VCP25
Visiting Clerkship Program 25th Anniversary Celebration

CELEBRATE THE PAST
REAFFIRM THE PRESENT
COMMIT TO THE FUTURE
Visiting Clerkship Program 25th Anniversary Celebration

May 4, 2015
5:00 pm - 6:30 pm
Rotunda
Joseph B. Martin Conference Center
at Harvard Medical School
77 Avenue Louis Pasteur, Boston, MA

INTRODUCTION
Joan Y. Reede, MD, MPH, MS, MBA
Dean for Diversity and Community Partnership
Associate Professor of Medicine
Harvard Medical School

REMARKS
Nancy J. Tarbell, MD
Dean for Academic and Clinical Affairs
C.C. Wang Professor of Radiation Oncology
Harvard Medical School

SPEAKER
René Salazar, MD
Associate Professor of Clinical Medicine
University of California, San Francisco (UCSF)
Director of Diversity
UCSF Office of Graduate Medical Education

RECOGNITION
VCP Past and Current Faculty Advisors
Alexy Arauz-Boudreau, MD, MPH
Rhonda Bentley-Lewis, MD
Ross Berkowitz, MD
Michael Cahalane, MD
Rafael Campo, MD
Jocelyn Carter, MD
Zara Cooper, MD
Marc De Moya, MD
Nwamaka Eneanya, MD, MPH
Sara Forman, MD
Annekathryn Goodman, MD
Marie-Louise Jean-Baptiste, MD
Mark Johnson, MD, PhD
Joel Katz, MD
Alden Landry, MD, MPH
Andree LeRoy, MD
Eldrin Lewis, MD, MPH
Gillian Lieberman, MB, BCh
Elliot Melendez, MD
Shari Nethersole, MD
Nora Osman, MD
Jeannette Perez-Rossello, MD
Kevin Raskin, MD
Michele Szabo, MD
Celeste Wilson, MD
Karen Winkfield, MD, PhD
A Message from Jeffrey S. Flier, MD  
Dean of the Faculty of Medicine, Harvard University

For 25 years, the Visiting Clerkship Program at Harvard Medical School has been a model of excellence, offering outstanding young individuals, particularly those underrepresented in medicine, an opportunity to participate in externships at HMS and its affiliated hospitals. I am very happy and feel privileged to be able to offer congratulations to all those who have worked so diligently over the years to make this important program the remarkable success it has become.

Progress would not have been possible without the tireless work of Joan Reede, HMS dean for diversity and community partnership. Many of you may not know this, but Joan Reede first came to Harvard Medical School through the Harvard University Administrative Fellowship Program. During that year of fellowship, she conceived of and established our Visiting Clerkship Program.

Thanks also go to the dedicated HMS faculty who have served as advisors to these talented students, many of whom might not have participated in HMS-affiliated hospital training programs or had career-changing experiences without the support of this program.

I would also like to extend my gratitude to our partners, the HMS hospital affiliates who understand the importance of diversity within the medical community and who continue to help fund this program. Their commitment to building a diverse physician work force is truly inspiring. Without their support this program would not be possible.

Diversity is a core value of Harvard Medical School: The Visiting Clerkship Program and 25 other initiatives developed by Reede have been instrumental in helping us build a more diverse and inclusive community at HMS.

I look forward with pride and anticipation to the next 25 successful years!

Sincerely,
Jeffrey S. Flier, MD  
Dean of the Faculty of Medicine  
Harvard University
A Message from Joan Y. Reede, MD, MPH, MS, MBA  
Director, Visiting Clerkship Program

This year we celebrate the 25th Anniversary of the Visiting Clerkship Program (VCP) located within the Office for Diversity Inclusion and Community Partnership (DICP) at Harvard Medical School. I am honored to have been the VCP director since its inception in 1990 and to have had the opportunity to work with a community of committed and dedicated individuals. These individuals have been essential to the program’s continued success. VCP coordinators past and present, such as Cathleen Dunham, Jeanette Catherwood and Jo Cole, have guided students in their journey from application, to entry, through exit. Several hundred faculty from HMS-affiliated hospitals have generously given their time to VCP as advisors who provide their clinical expertise, offer professional and career advice and help students to understand the cultural norms of the environment in which they are training. Many of these advisors have served for multiple years and are integral to the program. Over the past 25 years VCP has also benefited from the superb logistical and operational supports provided by multiple HMS offices such as the Registrar’s Office, Vanderbilt Hall, Countway Library, Security and Facilities. Their collaboration has been invaluable.  

I am pleased that VCP alum, Alden Landry, MD, MPH, instructor in emergency medicine, Beth Israel Deaconess Medical Center and DICP Faculty Assistant Director, now leads VCP. He brings his first hand perspective and fresh ideas to the program. From the eleven pioneer students who entered VCP in 1990 and were willing to take a risk on a new program to the 72 students who participated in VCP during the 2014-15 academic year, the educational performance and professional activities of VCP alums exemplify excellence.  

VCP enriches the diversity in our community and contributes to the Harvard Medical School mission: “to create and nurture a diverse community of the best people committed to leadership in alleviating human suffering caused by disease.”

As VCP begins its second quarter century, I am confident that together we can learn from our past successes and forge new pathways that will build and nurture a diverse and inclusive community where all can fully contribute to teaching, research and service at HMS and its affiliates.  

Thank you for joining us on this purpose-filled journey.

Joan Y. Reede, MD, MPH, MS, MBA  
Dean for Diversity and Community Partnership  
Harvard Medical School

“I had so much positive reinforcement. It was surprising. I just felt like ‘wow, I get it. This place is for me.’ I’d been used to working in such research-poor environments... but I didn’t begin to acknowledge the gifts I brought to the table until I got here.” Dr. Andree LeRoy
CELEBRATE THE PAST
Background of Visiting Clerkship Program (VCP)

There has been, since 1869 when the first students of African descent graduated from Harvard Medical School (HMS), recognition of the importance of educating physicians who reflect the patients and communities they serve. This is what we might call today a beginning of the valuing of diversity as it relates to patient care. The work, however, is not completed. Our nation, academic medicine and HMS have grown in their understanding of the value of and need for diversity in addressing issues of equity, social justice and health disparities in health and health care. This increasing awareness is coupled with a commitment to provide programs that offer opportunities for enhancing diversity not only among medical students, but also among residents, fellows, faculty, administrators and leaders. The HMS Visiting Clerkship Program (VCP) is one such program that addresses medical student preparation for transition to residency.

