VISION

The Center for Healthy Families and Cultural Diversity (CHFCD) is dedicated to leadership, advocacy, and excellence in promoting culturally-responsive quality health care for diverse populations. The Center exists to advance and implement ongoing efforts to foster justice and equity in health care (http://rwjms.umdnj.edu/departments_institutes/family_medicine/chfcd/index.html).

MISSION

In partnership with federal, state, and local organizations, our aim is to facilitate the provision of high quality, culturally-responsive health care through: (1) education and training; (2) curricular innovations for health care professionals; (3) technical assistance and consultation; (4) research/evaluation that examines access, utilization, effectiveness, and outcomes of culturally and linguistically competent health services delivery; and (5) dissemination of diversity information.

PERSONNEL

Robert C. Like, MD, MS, Director
Dorothy Antonelli, Administrative Assistant
OVERVIEW

The Department of Family Medicine and Community Health’s Center for Healthy Families and Cultural Diversity (CHFCD) completed its fourteenth full academic year, meeting most of its 2011-2012 goals. Major accomplishments during the past year included the following activities by Dr. Like:

Major accomplishments during the past year included the following activities by Dr. Like:

- provided technical assistance/consultation to federal and state governmental agencies, quality improvement organizations, academic medical centers, hospitals, ambulatory care facilities, managed care organizations, professional organizations, and the private sector both in the United States and abroad
- co-authored authored or co-authored 1 peer-reviewed article, 2 invited book chapters, 1 invited article for an encyclopedia, 1 scientific abstract, 1 invited online blog; and gave 1 peer-reviewed and 20 invited presentations (including plenaries, workshops, seminars, and continuing education lectures) relating to the subjects of culturally and linguistically appropriate care of diverse populations, fostering health equity and eliminating health care disparities, and patient-centered medicine to national, regional, state, and local audiences.
- served as a member of several national advisory groups and expert panels including: the DHHS Office of Minority Health CLAS Standards Enhancement initiative; Office of Minority Health/National Partnership for Action to Eliminate Health Disparities Regional Health Equity Council for Region II, and Co-Chair of the Cultural and Linguistic Competence Subcommittee; Health Resources and Services Administration (HRSA) Expert Panel for the Effective Communication Tools for Healthcare Professionals (ECTHP) e-learning program; and the American College of Cardiology Foundation’s
CREDO (Coalition to Reduce Racial & Ethnic Disparities in Cardiovascular Outcome) project

- served as Medical Society of New Jersey Representative to the AMA/NMA/NHMA Commission to End Health Care Disparities, and National Hispanic Medical Association) and Chair, Health Professional Awareness, Education, and Training Committee
- served on the RWJMS Patient-Centered Medicine (PCM) Steering Committee and as a faculty member, lecturer, and small group facilitator in the PCM 1 and 2 courses
- collaborated with other departments and programs within UMDNJ and RWJMS as well as other academic medical centers, professional organizations, and community/advocacy groups in developing cultural competency curricula and other diversity-related educational materials;
- served as faculty and consultant to the New Jersey Academy of Family Physicians’ Making a Difference Improving Blood Pressure Control in Your Black Patient, and American Cancer Society-Eastern Division and New Jersey Academy of Family Physicians’ “Cancer Screenings in Underserved & Disparities Populations” CME projects
- updated and enhanced the CHFCD website, and continued to expand the library of cultural competency, multicultural, and patient- and family-centered care print and audiovisual resource materials;
- continued networking with and disseminating information to international, national, state, and local organizations interested in the delivery of culturally and linguistically appropriate services.

The Center for Healthy Families and Cultural Diversity also:

- provided funding support ($1,500) and continued to co-sponsor the 2011-2012 Medical Spanish non-credit elective course developed by Dr. Sonia Garcia Laumbach. This course is designed to give students an opportunity to learn and practice many of the expressions, common questions and answers, and terminology used when interacting with Spanish-speaking patients through the use of interactive small group classes, community service opportunities, and cultural competence lectures. The overall goal is to improve medical students’ conversation for use in medical interviewing and patient communication.
- provided stipend support ($1,500) for 4 RWJMS students (David Hammer, Kuan Chi Lai, Newton Mei, and David Tsai) who did a Global Health elective, developed by Dr. Karen Wei-Ru Lin, in Taiwan. The students studied abroad at the China Medical University (Taichung), Tsu Chi University Hospital (Hualien), and National Taiwan University Hospital (Taipei), and presented four posters at the December 2011 RWJMS Global Health Fair.
- provided funding support ($1,800) for the RWJMS Healthy Living Task Force and Food Elective, developed by RWJMS M2 students, Luming Li and Helaina Klein, under the supervision of Joyce Afran, MD.

