aid Feinberg students' efforts to engage in dialogues about difficult topics)

Many of the nearly 70 affinity groups at Feinberg focus on diversity, such as the Asian Pacific American Medical Student Association, Latino Medical Student Association, Student National Medical Association, Muslim Student Association, Feinberg LGBTQ+ Alliance, and many others.

Join Us in Supporting Diversity and Inclusion at Northwestern Medicine

We invite interested alumni and friends to join us and help fund diversity and inclusion initiatives at Northwestern Medicine. Your generosity will help us to recruit diverse students and support our current students and trainees and our faculty physicians and scientists. We are pleased to share just a few priority areas that would benefit from your philanthropic investment and partnership with us.

Support for the Recruitment of Diverse Faculty and their Programs

These endowed and immediate-use gifts and commitments would be used to help recruit, build, and retain a more diverse faculty body at Feinberg. This philanthropy would enable us to expand our numbers of underrepresented healthcare providers and biomedical scientists and further enrich our campus community.

Support for Research, Education, and Training Focusing on Diversity and Inclusion

These endowed and outright gifts include named scholarship funds, research and education funds, pilot grants, and programmatic support. We are pleased to provide information about our talented investigators and their leading-edge studies in the realm of diversity and inclusion.

Support for Women Students, Trainees, and Faculty

These endowed and outright gifts include named scholarship funds, research and education funds, pilot grants, and programmatic support.



Northwestern Medicine Scholars Program

Developing pipeline programs that attract diverse groups is an important driver of the Office of Diversity and Inclusion's daily work. Dr. Yancy leads the Northwestern Medicine Scholars Program based at Westinghouse College Prep, a public high school in Chicago. The partnership offers Westinghouse students a behind-the-scenes look at the lives of doctors and scientists by providing mentoring with physicians and scientists, intensive summer and test prep courses, and college entrance support. To date, 60 students have been Northwestern Medicine scholars. All have graduated from high school, and nearly 100 percent have gone on to college.

Sixty percent of the scholars pursue STEM tracks in college, are pre-med, or are in healthcare-related fields, such as nursing. Most of the scholars come from struggling families with no tradition of higher education, so all the college-bound students receive significant scholarship assistance. "If only one student makes it through high school, attends college, graduates, seeks a professional degree, and then returns home to serve as a role model, then our program has been successful," Dr. Yancy said.



Other Special Priorities:

Diversity in Medicine Scholarship

Medical alumni Javier Suarez, '19 MD, and Berkley Davis, '19 MD, led the charge with their medical school Class of 2019 to establish the Diversity in Medicine Scholarship at Feinberg. This scholarship is intended for incoming medical students who belong to at least one traditionally underrepresented minority group in the field of medicine. The goal is to promote diversity of identities and, importantly, experiences in medicine. As such, the recipient should have a financial need and an application that demonstrates a set of experiences that are not traditionally represented in medical students. This includes, but is not limited to, low socioeconomic status, non-two-parent household, and need-based work experience such as work-study. The scholarship also would include a mentorship component for the recipient.

Northwestern Medicine Scholars Program

Endowed and outright gifts would be used to support and grow this strong partnership between Northwestern Medicine and Westinghouse College Prep. The goal is to expose diverse groups of high school students early to medicine through mentoring, test prep courses, and college entrance support.

Institute for Sexual and Gender Minority Health and Wellbeing

This Northwestern University-wide institute is the largest institute in the U.S. to focus on sexual and gender minority (SGM) health research. The Institute has a team of researchers dedicated to advancing health equity for SGM people on a national scale in communities that face severe health disparities, from HIV, to diabetes, to depression, and with limited access to care. To foster the growth of the Institute as a national leader, critical funding support is essential for research grants, yet to be realized, as well as the recruitment of the next wave of researchers.

Northwestern McGaw Underrepresented Residents and Fellows Forum

The Northwestern McGaw Underrepresented Residents and Fellows Forum is an inter-departmental group for trainees at the Northwestern McGaw Center for Graduate Medical Education. The leadership consists of residents and fellows who carry out programming in four areas: mentoring, networking/career development, outreach, and strategy/collaboration. Philanthropic support would be helpful in supporting and growing this programming.

Daniel Hale Williams Scholarship

This scholarship was created in 2018 to address the need to focus on the recruitment of African American males into the medical profession. A recent report from the American Association of Medical Colleges indicates that numbers of African American males in medicine have been stagnant for the past 40 years. The Society's board members are campus leaders who proactively identify promising students at the undergraduate level, provide career mentorship and guidance, and encourage applications to Feinberg. The Daniel Hale Williams Scholarship is given to up to three African American male students each year.

For more information about giving in support of the Office of Diversity and Inclusion, please contact:

Tiffany Scaparotti
Assistant Dean for Development
Northwestern University Feinberg School of Medicine
Email: tiffany.scaparotti@northwestern.edu
Phone: 312-503-3088

Visit our website feinberg.northwestern.edu/diversity to learn more about diversity and inclusion efforts occurring across Feinberg and Northwestern Medicine.