In 1990, eleven fourth-year medical students came to Boston to participate in what was then a new program at HMS – the Visiting Clerkship Program. VCP’s goals were to increase minority medical student awareness of opportunities in academic medicine, increase student consideration of academic training programs for internship and residency, increase the number of students applying to HMS-affiliated hospital training programs, and for those that became HMS clinical fellows to nurture them on their journey toward advancing as HMS faculty. Today, these goals remain.

The VCP, sponsored by the HMS Office for Diversity Inclusion and Community Partnership, supports fourth-year and qualified third-year medical students who are from groups underrepresented in medicine (URM - African-American, Hispanic, Native American, Alaskan Native, Native Hawaiian, and Pacific Islander) in their participation in the HMS Exchange Clerkship Program. Clerkships are four weeks in length, and are available, space permitting, to full-time fourth year students in good standing at accredited US medical school. Students in their third year, who have completed core clerkships in medicine, surgery, pediatrics and obstetrics/gynecology, are also eligible. VCP participants are assigned a faculty advisor and are offered opportunities to network with HMS faculty, house staff, fellows and students. In addition, students attend a networking and career dinner with representatives from the HMS-affiliate hospitals and have access to seminars, workshops and the resources of the Countway Library. Financial assistance is available for transportation costs to and from Boston and housing is provided.

“One of the life lessons I learned was, ‘Don’t let your past pedigree determine who you are or what you can do.’ For many people, particularly people of color, training at one of the Harvard hospitals might seem like an unattainable goal, but the Visiting Clerkship Program made it possible for me.”

Dr. Suzette Oyeku
Reflections on the Beginning
from Tom L. Delbanco, MD, John T. Potts, Jr. MD and Marshall A. Wolf, MD

When Dr. Joan Reede developed her plan for a month-long rotational program that would bring highly prized, under-represented minority talent to the HMS community, she knew strategically and philosophically that she would need high level mainstream support from within the school’s administration, faculty and its affiliated HMS affiliated institutions. Three of the remarkable doctors who she approached for such support almost immediately lent their considerable resources, credibility, and networks to her endeavor.

Dr. John T. Potts was one of these men. According to the esteemed clinician, professor, and Massachusetts General Hospital (MGH) internist, “Through Joan Reede’s efforts, talented minorities get the opportunity to show their stuff for a reasoned length of time, then later they perhaps will have the opportunity to train in our system’s hospitals and academic environments. I actually created a Minority Recruitment initiative at MGH during my time as Chief of Medicine. It’s clear that parallels to the VCP, across the larger medical community, make our whole system look more attractive to gifted students of color. I tried to foster close cooperation between our programs and to assure that our people support the clerkships.”

Dr. Potts has very clear thoughts about the Office of Diversity Inclusion and Community Partnership’s ongoing VCP mission. He states, “The reason why I continue to advocate for the clerkship program is that it helps to create a diverse peer group, as well as a consistent image of our hospital system as a place where everyone, regardless of ethnicity or background, can succeed with the appropriate mix of hard work, a desire to excel, quickness of mind, and psychological maturity.”

In addition to the strengthened position that the VCP enjoyed with John Potts’ support, it gained another powerful ally in Dr. Marshall A. Wolf, who at the time was the Brigham and Women’s director of internal medicine training. Based upon the multiple roles he was playing, Dr. Reede knew that he could help in bringing the Brigham on-board with the VCP effort. Says Dr. Wolf, “Prior to her program, we had another initiative where we tried to do some similar things. So we had some experience with what Joan’s office was looking to do with minority fellows. With the VCP we determined that if we got them here for a month long clerkship, they were more inclined to return here to train and our hospitals were more eager to recruit them. We had a win-win from the very beginning and even though there’s more to do, it’s gotten progressively better over time.”

The third champion in this valued trio of early supporters of the Visiting Clerkship Program was HMS Professor, Dr. Tom L. Delbanco, who at the time was the Chief of the Division of General Medicine and Primary Care at Beth Israel Hospital (now named the Beth Israel Deaconess Medical Center). Dr. Delbanco’s track record in support of diversity is long and distinguished and Joan Reede found him immediately willing to bring both funding and professional resources to her department's initiative. Dr. Delbanco is emphatic and clear about his reasons for helping. “I think the pipeline is a crucial issue in getting more qualified minority young people into healthcare…the pipeline has always just been woefully small. It’s always been crucial to get young people of color into medicine. I think we’ve done well over the years, but we’re still not successful enough.”

Dr. Delbanco adds, “In 1990, the landscape of diversity was somewhat grim... There’s no such thing as an unqualified success, but we’ve done some good things since then. I wish it were better. These days we have to compete more against other systems that can attract the same talent and there are incredibly few African American males going into medicine. So there are challenges, but we continue to work hard and there’s always room for hope.”

It's clear that the future of the Visiting Clerkship Program will be assured if institutional leadership like that provided by Drs. John T. Potts, Marshall A. Wolf and Tom L. Delbanco continues to be the norm. These are clearly people who “walk the talk.” The work is not over and people of good intentions are excited to see what promise the future holds.
Visiting Clerkship Program 25th Anniversary Celebration Reception

REAFFIRM
THE PRESENT
VCP Summary and Outcomes

Since inception in 1990, 1,158 students from >150 US medical schools have participated in the Harvard Medical School (HMS) Visiting Clerkship Program (VCP). These visiting students have completed HMS Exchange Clerkships at Beth Israel Deaconess Medical Center, Boston Children’s Hospital, Brigham and Women’s Hospital, Cambridge Health Alliance, Dana Farber Cancer Center, Joslin Diabetes Center, Massachusetts Eye and Ear Infirmary, Massachusetts General Hospital, Massachusetts Mental Health Center, McLean Hospital, Mount Auburn Hospital, Spaulding Rehabilitation Hospital and the Veterans Administration Boston Healthcare System. Of the 1,087 VCP alums between 1990 through 2014, 16.7% matched at an HMS-affiliated hospital for internship, residency or fellowship. The following diagrams describe participants gender, race/ethnicity and the geographic distribution of the medical schools attended.

