

Diversity and Inclusion

August 2019

Embedded in McGaw's mission is its commitment to cultivating an inclusive environment that integrates a broad range of perspectives for our trainees, because diversity and inclusion is integral to effective training across specialties. Believing that a culturally competent atmosphere promotes excellence, we strongly encourage all of our residents, fellows and prospective trainees to familiarize themselves with the assorted resources available to them, including the programs listed below.

Diversity and Cultural Affairs Committee (DCAC)

The medical school and Department of Medicine (DOM) are committed to diversity in our workforce and in providing mentorship and resources to individuals of underrepresented backgrounds in medicine. The DOM created the DCAC to provide mentoring circles to IM residents and fellows. We have organized grand rounds, social events, mentoring events and service days to foster important relationships. More information about the DCAC can be found here:

<https://www.medicine.northwestern.edu/about/diversity-council/index.html>

LGBTQIA

There are many advisory boards, task forces and other groups meeting on a variety of topics to make Northwestern an inclusive and supportive environment for our LGBTQI students, residents and fellows. Both on a peer, and advisory or task force level, fellows are encouraged to get involved. The Queer Pride Graduate student Association is an award winning organization for developing community among students.

<https://www.northwestern.edu/msa/lgbtqia/>. The medical school has also created a community and resource page for the campus:

[https://www.feinberg.northwestern.edu/diversity/programs-](https://www.feinberg.northwestern.edu/diversity/programs-groups/index.html)

[groups/index.html](https://www.feinberg.northwestern.edu/diversity/programs-groups/index.html). Under the leadership of Dr. Mark Agulnik, the Department of Medicine organized its first meeting for LGBTQIA residents and fellows within internal medicine with quarterly academic, social and advisory meetings planned.

Diversity and Cultural Affairs Committee Chairs



Jonathan Moreira, MD
Assistant Professor of Medicine
Hematology Oncology



Khalilah Gates, MD
Assistant Professor of Medicine
Pulmonary and Critical Care

Healthcare Disparities

Northwestern Medicine has been awarded a grant from the National Institutes of Health to prepare the next generation of scientists committed to research that improves minority health and reduces health disparities.

The Northwestern University Minority Health and Health Disparities Research Training Program (NU-MHRT) will be funded by a five-year training grant from the National Institutes of Health (NIH) National Institute on Minority Health and Health Disparities. The program will provide health disparities research training experiences to minority and other underrepresented students and trainees, supporting early career development to 10 trainees per year from diverse backgrounds as they progress to the next stage in their health sciences-related research career.

This is the inaugural grant for the newly founded Center for Health Equity Transformation, a joint center between the medical school's [Institute for Public Health and Medicine](#) and [Robert H. Lurie Comprehensive Cancer Center of Northwestern University](#), where Simon is a co-leader of the Cancer Control and Survivorship Research Program.



Melissa Simon, MD, MPH

George H. Gardner Professor of Clinical Gynecology and vice chair for Clinical Research in the Department of Obstetrics and Gynecology, is the principal investigator of a five-year grant that establishes the Northwestern University Minority Health and Health Disparities Research Training Program.

Get Involved!

[Northwestern McGaw Underrepresented Residents and Fellows Forum \(NMURFF\)](#)

Interdepartmental group of housestaff focused on fostering an environment in which all trainees thrive.

[John E. Franklin, MD, Commitment to Diversity Award](#)

Annual recognition of housestaff who demonstrate an exceptional commitment to improving diversity and inclusion in Graduate Medical Education.

[The Daniel Hale Williams Society](#)

Created in 2018 to focus on the recruitment of African-American males into the medical profession through proactive identification of students, mentoring and encouragement, scholarships and more.

[Feinberg Diversity & Inclusion Mentoring Programs](#)

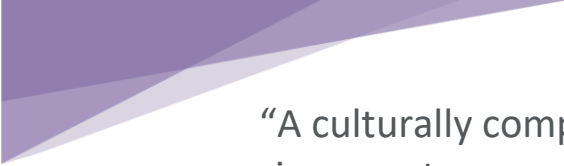
Created to facilitate connections between students, faculty, and GME trainees that will foster career exploration and development, mentorship, scholarship, and collegiality.

[Feinberg Affinity Groups](#)

Many of the School's nearly 70 groups, as well as many faculty and staff groups, focus on identity, community, diversity, mentoring, and healthcare in underserved communities.

[LGBT Safe Space Training](#)

Initiative to educate allies who support LGBT individuals in our educational community.



“A culturally competent training environment promotes excellence, improves health outcomes and patient care quality, and will eventually eliminate health disparities”

~Linda Suleiman, MD
Director of McGaw Diversity & Inclusion