The JHU School of Medicine (SOM) has been engaged in a variety of concerted efforts to create a supportive diverse and inclusive climate for women and underrepresented minorities (URMs) in both the faculty and student body, as well as trainees and staff. The mission, vision and values of Hopkins Medicine are visible throughout the SOM and the JHM hospitals. Highlights of diversity and inclusion efforts include but are not limited to the following activities and initiatives:

- All faculty, students, staff and employees are provided specific orientation by the JHU School of Medicine with regard to SOM policies including diversity and inclusion.

- Many visible seminars and lectureships are offered that feature outstanding women in science and medicine. Annually we have two lectureships that invite prominent women in biomedical sciences and medicine. The Mary Elizabeth Garrett Lecture that honors the philanthropist who provided the gift to establish the JHU School of Medicine, a woman leader in academic medicine is invited to give the lecture, meets with faculty and students and the lectureship is widely publicized. The Catherine DeAngelis Visiting Lectureship for Women in Medicine honors a woman leader in medicine and invites women in medicine who have contributed to the health of women and children as well as contributing to advancement of women in medicine.

- Under the direction JHMI faculty, the Johns Hopkins Consortium of Health Disparities Centers (JHCHDC) is engaged in cutting-edge research to address health equity from a spectrum of scientific disciplines, research units and departments.

- JHU SOM continues to receive significant number of applications from students of color to pursue medical school. In addition, we offer the Johns Hopkins Medicine scholarship, which is sponsored by the JHUSOM Board of Trustees and the Dean’s Office to provide competitive financial aid packages to attract and retain the best students from diverse backgrounds, limit student indebtedness at graduation, and eliminate financial barriers for the most talented students to pursue medical school. The focus of this scholarship has been to increase the matriculation of underrepresented racial and ethnic minorities in medicine (UIMs).

- JHUSOM’s Office for Student Diversity through a partnership with the Pre-Professional Office and Office of Multicultural Affairs, has implemented a comprehensive pipeline program for freshman and sophomores, which is currently in its pilot phase.

- Hopkins Medicine has initiated a scholarship and mentoring program in honor of Henrietta Lacks.

- Almost every medical student of color has a leadership role on campus primarily through the Student National Medical Association (SNMA), Latino Student Medical Association (LSMA), Asian Pacific American Medical Student Association (APMSA), and the Biomedical Scholars Association (BSA).
• The first graduating class of medical degree students at Johns Hopkins to have completed all four years of a new, innovative curriculum called *Genes to Society* occurred this past spring (May 2013). The goal of the curriculum is to teach students to think differently about health and disease and to incorporate genetic, socioeconomic and lifestyle factors when evaluating and treating patients.

• Residency programs have developed a variety of approaches to enhance their recruitment of underrepresented candidates. Resident representatives of seven programs attend annual regional and national meetings of the Student National Medical Association (SNMA). Six residents are supported each year to attend the national SNMA meeting by the office of the Vice Dean for the Faculty.

• There has been an increase in both URM clinical trainees in the SOM and these trainees are the pipeline for faculty in various clinical departments. Programs both within the departments of Medicine and Pediatrics (Diversity Councils, Diversity Grand Rounds and other events that focus on health disparities) have increased the recruitment and retention of URM faculty.

• Recruitment of faculty is an on-going effort. Faculty and leadership searches follow policies that establish the level of excellence, ethical practices and diversity. The Dean of the Medical School has charged search committees to maintain our institutional commitment to diversity in various respects to (1) avoid unconscious bias and; (2) increase diversity appreciation in the form of how vacancies are advertised, creating a diverse search committee, as well as utilizing non-traditional networks (e.g., historically black and Hispanic colleges and universities) to identify and increase a diverse pool of potential applicants.

• Professional development and other networking strategies are implemented to enhance professional growth and networking opportunities across the SOM throughout the year for early-career URM faculty.

• In partnership with the Hopkins Organization of Latino Faculty (HOLA), the Office of Diversity and Cultural Competence (ODCC) launched a similar pilot radio program catering to Baltimore’s growing Latino community. This program is entirely in Spanish.

• The Dunbar Senior Internship Program (DSIP), launched in April 2013 is sponsored by ODCC along with the Department of Oncology, enables selective high school students to get hands-on, practical experience by applying their classroom learning with “real time” research. This intensive 6-week program provides full immersion in the laboratory environment to students who have a keen interest in science, math, engineering, and computer science, and are enthusiastic about learning. Under the guidance of a Johns Hopkins researcher/mentor, students work on a new or on-going research project 30 hours a week for six weeks. The DSIP prepares student for college and beyond, gives them a perspective of a real workplace environment, and opens their eyes to the opportunities related to scientific and medical/health careers.