Gender and Race / Ethnicity

![Gender and Race/Ethnicity Diagram]

**Gender**
- Female = 59%
- Male = 41%

**Race/Ethnicity**
- Black = 58%
- Hispanic = 27%
- Native American = 1%
- Asian = 1%
- Other = 13%

VCP by AAMC Regions

![VCP by AAMC Regions Map]

**REGION**
- Northeast = 34%
- Central = 17%
- South = 40%
- West = 9%
A sample of 407 VCP alums (based on five year cohorts) provides a profile of the VCP student at time of their application to the VCP. Approximately 1/3 had published and greater than 80% had received awards and recognitions. While in medical school, the majority (98%) held leadership positions, were members of professional associations (76%) and/or were engaged in community service (77%). The majority of VCP participants indicated career aspirations that included education (96%), research (44%) and assuming a leadership role (45%).

At the time of VCP entry, while 72% of students considered applying to an academic training program for internship/residency, only 49% were actually considering application to a HMS-affiliated program. Following their one month externship, the percentage of VCP students reporting that they planned on applying to a training program at a HMS-affiliated hospital increased by 24% (from 49% to 73%).

VCP Student Intent to Apply to an Academic Residency Training Program Pre and Post-VCP

As we look across the sample five 5-year cohorts, significant trends at the time of student entry into and exit from the VCP were observed. In later cohorts, we found that (while in medical school) students’ involvement in community service (p<0.001) and intent to work in a medically underserved community (p=0.004) increased. A review of participant CVs also showed that in later cohorts a greater proportion of students had published (p<0.001) and/or presented posters (p=0.0016) while in medical school. Among the evidence of VCP success is the increased percentage of students from later cohorts who, in their exit survey, indicated that they were considering application to a training program at an HMS-affiliated hospital for internship/residency (p=0.03).

The Visiting Clerkship Program has a history of recruiting and nurturing talented individuals who plan to make significant contributions to health care, as well as academic medicine. The opportunity to explore the extensive academic and professional resources available across HMS-affiliated hospitals coupled with the advice and mentoring offered to VCP students by faculty during their externship made and continue to make a difference in student plans to join the HMS community for residency/internship.
Dr. LeRoi Hicks took an unpaved road to his stellar career in medicine. As a young person, both of his parents were chronically ill, so he was compelled to work in order to help support the family. Still, he desperately wanted to become a doctor, especially because he saw firsthand how serious illness limited a family’s ability to be whole.

He recalls that, “As a younger student, I loved science... So in junior high and high school, I started taking every opportunity I could to do academic extra-curricular activities. I was also interest in languages and signed up for Latin because my father told me that all doctors knew Latin. Upon being denied this opportunity, my display of indignation actually led to me being placed in a special leadership program and being positioned for college and other significant opportunities.”

Coming to Boston for the VCP in 1994, LeRoi quickly learned that he could “hang” with his peers at Harvard. He was placed in a clinical rotation with topflight doctors and found that most were open and available when approached with intelligence and advance preparation. He also found great mentors in Dr. Joan Reede, Dr. Eric Flint, his Residency Director at Mount Auburn, Dr. John Ayanian, a leader in cardiology research at the Brigham, and Dr. JudyAnn Bigby, who remains a mentor and close friend.

Dr. Hicks states that, “the VCP was life-changing in that there are few opportunities where you get a peek behind the curtain and can see an institution that’s different from your own, an institution that is exemplary. Accordingly, you can’t be shy in assertively pursuing the remarkable opportunity in front of you.”

LeRoi Hicks, MD, MPH
Vice Chair, Department of Medicine, Christiana Care Health System, Delaware
Medical School: Indiana University School of Medicine
VCP Year: 1994-1995
Clerkship Hospital: Mount Auburn Hospital

VCP Alumni Who Trained at HMS-Affiliated Hospitals

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
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<tbody>
<tr>
<td>1990-1991</td>
<td>Marie Debnam, MD Medicine, CHA</td>
<td>Marjorie Debnam, MD Medicine, CHA</td>
<td>Deryk Jones, MD General Surgery, BWH Harvard Surgery, MGH</td>
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<tr>
<td>1991-1992</td>
<td>Nathaniel Brown, MD Medicine, CHA</td>
<td>Michael Mitchell, MD Medicine, MGH Psychiatry, CHA</td>
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<tr>
<td>1992-1993</td>
<td>Regina Ashene, MD Medicine, CHA</td>
<td>Robyn Robinson, MD Child and Adolescent Psychiatry, CHR</td>
<td>Erick Velez, MD Anesthesia, BWH</td>
</tr>
<tr>
<td>1993-1994</td>
<td>Michelle Albert, MD Medicine, BWH</td>
<td>John Ansley, MD Otology and Laryngology, MEEI</td>
<td>Carlin Barnes, MD Medicine, MGH Psychiatry, CHA</td>
</tr>
<tr>
<td>1994-1995</td>
<td>Kimberly Cox, MD Anaesthesia, BIDMC</td>
<td>LeRoi Hicks, MD, MPH Medicine, MTA Medicine, BWH</td>
<td>Lennox Hoyte, MD, MSEE Obstetrics, Gynecology and Reproductive, Biology, BWH</td>
</tr>
<tr>
<td>1995-1996</td>
<td>David Aguilar, MD Medicine, BWH</td>
<td>Rhonda Bentley-Lewis, MD, MMS Medicine, BWH Medicine, MGH</td>
<td>Tisa Johnson, MD Pediatrics, BCH</td>
</tr>
<tr>
<td>1996-1997</td>
<td>Winifred Agard, MD Medicine, BIDMC</td>
<td>Tracey Daley, MD Pediatrics, CHA</td>
<td>Alejandro Heffess, MD Surgery, BIDMC</td>
</tr>
<tr>
<td>1997-1998</td>
<td>Pablo Guevara, MD, PhD Medicine, MTA</td>
<td>Melissa Hankins, MD Psychiatry, Harvard Longwood Psychiatry</td>
<td>Ernest Kamara, MD Medicine, CHA</td>
</tr>
<tr>
<td>1998-1999</td>
<td></td>
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</tr>
</tbody>
</table>

Clifford Perez, MD Surgery, BWH Nicole Singh, MD Medicine, BIDMC
Placid Bone, MD Medicine, BWH Iris Colon, MD Obstetrics, Gynecology and Reproductive Biology, BWH
Pablo Guevara, MD, PhD Medicine, MTA
Melissa Hankins, MD Psychiatry, Harvard Longwood Psychiatry
Ernest Kamara, MD Medicine, CHA
James Kennedye, MD Global Health and Social Medicine, HMS
Robert Merritt, MD Surgery, MGH
Andree LeRoy, MD

Instructor in Physical Medicine and Rehabilitation, Spaulding Rehabilitation Hospital
Medical School: University of Illinois College of Medicine
VCP Year: 2005-2006
Clerkship Hospital: Spaulding Rehabilitation Hospital

Growing up in Chicago, Andree LeRoy had a very curious mind. She spent a lot of her time playing the violin and just trying to figure things out. She says, “I was the only black kid in my class and I was placed in all remedial classes. Looking back now, I’m pretty sure that race was an issue. Still, I was able to help the other kids with reading and other subjects; so it seemed okay to me at the time.”

