

Supplemental Digital Table 1

Department of Medicine (of Johns Hopkins University School of Medicine) Staff and Community Engagement Programs Existing Prior to the Freddie Gray Riots

Existing program	Description
Staff engagement	
Department of Medicine (DOM) Faculty Diversity Council (http://www.hopkinsmedicine.org/Medicine/faculty-staff/diversity/)	The primary focus of the Diversity Council is to promote recruitment and retention of a diverse group of faculty and trainees in the DOM, and to support and fundamentally value these individuals. The Diversity Council leader receives salary support from the DOM. Key activities of the Diversity Council include: <ul style="list-style-type: none"> • Recruitment of under-represented in medicine candidates into the DOM housestaff programs • Annual Visiting Professorship program, which includes medically and educationally focused community forums • Fourth year Medical Student Visiting Clerkship Program. • Collaborating with DOM division directors and other DOM leaders to support recruitment and retention of diverse faculty.
Community engagement	
Medicine for the Greater Good ¹	Medicine for the Greater Good (MGG) is a medical education program created to expand the understanding of social determinants of health for physician residents. MGG objectives include: <ul style="list-style-type: none"> • Education and awareness for trainees on topics such as social justice, policy and advocacy, and community health given by experts in monthly seminars • Community engagement by partnering resident physicians with Baltimore City neighborhoods to better understand how social determinants of health impact local communities (required for Johns Hopkins Bayview Medical Center internal medicine residents). Community partnerships (over 110 to date) have included faith-based organizations, public schools, union halls, and public housing communities • Support the “Five in Ten” Initiative, which proposes that Johns Hopkins focus its efforts and resources to increase the life expectancy of the residents of the poorest neighborhoods adjacent to our two academic campuses by at least 5 years over the next decade MGG outcomes: <ul style="list-style-type: none"> • Molding the professional identities of future practicing physicians² • Weight loss programs at Turner Station (a local Baltimore community)³ • Helping state policy find community health partners for caregivers⁴

<p>Johns Hopkins Urban Health Programs⁵</p> <ul style="list-style-type: none"> • Internal Medicine Urban Health Residency • Osler Internal Medicine Urban Health Primary Care Track 	<ul style="list-style-type: none"> • Residents become experts in the medical, social, and economic determinants of health facing patients from underserved communities that contribute to the health inequalities in Baltimore. • Primary care areas of focus: prevention and treatment of substance abuse, mental illness, urban violence, and HIV/AIDS • Contextual factors addressed: environment, homelessness, addiction, violence, poverty, racism, language and educational barriers
<p>Brancati Center for the Advancement of Community Care (Division of General Internal Medicine)</p>	<p>Mission: To improve the health of communities by developing, evaluating, and disseminating new models of health care that leverage the skills of a diverse range of health care providers. The three arms of the Brancati Center:</p> <ul style="list-style-type: none"> • Community Partnership • Education • Research <p>The Community Partnership arm leads and supports the following activities:</p> <ul style="list-style-type: none"> • Partnering directly with community organizations to deliver health screenings and health needs assessments at sites in Baltimore City (e.g., churches, health fairs, public housing facilities, schools) • Partnering directly with churches and other sites in East Baltimore to deliver community-based Diabetes Prevention Programs (DPP), a yearlong lifestyle change program administered by the Centers for Disease Control to prevent or delay type 2 diabetes. Our community partners are active members of the program development team, provide space for sessions, and identify peer coaches from their organization. The Brancati Center provides training for coaches, ongoing technical support, including quality assurance for the lifestyle change program, and data management and analysis. Thirty-three participants have successfully completed the program with 90% attendance at sessions and six percent weight loss at 12 months
<p>MERIT Scientific Mentoring Program⁶</p>	<p>The MERIT Health Leadership Academy is a comprehensive academic and career mentoring program supporting Baltimore City high school students from disadvantaged backgrounds who aspire to careers in health care.</p> <ul style="list-style-type: none"> • Longitudinal mentoring program includes summer clinical and research internships, Saturday college prep classes, and college admissions guidance throughout the high school years • Significant program participant outcomes—SAT scores increased by 206 points; 100% of scholars will be attending four-year colleges at no cost to themselves or their families; and collectively, the senior class of participants (2017) earned \$3 million in scholarships • The DOM has provided financial and instrumental support for this program through clinical shadowing and summer laboratory mentoring and longitudinal mentoring.

References

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5. Stewart R, Feldman L, Weisfeldt M. Addressing the primary care deficit: Building primary care leaders for tomorrow. *J Grad Med Educ*. 2010;2:294-296.
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