MULTICULTURAL EDUCATION ACTIVITIES

Cultural diversity training was integrated into a wide variety of educational venues and course offerings for medical students, other health professions students, family practice residents, and postdoctoral/graduate students, and faculty.
Pre-Doctoral Program Activities

Patient-Centered Medicine Course
Cultural competency-related content continued to be integrated into the longitudinal RWJMS Patient-Centered Medicine (PCM) course for 1st and 2nd year medical students. Robert C. Like, MD, MS and Joyce Afran, MD served as members of the PCM Steering Committee and helped to implement the curriculum.

During the 2011-2012 academic year, the PCM 1 course had 19 formal curriculum hours devoted to addressing the needs of diverse populations, cultural competence, language access, health disparities, health literacy, and community/public health and related issues. The following topics were addressed:

- Patient-Centered Care: Developing Therapeutic Relationships (0.5 hrs)
- Eliminating Disparities/Promoting Equity in Health and Health Care (3 hrs)
- Caring for Patients with Disabilities (3 hrs)
- Culturally Competent Health Care (1.5 hrs)
- Caring for Patients with Limited English Proficiency (1.5 hrs)
- Caring for Patients with Limited Health Literacy (1.5 hrs)
- Caring for New Americans (Immigrants, Refugees, and Asylees) (1 hr)
- Addressing Spiritual and Religious Issues During Clinical Encounters (1 hr)
- The Ecology of Patient-Centered Medicine: Systemic, Community, and Environmental Factors (3 hrs)
- Medical Pluralism: Understanding Complementary and Alternative Medicine Use in Clinical Practice (3 hrs)

The PCM 2 course’s Human Sexuality Program: Sexual Health Awareness in Caring for Diverse Populations had 1 formal curriculum hour devoted to cultural competence:

- “Female Genital Cutting: A Global Health Perspective” (1 hour)

Educational methods employed included a mix of didactic lectures; interactive video presentations; panel presentations, integrated clinical case studies, small group discussions, role plays, and experiential exercises; simulated patients; community site visits and immersion experiences, reflective portfolios; and student final projects.

Robert C. Like, MD, MS also gave the following invited lectures:

- Providing Culturally Competent Care to Hispanic/Latino Patients, Medical Spanish Elective course, UMDNJ-Robert Wood Johnson Medical School, Piscataway, NJ (March 14, 2012).
- Caring for Patients with Health Literacy Challenges, Doctoring course, first year medical students, UMDNJ-New Jersey Medical School, Newark, NJ (September 27, 2011).

Residency Program Activities

RWJMS/RWJUH Family Medicine Residency
Issues relating to the care of diverse populations, cultural diversity, and health disparities were integrated into the RWJMS/RWJUH Family Medicine Community Medicine rotation and other residency educational venues including orientation, grand rounds, hospital morning report,
attending rounds, precepting, lecture series, and other small group sessions.

Additional invited presentations made by Dr. Robert C. Like to RWJMS/RWJUH fellows and residents included the following:

- Pastoral Care Residency presentation entitled, “Quality Care for Diverse Populations: Cross-Cultural Ethical Challenges,” Robert Wood Johnson University Hospital, New Brunswick, NJ (January 5, 2012).

Continuing Medical Education

CHFCF faculty and staff continued to provide multicultural education and training to groups of healthcare professionals—physicians, nurses, and other allied health professionals—as well as hospitals, managed care plans, ambulatory practices, academic health centers, community groups, governmental agencies, and other public and private sector entities interested in improving the quality and safety of care, provided to our increasingly diverse populations.