Fast forward and Andree relates, “I got a college scholarship in violin and was a performance major. But some of the passion left when I saw how much music theory was involved. I really just wanted to play. Aside from this, my dad had a massive heart attack in my freshman year and something shifted. I added pre-med to my degree program because watching him be sick really affected me.”

Still Dr. LeRoy wasn’t certain she wanted to do what she calls “the medicine thing.” She says, “I literally ran away from it, but it’s kind of genetic. I have thirteen physicians in my close family.” So after graduation, she moved to California and did other things, but eventually her desire for science, research and helping people all converged in the realization that medicine had it all. She went back to Chicago and entered the University of Illinois Medical School.

Dr. LeRoy came to the VCP in 2005. She says, “I came to Boston. I did my rotation at Spaulding. I had a native Hawaiian roommate. My attending took me under her wing and I had the most delightful experience. I finally began to acknowledge my gifts and received the kind of mentorship that convinced me that I could become the kind of doctor I wanted to be.”
Visiting Clerkship Program 25th Anniversary Celebration Reception

Cecily Hamill, MD, PhD
Ophthalmologist, Brookline, MA
Medical School: Emory University School of Medicine
VCP Year: 2007-2008
Clerkship Hospital: Massachusetts Eye and Ear Infirmary

Dr. Cecily Hamill knew she wanted to be a physician at the age of four. At that time, in a frightening restaurant accident, she fell and split her head open. She went to a local ER and took 31 stitches. She remembers being terribly scared, but also recalls the gentle way she was cared for by Dr. Hunter, the ER attending. She knew from that moment what she wanted to be when she grew up.

As a youth in Tulsa, Oklahoma, academics was Cecily’s strong suit. She stayed in Tulsa for college, but eventually left for Atlanta and medical school...Of Atlanta she says, “It definitely was a bigger city than Tulsa; but it was still Southern, with a slower pace and a familiar hospitality.”

In 2007, Cecily came to Boston for the VCP, choosing to do her clerkship in Mass Eye and Ear’s renowned Retina department. While there, Dr. Hamill worked with Retina Specialist Dr. Ivana Kim, obtaining an excellent role model and mentor, who balanced her huge clinical and research duties with motherhood and family life. Cecily recalls, “Frankly I don’t know how she did it.”

Through such exposure, Dr. Hamill decided that she really liked ophthalmology. She placed a premium on mentorship and took advantage of every opportunity to really learn. She shares this advice with potential VCP invitees, “Avail yourself of the opportunities around you and don’t hide in the corner. My VCP experience made me a more confident person, ready to break out of my shell, maximize my potential and look forward to a residency in ophthalmology and becoming an eye doctor.”

VCP Alumni Who Trained at HMS-Affiliated Hospitals
(Cont’d)
Dr. Ann Elrington grew up as an avid Girl Guide (equivalent to the Girl Scouts in the US) back in her native Belize. She was a leader from an early age and despite the fact that she doesn’t remember any doctors in her family circle, adults from her community always told her “You’re going to be a doctor.” Applying and being accepted to the VCP in 1997 definitely suggested to Ann that she was good enough to compete and succeed. Coming into the program, Dr. Elrington freely admits to some challenges during her rotation in Psychiatry. She says that, “Sometimes I didn’t feel as supported within my clinical environment as I did in the more communal aspects of the VCP experience. Joan Reede and her staff created such a great atmosphere for the clerks. Still, though I did feel some isolation in my work, I also discovered that it was critical to do my best to [be at] the table no matter what. This was one of the key lessons I learned during my clerkship.”

As Dr. Elrington puts it, “While I had no real interest in academic medicine, I knew that I wanted to be a leader in community practice, and participating in the VCP transformed my understanding of my capabilities and affirmed that I could compete in the HMS environment or any other I might encounter.” Now, Ann is back in Boston pursuing the HMS Commonwealth Fellows Program for more senior practitioners. In being selected for this prestigious opportunity, she’s more convinced than ever that she belongs to the global Harvard community.
Michelle Long (Schoettler), MD  
Resident, Pediatrics, Boston Children’s Hospital  
Medical School: Wake Forest University School of Medicine  
VCP Year: 2012-2013  
Clerkship Hospital: Boston Children’s Hospital

Dr. Michelle Long likes to keep busy. In grade school and college, she swam, ran track, competed in classics and debate, and participated in student government. She also performed a lot of community service in support of children and single moms. She knew early on that she wanted to work with children and that she wanted to be a doctor.

Her grandmother being struck by cancer amplified her desire to heal others, as she witnessed how difficult it was for non-English speaking patients from poorer backgrounds to navigate the healthcare system. She saw this again in an early volunteer experience in a NICU, with the mothers of small, sick newborns struggling to make sense of the hospital environment.

Those passions led Michelle to Wake Forest for medical school and to Boston for specialized research programs. In 2013, she was accepted into the Visiting Clerkship Program. While those earlier research programs may have familiarized her with Boston, it was the VCP that Michelle credits with a great deal of the success she’s had as an aspiring pediatrician.

She states, “The VCP supported me, giving me a place to live and offering me an opportunity to be taught and mentored by the wonderful pediatricians at [Boston] Children’s Hospital… I was surprised and impressed by the culture and community the program created during my rotation. I now recommend the clerkship to all of the younger students I mentor and advise. I think it’s 100% critical to have programs like the VCP, especially for minorities coming to the HMS community from other cities and states…The program helps to dispel the negative aspects of pre-conceived notions about living and working in the Harvard Medical School environment.”
Theo Hill, MD

**Intern in Medicine, Howard University; Resident in Anesthesiology, Beth Israel Deaconess Medical Center**

**Medical School:** Howard University School of Medicine  
**VCP Year:** 2013-2014  
**Clerkship Hospital:** Beth Israel Deaconess Medical Center

According to Dr. Theo Hill, life as a young boy in Tyler, Texas was very simple. His parents had a house and a pig farm. For most of his childhood, he had to go home and do chores at the house, or work on the pig farm. He says, “I learned from a young age to work really, really hard and that work ethic stayed with me.”

