

Office of Diversity and Inclusion

Northwestern University Feinberg School of Medicine



Northwestern Office of Diversity and Inclusion

At Northwestern University Feinberg School of Medicine, we hold the Hippocratic Oath's central tenet—to treat the ill to the best of our ability—in universality and at the highest regard. To do this, our medical students, faculty, and researchers must address the needs of the entirety of the communities we serve. In turn, our aspiration is for a workforce reflective of that same global diversity. We view the most important aspect of diversity as diversity of ideation; bringing new concepts to science, health and healthcare. To ultimately attain the greater goal of inclusion in medicine we begin with inclusion of those we teach and train.

Under the direction of Clyde W. Yancy, MD, MSc, the Magerstadt Professor, chief of Cardiology in the Department of Medicine, and Vice Dean of Diversity and Inclusion, the Office of Diversity and Inclusion at the Feinberg School of Medicine was recalibrated in 2015 to serve not only as a resource for our medical students, but to more broadly address strategies to enhance inclusion and promote diversity at Northwestern Medicine. Subsequently, the Office of Diversity and Inclusion championed multiple initiatives to foster a culture of belongingness, inclusion, and acceptance. The strategic focus targets recruitment, education, and partnerships with the goal of building diverse and exceptional talent in scholarship, clinical care, leadership, and community engagement.

The [latest national statistic](#) from 2022 reports that 23% of first-year medical students are from Under-represented in Medicine (URiM) groups (African American, Latinx, American Indian and Alaska Natives). Feinberg is well above the national average compared to similar academic medical centers, and over an 8-year timespan realized a > 50% increase in URiM representation. Yet, we can do better.

Entering Class	FSM % URiM Identifying Students	FSM % LGBTQ+ Identifying Students
2015	20%	6%
2022	32%	12%

Similar dynamics are noted within faculty metrics. In 2022, 10% of Feinberg faculty self-identified as URiM, an increase of 104% from 2015 to 2022.

Aligned with our mission, we are pursuing the following goals through the Office of Diversity and Inclusion:

- Increasing the diverse representation of healthcare providers and biomedical scientists available to serve the nation's growing diverse population;
- Enhancing engagement with campus partners and the larger Chicago community;
- Expanding areas of diversity and community-based research; and
- Raising the cultural competency of the broader Feinberg community.



“Our goals for the Office of Diversity and Inclusion are simple: to foster a receptive culture, grow diversity, and further strengthen our institution. We see diversity as a pathway towards excellence. Through increased diversity, we 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.”

Clyde W. Yancy, MD, MSc, MAAC, FAHA, MACP
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

Office of Diversity and Inclusion Staff

Clyde Yancy, MD, MSc, MACC, FAHA, MACP

Vice Dean, Diversity and Inclusion
Magerstadt Professor of Medicine Professor,
Medical Social Sciences Chief, Division of Cardiology

John E. Franklin, MD, MSc, MA

Associate Dean for Diversity, Inclusion and
Student Support
Chief of Addiction in the Department of Psychiatry
and Behavioral Sciences
Professor of Psychiatry and Behavioral Sciences,
Medical Education and Surgery

Linda Suleiman, MD

Associate Dean for Diversity, Equity, and Inclusion
Assistant Professor of Orthopaedic Surgery and
Medical Education

Jonathan Moreira, MD

Associate Director for Latinx Affairs and
Community Engagement
Assistant Professor of Medicine

Janet Rocha, PhD

Research Scientist for Pipeline Programs
Research Assistant Professor of Medicine

Tameka Brannon, MA

Director of Diversity, Inclusion, and Outreach

Adriana Cordova, MPA

Program Coordinator

Anita M. Munoz, MA

Financial Coordinator

Gracen Koepele, BA

Program Assistant

Jasmine Watson, BA

Program Assistant

Cultural Enrichment and Community Engagement

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, research, clinical care, and community outreach.

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
- Disrupting Bias in Academic Medicine (a program for newly hired faculty members)
- Unconscious Bias Online Assessment
- Intercultural Development Inventory
- Sustained Dialogue (a program to aid the Feinberg community 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 more.

Philanthropic Opportunities for the Northwestern Office of Diversity and Inclusion

We have launched a \$10M+ campaign to raise endowment support for our objectives. This is a public health issue—we want our faculty and students to represent the populations they serve today and in the future, especially here in Chicago.

Opportunities include:

- \$5 million for endowed scholarships, including the endowed Feinberg Promise Scholarship Fund
- \$5 million for the endowed Diversity and Inclusion Faculty Excellence Fund

Endowed Feinberg Promise Scholarship Fund

\$5 million +

Founded in 2019 through the leadership of two Feinberg School of Medicine students, the Class of 2019 created the **Endowed Feinberg Promise Scholarship Fund**. This scholarship is 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 financial need and an application that demonstrates a set of experiences that are not typically represented in medical students. Our long-term goal is to have an endowment well in excess of \$5 million so as many students as possible have access to the prestige and impact of a Feinberg Promise Scholarship at our medical school.

Endowed Diversity and Inclusion Faculty Excellence Fund

\$5 million +

As part of a leading academic medical center, Feinberg is deeply committed to mentoring and training early career physician-scientists. These physicians represent our future leaders and innovators. Having a reliable annual stream of endowment through the **Endowed Diversity and Inclusion Faculty Excellence Fund** would ensure that the Office of Diversity and Inclusion is able to attract a more diverse pool of promising faculty candidates. A total commitment of at least \$5 million or greater would allow the Office of Diversity and Inclusion to create and name this vital fund in perpetuity.

Naming opportunities are available for endowed funds per Northwestern University guidelines, and gifts can be pledged over multiple years. When a donor commits a pledge, the full gift amount will count toward the total endowment. While our minimum goal is a \$10 million endowment, we welcome the opportunity to surpass this threshold to fulfill the tremendous potential of the Northwestern Diversity and Inclusion Center.



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

Kathleen Praznowski
Director, Major Gifts
Office of Development and Alumni Relations
Northwestern University Feinberg School of Medicine
Phone: 312-503-0762
Email: kathleen.praznowski@northwestern.edu

To make a gift please go to: feinberg.northwestern.edu/diversity/about/giving.html

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