Robert C. Like, MD, MS gave a total of 20 invited presentations including plenaries, grand rounds, workshops, and seminars (total 4 prescribed hrs and 1 elective hr of CME credits) (see Dissemination Activities section below). Topics covered included: cultural competency education, cross-cultural health care, disparities in health and health care, caring for patients with limited English proficiency, caring for patients with low health literacy, and patient-centered medicine. Dr. Like also continued to serve on a variety of national advisory committees, and developed or consulted on a number of web-based cultural competency training programs which are available for continuing education credits.


Robert C. Like, MD, MS continued to serve as a member of the Speaker’s Bureau for the “Cultural Competency in Patient Care: The Foundations of the Physician-Patient Relationship” educational program developed by Adelphi Eden Health Communications. This is part of the Merck (formerly Schering-Plough) educational series - Focus on Healthcare Quality Improvement: Improving Patient Care (no educational activities this year).

ADMINISTRATIVE AND COMMUNITY SERVICE (selected)

International

Robert C. Like, MD, MS continued to serve as a member of the World Health Organization/Health Promoting Hospitals (WHO/HPH) International Task Force on Migrant-Friendly and Culturally Competent Hospitals, Working Groups on Professional Training and Development, and Research and Project Planning
Robert C. Like, MD, MS continued to serve as a member of the Editorial Advisory Board for the international journal, *Diversity and Equality in Health & Care* (published by Radcliffe Medical Press).

Robert C. Like, MD, MS continued to serve as Medical Society of New Jersey Representative to Commission to End Health Care Disparities (formerly Federation Task Force on Disparities in Health Care – convened by the American Medical Association, National Medical Association, and National Hispanic Medical Association), Steering Committee and Chair, Health Professional Awareness, Education and Training (HPAET) Committee

Robert C. Like, MD, MS continued to serve as a member, National Advisory Committee for the American Heart Association’s Cultural Competency Initiative.

Robert C. Like, MD, MS continued to serve as a founding member of National Advisory Committee for the American College of Cardiology Foundation’s CREDO (*Coalition to Reduce Racial & Ethnic Disparities in Cardiovascular Outcomes*).

Robert C. Like, MD, MS continued to serve as a member, Cultural Psychiatry Group, American Psychiatric Association’s Group for the Advancement of Psychiatry.

Robert C. Like, MD, MS was selected to serve as a member of the Office of Minority Health/National Partnership for Action to Eliminate Health Disparities, Regional Health Equity Council (RHEC) for Region II, and Co-Chair of the Cultural and Linguistic Competence Subcommittee.

Robert C. Like, MD, MS served as a member of the National Project Advisory Committee for the DHHS Office of Minority Health’s CLAS (Culturally and Linguistically Appropriate Services) Enhancement initiative.

Robert C. Like, MD, MS served as a member of the Expert Panel for the Effective Communication Tools for Healthcare Professionals (ECTHP) program, Health Resources and Services Administration (HRSA), Rockville, MD.

Robert C. Like, MD, MS served as a member and abstract reviewer, National Advisory Group for the Eighth National Conference on Quality Health Care for Culturally Diverse Populations

Regional/State/Local
Robert C. Like, MD, MS served as a member of Steering Committee of the Northeast Consortium on Cross-Cultural Medical Education and Practice

Robert C. Like, MD, MS continued serving as a member of the New Jersey Statewide Network for Cultural Competence, coordinated by the New Jersey Department of Health and Senior Services/ Division of Family Health Services and the UMDNJ Boggs Center for Developmental Disabilities
Robert C. Like, MD, MS continued to serve as a member of the Religious Diversity in Health Care Program Advisory Council for the Tanenbaum Center for Interreligious Understanding, New York, NY.

Robert C. Like, MD, MS continued serving as a member of the ARC of New Jersey Mainstreaming Medical Care Advisory Board, North Brunswick, NJ.

Robert C. Like, MD, MS served as a consultant and faculty presenter in the New Jersey Academy of Family Physicians/American Cancer Society-funded CME program: Cancer Screening in Medically Diverse and Underserved Populations.

Robert C. Like, MD, MS served as a member of the United Way of Central Jersey’s New Americans Study Advisory Committee, North Brunswick, NJ.

Robert C. Like, MD, MS served as an unpaid consultant for the Institute of Medicine and Public Health of New Jersey’s/MSNJ Board of Directors, Lawrenceville, NJ (January 26, 2012).