Often the call to medicine is born out of personal tragedy. In Theo’s case, this is particularly true. When he was five, his younger brother, aged three, choked on a pecan roll. Theo recalls, “It was right in front of me, and just seeing my family dealing with all that... I wanted to prevent another family from going through such a tragedy.”

He admits that the road was riddled with detours, but he eventually made a determined push toward medicine. About his month-long 2013 VCP rotation, Dr. Hill says, “I met people along the way...”

I met Joan Reede, Nancy Oriol, Rosa DaSilva, and Lise Kaye, all associated with Office of Diversity at HMS. I’m the first student ever from Howard to match at Beth Israel in anesthesia. Without the VCP, I never would have matched here. It literally gave me the opportunity to fulfill my dreams, to become an anesthesiologist and to be trained at BIDMC.”

In sum, Dr. Hill says, “The month I spent in the VCP taught me a lot about never giving up. It taught me about integrity and how to adapt to a different cultural environment. For me, being a part of this unique HMS culture and adjusting to it has been a phenomenal experience.”
As a young person growing up in Puerto Rico, Roberto Vargas didn’t have family members who were doctors, or role models who pushed him toward medical school. His decision to become a doctor was heavily influenced by his classes in human anatomy and physiology at Penn State. Dr. Vargas says, “Those classes showed me that medicine was, in essence, engineering of the human body and that science was a big part of it.” As a self-proclaimed “geek”, Vargas was drawn to this reality.

He raves about Dr. Joan Reede and Program Coordinator Jo Cole when he talks about his 2010 VCP experience. He insists, “I absolutely wouldn’t be where I am without this program they lead.” He believes they created a comfortable environment for participants. “During that time, I roomed with a Mexican fellow from California. We both knew hard work and had similar life experiences. I taught him a little about Puerto Rico and he taught me about Mexico. At the end of a long, long day we could enjoy a meal together, sharing stories about family. This made being away from home much more bearable.”

Dr. Vargas also praises the VCP’s mentorship opportunities...“My main mentor was Dr. Noah Rodriguez, the Chief Gynecological Oncology Fellow at the Brigham. I was a fourth year intern and he was the Senior Fellow on service. He took me under his wing and gave me the crucial guidance, modeling what it would be like as a male Latino in the discipline. Dr. Michael Muto, Brigham’s Gynecological Oncology Fellowship Director, completely immersed me in the field. He was such a profound influence that I’ll be starting a GYN-Oncology Fellowship this July.”
Kenneth McIntosh, MD  1999
Elliot Melendez, MD  2013 – present
Shari Nethersole, MD  1996 – 2005
Samuel Nurko, MD  2006
Edward O’Rourke, MD  1999
Harriet Paltiel, MD  2000
Robert Pascucci, MD  1996
Antonio Perez-Atayde, MD  2002
Jeannette Perez-Rossello, MD  2006 – 2009
Andrew I. Powell, MD  2003
Mark Proctor, MD  2006 – 2014
G. Praveen Raju, MD  2005
Leonard Rappaport, MD  1999
Sharon Redd, MD  2011
Stephen Sallan, MD  1996
R. Michael Scott, MD  1993
Michael Shannon, MD  1997 – 2007
Colin Sieff, MB BCh  1996
Esaui Simons, MD  1993
Norman Spack, MD  2002 – 2003
Philip Spevak, MD  1993
Elise Tavares, MD MPH  2007
Venee Tubman, MD  2014
Mary Vander Valde, MD  1998
Allan Walker, MD  1995
Michele Walther, MD  2013
Debra Weiner, MD  2000, 2010
Celeste Wilson, MD  2003 – 2011

Brigham and Women’s Hospital
Michelle Albert, MD  2009
Robert Antosia, MD  1998 – 1999
Christian Arbelaez, MD  2005 – 2010
Stanley Ashley, MD  2003 – 2005
Robert Barbieri, MD  1997 – present
Jabbar Bennett, PhD, 2008
Rhonda Bentley-Lewis, MD  2005 – 2008
Ross Berkowitz, MD  1996
Judyann Bigby, MD  1996
O’Neil Britton, MD  2008
Peter Clarke, MD  2010
Zara Cooper, MD  2009 – 2013
Lisa Crossley, MD  2013
Christopher Crum, MD  2002 – 2010
Khady Diouf, MD  2014
Keith Downing, MD  2007
George Dyer, MD  2007 – 2010
Amaka Eneanya, MD, MPH  2010 – present
Elof Eriksson, MD  1997 – 2001
Janis Fox, MD  2005 – 2010
Darlene Gabeau-Lacet, MD  2008
John Garfield, MD  1996
Beth Garner, MD  2004 – 2006
Joel Goldberg, MD  2011

Rhonda Bentley-Lewis, MD, MMSc
Assistant Professor of Medicine, Harvard Medical School,
Massachusetts General Hospital
Medical School: University of Pennsylvania School of Medicine
VCP Year: 1995-1996
Clerkship Hospital: Brigham and Women’s Hospital

Dr. Rhonda Bentley-Lewis spent most of her youth in the tough environs of the South Bronx, much of it as a “latchkey” kid caring for her younger brother. Through a life-altering opportunity with A Better Chance, an East Coast foundation that places promising urban students in competitive boarding schools, she enrolled in the highly-regarded Berkshire School in Sheffield, Massachusetts. Once there, she pursued academics, sports, and diverse extra-curricular activities. She became the first person of color to receive Berkshire’s Outstanding Alumni Award in the 35 years of the honor. At Berkshire, she was developed and supported in ways that her life in the Bronx could never have made possible.

As high school concluded, she was pressed by her guidance counselor to consider Ivy League schools and look beyond becoming a social worker for teenage moms. She was also urged to consider medical school. These conversations followed her throughout college and on into medical school. Rhonda says, “Having confidence in my abilities would become a significant life lesson. I really hadn’t had this confidence affirmed by my prior experiences in school or at home.”

In 1995 she came to the VCP and found Dr. Joan Reede and Program Coordinator Cathleen Dunham ready to shepherd her and her Clerkship cohorts through a month of rigorous and rewarding medical training in a revered learning community. Dr. Bentley also believes she was being prepared to model healthcare diversity and equitable service to the underserved. Of this preparation she says, “It’s not just about getting into a Harvard hospital, it’s also about learning to explain a complex medical environment and its practices to people who often can’t understand it for themselves.”
VCP Advisors 1990 - 2015 (Cont’d)

Herbert Hechtman, MD 1995
Linda Heffner, MD 1993
Thomas Grayboys, MD 2010
Mitchell Harris, MD 2006 – 2012
Harley Haynes, MD 2003 – 2006
Galen Henderson, MD 2010 – 2011
Lennox Hoyte, MD 1997
Danny Jacobs, MD 1996 – 1997
Paula Johnson, MD 1993 – 1996
Mark Johnson, MD 2009 – present
Joel Katz, MD 2001 – present
Christopher Lathan, MD 2009 – 2010
James Maguire, MD 1999
Ramón Martin, MD 2011
Thomas McElrath, MD 2003
Edgar Milford, MD 1995
Tracey Milligan, MD 2008 – 2013
Edward Nour, MD 1993
Nora Osman, MD 2007 – present
Marc Pfeffer, MD PhD 1998 – 2003
Juan C. Puyana, MD 2000
Stephen Ringer, MD 1997
Audra Robertson, MD MPH 2009 – 2011
Selwyn Rogers, MD 2003 – 2011
Arturo Saavedra, MD PhD, 2007 – 2011
Fidencio Saldana, MD 2006
Julian Seifert, MD 1998
Kitt Saffier, MD 1997 – 2003
Timothy Shafman, MD 1998
Barry Simmons, MD 2001
David Soybel, MD 1997 – 2009
Michael Stelluto, MD 1999
Ruth Tuomala, MD 2011
Erik Velez, MD 2010
Akila Viswanathan, MD 2003
Louise Wilkins-Haug, MD PhD 2013
Gayle Winters, MD 2001 – 2009
Jacqueline Wolf, MD 1992
Marshall Wolf, MD 1995 – 1999
Cambridge Health Alliance
David Baron, MD 1998
Jay Bhatt, DO, MPH 2011
Rose Goldman, MD 1995 – 2000
Todd Griswold, MD 2005 – present
David Himmelstein, MD 1994 – 2008
Michelle Holmes, MD 1993
Marie-Louise Jean-Baptiste, MD 1993 – present
Alfred Margulies, MD 1996 – 2005
Ira Mintzer, MD 1996 – 2000
Richard Pels, MD 1997
Claire-Cecile Pierre, MD 2003 – 2005

Massachusetts Eye and Ear Infirmary
Ruberto Charles, MD 2004
Kathryn Colby, MD 2007
Sandra Cremers, MD 2002
Daniel Deschler, MD 2002, 2010
Scott Greenstein, MD 2011
Stephen Rauch, MD 1993 – 1996
Lucy Shen, MD 2010
Lynette Watkins, MD 2002
Janey Wiggs, MD 2005

Massachusetts General Hospital
Maria Alexander-Bridges, MD 1995

Zara Cooper, MD, MSc
Assistant Professor of Surgery, Brigham and Women’s Hospital
Medical School: Mount Sinai School of Medicine
VCP Year: 1999-2000
Clerkship Hospital: Brigham and Women’s Hospital

Zara Cooper didn’t start out wanting to be a doctor. She studied journalism in college with the intention of working in advertising and marketing. After school, she was an advertising Account Executive for four years. While doing some volunteer work, she met a few neurologists and began to think about becoming a doctor. Within a few years, she enrolled in medical school and began her journey.

She jumped at the opportunity to come to Boston for the 1999 VCP and clearly remembers two key “life lessons” from the experience. “Joan Reede introduced me to Dr. Bill Silen, who was then Chair of Surgery at Beth Israel, and that meeting changed my life. I learned then that one meeting which might seem accidental can absolutely change everything. The other lesson I learned, which is probably the point of the VCP, was that I was good enough to compete here.” Dr. Silen told her this in no uncertain terms and was instrumental in her return to the Brigham. Sixteen years later, she’s still there.

Dr. Cooper adds, “The Visiting Clerkship Program is key for diversity in the HMS community because access to this unrivalled learning system is so limited...This is a very rich environment. There’s a lot to learn and there’s a lot to offer. Everything is here for the taking. But you actually have to take it. This isn’t an environment that coddles...You have to be open to the experience and you have to come prepared. I know that I learned a lot and was exposed to a unique practice setting. I met people who support me to this day and I think that’s terrific.”
Visiting Clerkship Program 25th Anniversary Celebration Reception

Rae Allain, MD  1999 – 2003  
Alia Antoon, MD  2004  
Alexy Arauz, MD  2010 – 2014  
Hugh Auchincloss, MD  1996  
Gerald Austin, MD  1996  
W. Jay Austin, MD  2003  
Edwin Avery, MD  2003  
Mark Barry, MD  1993  
Heidi Bas, MD  2012  
Eliot Battle, MD  1999  
Hasan Bazari, MD  1997  
Ann Beal, MD  1996 – 1999  
William Beck, MD  1993  
Rhonda Bentley-Lewis, MD  2011 – 2012  
Richard Brinthurst, MD  2000  
Sherri-Ann Burnett-Bowie, MD  2014  
Melvin Burton, MD  1995  
Jocelyn Carter, MD  2014  
Eduardo Castro, MD  1997  
Tracey Cho, MD  2013  
Charlotte Cowan, MD  1995  
Cornelia Cremens, MD  2003  
William Curry, MD  2011 – 2013  
Benjamin T. Davis, MD  2004 – 2008  
Marc deMoya, MD  2007 – present  
Marcela del Carmen, MD  2013  
Ronald Dixon, MD  2004  
Daniel Driscoll, MD  1997  
Mark Eisenberg, MD  1999  
Amaka Eneanya, MD  2012 – present  
Ersne Eromo, MD  2013  
Christine Finn, MD  2005 – 2007  
Arlan Fuller, MD  1993 – 2005  
Mark Gebhart, MD  1993  
Thomas Gill, MD  1999 – 2004  
Ernesto Gonzalez, MD  1995 – 2011  
Wanda Gonzalez, MD  2011, 2013  
AnneKatherine Goodman, MD  2000 – 2014  
Fiona Graham Cook, MD  1993  
David Henderson, MD  1999 – 2001  
David Hooper, MD  1997 – 2003  
Ann Kao, MD  2010  
Thomas Kimane, MB Ch  2000  
Macias Konstantopoulos, MD  2013  
Jennifer Lafayette, MD  2003 – 2005  
Mayra Lorenzo, MD PhD  2014  
Abner Louissaint, Jr., MD PhD  2011  
Bonnie Mackool, MD  2010  
Henry Mankin, MD  1995 – 1997  
James May, MD  1999 – 2005  
Charles McCabe, MD  1997 – 2006  
W. Scott McDougal, MD  2002  
Niete Mejia, MD  2010  
Robert Novelline, MD  1994 – 2010  
Natan Noviski, MD  2000 – 2001  
Saul Perea, MD  1995  
John Potts, MD  1996  
John Querques, MD  1997  
Kevin Raskin, MD  2006 – present  
Laura Riley, MD  1997 – 2014  
David Rattner, MD  1995  
Kathy Sanders, MD  2012  
Arturo Saavedra, MD PhD,  2011 – present  
Jay Schnitzer, MD  2003