**RWJMS Activities**

Robert C. Like, MD, MS served as a Member (by General Faculty Election) of the RWJMS Appointments and Promotions Committee.

Robert C. Like, MD, MS served as a member of Department of Family Medicine's Executive, Appointments and Promotions, Predoctoral, Primary Care/Health Services Research Fellowship Executive Committees.

Robert C. Like, MD, MS served as a member, RWJMS Patient Centered Medicine Course Steering Committee.

Robert C. Like, MD, MS served as Chair, Mates David and Hinna Stahl Annual Bioethics Lecture Series Advisory Committee, UMDNJ-Robert Wood Johnson Medical School.

Robert C. Like, MD, MS served as a member, Advisory Committee, RWJMS Department of Pediatrics’ South Asian Total Health Initiative (SATHI).

Robert C. Like, MD, MS served as a member, RWJMS Faculty Development Steering Committee.

Robert C. Like, MD, MS served as a member, RWJMS Strategic Planning Promoting Diversity Subcommittee.

Robert C. Like, MD, MS served as a member, RWJMS Global Health Committee.

Robert C. Like, MD, MS served as a member, RWJMS Community Health Activities Group.

**UMDNJ Activities**

Robert C. Like, MD, MS. served as a member of the Science Planning and Review Board for the UMDNJ Institute for the Elimination of Health Disparities.

**GRANT SUBMISSIONS**
Caring for South Asian Families: Maternal, Infant, and Child Health Issues in Clinical Practice educational grant proposal, submitted by the South Asian Total Health Initiative (SATHI), Department of Pediatrics, RWJMS, in collaboration with the Center for Healthy Families and Cultural Diversity, Department of Family Medicine and Community Health, RWJMS and the UMDNJ Center for Continuing Outreach and Education (S Gaur, MD, Faculty Activity Director and Conference Co-Chair and RC Like, Conference Co-Chair), Total Costs $91,580. The conference is scheduled to take place at Rutgers University, Piscataway, NJ (October 25, 2012).

DISSEMINATION ACTIVITIES (selected)

National


Robert C. Like, MD, MS co-presented (with Keith C. Ferdinand MD, FACC, FAHA and Rhonda Bentley-Lewis, MD, MBA, MMSc) an American College of Cardiology Foundation credo-sponsored invited symposium entitled, “Culture, Language and Diabetes: Strategies for Control and Reducing CVD Risk in Diverse Populations,” at the 2011 Cardiometabolic Health Congress, Boston, MA (October 20, 2011).

Robert C. Like, MD, MS gave a peer-reviewed breakout session entitled, “Caring for Patients with Limited English Proficiency: Competencies Needed in Working with Medical Interpreters,” Alliance for Continuing Medical Education 37th Annual Conference, Orlando, FL (January 23, 2012).

Robert C. Like, MD, MS served as an invited panelist and gave a presentation at the Aetna DM Fishbowl Reactor Panel - Disease Management to Promote Blood Pressure Control Among African Americans, CDC/AHRQ Innovations Exchange Million Hearts™: Scaling and Spreading Innovation – Strategies to Improve Cardiovascular Health conference in Washington, DC (April 19, 2012).


Regional/State/Local

Robert C. Like, MD, MS gave an invited RWJMS Department of Pediatrics – Neonatology
Robert C. Like, MD, MS gave an invited Department of Pediatrics Grand Rounds presentation entitled, “Caring for Patients with Health Literacy Challenges,” Overlook Medical Center/Atlantic Health, Summit, NJ (September 16, 2011).


Robert C. Like, MD, MS gave three invited presentations entitled, 1) “Health Disparities, Cultural Competency, and Implications for Quality Care”; 2) “Caring for Diverse Populations: Understanding Your Communities”; and 3) “Culturally Competent Patient-Centered Care,” for the Northeastern Pennsylvania Diversity Educational Consortium (NEPDEC) at The Commonwealth Medical College, Scranton, PA (November 15, 2011).

Robert C. Like, MD, MS gave an invited presentation entitled, “Educating Clinicians to Provide Culturally Competent Patient-Centered Care” at the Senior Leadership Diversity/Cultural Competency Workshop, Penn State College of Medicine/Milton S. Hershey Medical Center, Hershey, PA (November 17, 2011).