Debbie Salas-Lopez, MD, MPH, FACP  
Chair, Dept. of Medicine, Lehigh Valley Health Network, Allentown, PA; Professor of Medicine, University of South Florida College of Medicine and Public Health  
Medical School: University of Medicine and Dentistry of New Jersey  
VCP Year: 1995-1996  
Clerkship Hospital: Mount Auburn Hospital

Like the heroine of a contemporary urban novel, Debbie Salas Lopez has a story to tell. She grew up the oldest of five siblings in the tough inner-city surroundings of the Bronx, New York. As Debbie recalls, “My father was a minister and we sometimes had church four or five times a week. As a preacher’s kid, the many rich lessons that I learned then followed me into adult life.”

Her father taught her about caring for people and she loved science. So between the values that he instilled in Debbie and that penchant for science, she knew that she wanted to help people. Her story then twists and turns through an unlikely odyssey of community college study, marriage, escaping from the poverty and violence of the late 1960’s Bronx, a highly successful real estate career, and an improbable, but triumphant, return to college and medical school.

In recalling her 1995 VCP opportunity, she insists on talking about Dr. Joan Reede. She says, “Joan was larger than life. I can remember her walk, her charisma, and how dedicated she was to creating an incredible learning community for the clerks. She’s one of my takeaways from the program... She should know that she changed a life in touching me.”

She adds, “I’m in medicine now because I grew up experiencing healthcare disparities. I was myself an underserved community. I experienced the micro-aggressions of the system and I know now that we need doctors, nurses, and healthcare professionals that are sensitive to the whole variety of challenging life circumstances that poor people are carrying along with significant and serious health concerns.”
Dr. Suzette Oyeku was a young high school graduate at just sixteen years of age. She was committed to community and civic engagement as a young person and represented her peers on a community board in her local enclave. Suzette also made time for playing the saxophone, choral singing, running track, and attending summer science research programs. Her immigrant parents, a Nigerian father and a Guyanese mother, were both college-educated and encouraged her to excel academically and pursue accelerated learning experiences in the allied sciences.

She also recalls her Susan Smith McKinney Steward Medical Society mentoring nights. The society, created in the late 1970's, was named after a pioneering African American female physician and sponsored periodic New York dinner meetings, hosting inner-city youth for networking and linkage. At these dinners Suzette met early mentors like Dr. Doris Weathers and was inspired to pursue a career in medicine.

After graduating, she was accepted to the Sophie Davis School of Biomedical Education at City College of New York, a seven-year combined undergraduate and medical school degree program in partnership with seven New York institutions, a program that was created to increase the number of area minorities entering medical school.

She attended NYU Medical School and was selected for the Visiting Clerkship Program in 1998. Of the VCP, she states, “Doing the Visiting Clerkship opened my eyes to the fact that I could do a residency here at one of the Harvard hospitals. For many people training at a Harvard hospital seems like an unattainable goal, even more so for people of color. Coming here, I saw people who looked like me doing the things I wanted to do. I saw that I could compete on this stage, just like everyone else.”
Visiting Clerkship Program 25th Anniversary Celebration Reception

Latha (Stead) Ganti, MD, MBA
Professor of Emergency Medicine at the University of Central Florida College of Medicine; Attending physician at the North Florida South Georgia Veteran Affairs Medical Center
Medical School: Ponce School of Medicine
VCP Year: 1996-1997
Clerkship Hospital: Massachusetts General Hospital

One month in the life of an aspiring physician can make all the difference. For proof of this, consider Dr. Latha Stead Ganti. Growing up in Nairobi, Kenya, she wanted to be a doctor for as long as she could remember.

Latha was very excited about being accepted to VCP and coming to Harvard in 1996. However, she did not want to take a rotation in Emergency Medicine at Mass General. With no other clerkship available during her rotation schedule, she reluctantly accepted the spot. Then, according to Dr. Ganti, “just two weeks into the rotation, I loved emergency medicine. It was the best rotation ever, and my clerkship director, Dr. Stephen Thomas, was awesome... I've been in Emergency Medicine ever since... This ‘undesirable’ rotation has made all the difference in my career.”

Dr. Ganti continues to see the lack of access as a tremendous problem in the future of American healthcare. She suggests that there are many barriers to access, but that education is chief among them. She says, “Many among the underserved don’t have an understanding of the way that healthcare works and there aren’t enough efforts being made to bring equity to this part of the system.”

She also believes that STEM education is critical to the ongoing success of diversity and inclusion efforts at America’s premier medical schools, hospitals, and research institutions. She is passionate about bringing more robust STEM initiatives to inner-city and rural school environments.

She also credits the VCP program with fostering a greater appreciation within her for bringing the merits of medical research into a wider, less science-focused audience. Dr. Ganti says, “Everything about the program was amazing and every year since ’96 I’ve encouraged people to apply.”
Michelle Albert, MD, MPH  
*Professor in Residence, University of California, San Francisco;*  
*Director of the Center for the Study of Adversity and Cardiovascular Disease at UCSF Cardiology*  
**Medical School:** University of Rochester School of Medicine and Dentistry  
**VCP Year:** 1993-1994  
**Clerkship Hospital:** Massachusetts General Hospital

Born and raised in Guyana, a relatively poor island on the Caribbean coast of South America, Dr. Michelle Albert had a fairly austere upbringing. The sudden death of her grandfather by cardiac arrest was probably the trigger for her eventual calling to medicine. In grade school, she was good at math, but a fondness for history found her exploring healthcare disparities among people of color, particularly those in impoverished situations, facing significant life adversity.

Though an arduous journey preceded her 1994 VCP rotation, Michelle lauds the program’s role in promoting her success in early research and practical opportunities. She says that “coming to the HMS community from the outside exposed her to unique relationships in an academic culture unlike any other.”

During her clerkship she began to acquire academic mentors whom she has continued to learn from throughout her highly distinguished career, among them, Drs. Paul Ridker, Peter Libby, Elliot Antman, David Williams, Emilia Benjamin, and Gary Gibbons. She also affirmed the value of learning from disciplines and mentors outside of her own realm of study, lessons taught by her most important life mentor, Michael Albert, her father, who recently passed away.

As for future participants in the VCP experience, Dr. Albert says: “Definitely look to experience more than one hospital during your tenure. Try to meet and spend time with Chief Residents, specific discipline chairs, and other clinical leaders. Find mentors and be a willing and receptive mentee. And don’t be afraid to fail. It’s the complimentary side of success and it builds both character and resilience.”
Alden Landry grew up in the 80’s and was an outdoorsy kid. Both of his parents worked outside of the home, so he was a latchkey kid. “I spent most of my early years “shadowing” my older brother, playing all types of sports, soccer, basketball, riding bikes, just being outdoors. My dad was active duty military, so we moved around a lot, different bases, different countries. I got exposed to many different environments.” During his undergraduate days at Prairie View A & M, a Dr. Brown emerged as a lifelong mentor, leading Alden to a realization that he could be a doctor. As an HBCU student, he enjoyed being around people that looked like him and came from similar experiences. “I felt supported and valued.” Later on at the University of Alabama Medical School, he was one of only 16 students of color in a class of 160. Coming to Boston in 2005 was the biggest cultural shock of all. He laughs, “Calling everybody Sir and Ma’am sometimes got me in trouble. But I was a Southern military kid, so this was routine for me.” Doing the VCP helped to eliminate the stereotype of Harvard as a place where everybody wore bow-ties and elbow patches on their jackets...overly educated folks that can’t talk to regular people. Some of that was true, but most of it wasn’t...I think the most important part of the VCP is getting to know the specialty that you’re interested in going into...and I was interested in emergency medicine.”

Ultimately, the VCP helped Dr. Landry determine that Harvard was the right place to train him and that Boston was the right place for him to be trained.
Visiting Clerkship Program 25th Anniversary Celebration Reception

Arturo Saavedra, MD, PhD, MBA
Assistant Professor of Dermatology, Director of Medical Dermatology, Massachusetts General Hospital
Medical School: University of Pennsylvania School of Medicine
VCP Year: 1999-2000
Clerkship Hospital: Brigham and Women’s Hospital

As a high schooler in Puerto Rico, Arturo Saavedra was fascinated with space and aeronautics. Winning a prestigious science fair award during those years allowed him to travel to Sweden’s Nobel Prize awards. While there, he heard a Laureate in Medicine’s speech that changed his career “trajectory” completely. Dr. Saavedra relates, “I became enthralled with how a plastic surgeon became interested in transplantation and performed the first human kidney transplant. With medicine, I realized that I could do all the cool things I did in aerospace science and help humanity too... and I was just hooked.”

When recalling his 1999 VCP experience, Dr. Saavedra says, “I think that when you consider the amazing things that happen at Harvard, you sometimes wonder, ‘Am I good enough to do those things?’ There’s always the thought in your mind that maybe you can’t do it. The VCP allowed me to come here for a month and test myself among other people like me in a safe and supportive environment. Succeeding here takes hard work, and mentorship, but I learned that it can be done.”

His VCP rotation was in Brigham and Women’s ER, but Dr. Saavedra visited other hospital departments during his days off. He gained exposure to several clinical areas and decided to become a dermatologist. “Great mentors in both emergency medicine and dermatology helped me to experiment and determine what I was interested in.”

He was also surprised that there were regular check-in points with Dr. Reede and the other VCP participants. He says, “The program was so well managed. We were really well-provided for. I’m eternally grateful for the doors that it opened up for me.”
COMMIT TO THE FUTURE
“Education is the most powerful weapon which you can use to change the world.”

Nelson Mandela
July 16, 2013
Launch of Mindset Network
Planetarium, University of the Witwatersrand
Johannesburg
South Africa

As a society, we have progressed since two students of African descent, Dr. Edwin Howard and Dr. Thomas Dorsey, graduated from Harvard Medical School in 1869 and changed the racial tapestry of the HMS student body; yet there is still work to be done. The challenge of health disparity persists. These disparities are fueled by a history of bias, social inequity and neglect of the social determinants of health.

In this time of monumental societal change, with its variations in resource allocations, shifts in demographics, building of new and tearing down of old alliances and increasing regulatory oversight, uncertainty demands new leaders who can lend their vision and courage to making a difference – new leaders to move our nation and our world closer to the principles of social justice and equity.

An example of this new leadership was made evident on December 10, 2014 when Harvard Medical School students were joined by faculty and staff in a “white coat die-in” to protest the lack of indictments for the killing of black men in Ferguson, Mo. and New York City. Medical students led similar “white coat die-ins” in more than 70 medical schools across the United States. Programs such as the Visiting Clerkship Program have in the past and will continue in the future to identify and nurture students such as these, students who will become tomorrow’s leaders.

Over the past 25 years, the Visiting Clerkship Program has provided a vehicle for 1,158 medical students from throughout the United States to participate in the HMS exchange clerkship, consider a career in academic medicine and for many join the Harvard Medical School community as residents, fellows and faculty. Through VCP, these individuals have become a part of HMS landscape and brought us closer to achieving diversity and inclusion.

“Press on and keep pressing. If you can’t fly, run; if you can’t run, walk; if you can’t walk – CRAWL.”

Martin Luther King, Jr.
March 25, 1956
National Association of Business and Professional Women’s Clubs’
Concord Baptist Church, Brooklyn
The Office for Diversity Inclusion and Community Partnership (DICP) was established in 2002 (originally named Faculty Development and Diversity, est. 1995) to promote the increased recruitment, retention and advancement of diverse faculty, particularly individuals from groups underrepresented in medicine, at HMS and to oversee all diversity activities involving Harvard Medical School faculty, trainees, students and staff.

The mission of DICP is to advance diversity inclusion in health, biomedical, behavioral, and STEM fields that build individual and institutional capacity to achieve excellence, foster innovation, and ensure equity in health locally, nationally, and globally.

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