Robert C. Like, MD, MS gave an invited Pastoral Care Residency presentation entitled, “Quality Care for Diverse Populations: Cross-Cultural Ethical Challenges,” Robert Wood Johnson University Hospital, New Brunswick, NJ (January 5, 2012).


Robert C. Like, MD, MS gave an invited Medicine Rounds presentation entitled, “Health Disparities, Cultural Competence, and Implications for Quality Care,” Holy Name Medical Center, Teaneck, NJ (January 17, 2012).

Robert C. Like, MD, MS gave an invited presentation entitled, “Addressing Health Disparities and
Improving the Quality of Care for Multicultural Populations: Learning from Each Other,” to the Healthfirst Community Advisory Committee, Newark, NJ (March 22, 2012).


Robert C. Like, MD, MS gave an invited breakout seminar entitled, “Educating Clinicians to Provide Culturally Competent Patient-Centered Care,” and served as a panelist at the NJDHSS/Office of Minority & Multicultural Health’s Inaugural Health Equity Summit - Health Equity for All: Think Nationally, Act Locally, Mercerville, NJ (April 2, 2012).

Robert C. Like, MD, MS gave an invited workshop entitled, “Providing Culturally Competent Care to Hispanic/Latino Patients,” as part of the HolaDoctor Cultural Competency Training Program for Horizon Blue Cross Blue Shield clinicians and customer service representatives, Newark, NJ (April 10, 2012).


Robert C. Like, MD, MS gave an invited plenary presentation entitled, “Educating Clinicians to Provide Culturally Competent Patient-Centered Care,” for the Institute for Diversity in Health Management’s Run Toward the Roar Conference session - Confronting Disparities: The Importance of Becoming a Culturally Competent Healthcare Organization and Workforce, Nashville, TN (June 5, 2012).

Robert C. Like, MD, MS gave two invited workshops entitled, 1) “Caring for Diverse Populations: Understanding Your Communities”; and 2) “Culturally Competent Client-Centered Care,” for the New York City Department of Health’s Enhancing TB Services for Foreign-Born Clients training program, Long Island City/Queens, NY (June 8 and 22, 2012).


Robert C. Like, MD, MS gave an invited seminar entitled, “Culturally Competent Care for Diverse Populations: Improving Clinical and Public Health Practice,” Summer SEARCH/COPC Program in Community Health, UMDNJ-Robert Wood Johnson Medical School, New Brunswick, NJ (June 29,
JOURNAL REVIEWER


ARTICLES/BOOK CHAPTERS/ABSTRACTS/BLOGS/CITATIONS (selected)

Peer-Reviewed Journal Articles


Invited Book Chapters or Encyclopedia Article


Scientific Abstracts

Like RC. “Caring for Patients with Limited English Proficiency: Competencies Needed in Working with Medical Interpreters.” Alliance for Continuing Medical Education (ACME) 37th Annual Conference, Orlando, FL (January 23, 2012)

Invited Blogs

Like RC. “Becoming a Culturally Competent Clinician and Health Care Organization: An
Appendix A

CENTER FOR HEALTHY FAMILIES & CULTURAL DIVERSITY

VISION
The Center for Healthy Families & Cultural Diversity (CHFCD) is dedicated to leadership, advocacy, and excellence in promoting culturally-responsive, quality health care for diverse populations. The Center exists to advance and implement ongoing efforts to foster justice and equity in health care.

MISSION
In partnership with federal, state, and local organizations, our aim is to facilitate the provision of high quality, culturally-responsive health care through:

(1) education and training; (2) curricular innovations for health care professionals; (3) technical assistance and consultation; (4) research/evaluation that examines access, utilization, effectiveness, and outcomes of culturally and linguistically competent health services delivery; and (5) dissemination of diversity information.

VALUES
We support patient-oriented, family-centered, community-based health care.

We strive to continually improve health care service delivery and inform public policy by recognizing the assets and strengths of diverse populations, and understanding how to meet their needs and wants.

We encourage ideas, continual learning, education, and training that transform patient/provider encounters and organizational systems, and lead to the provision of culturally and linguistically responsive health care.

We endeavor to foster and conduct research and evaluation that results in positive change in the health status of underserved populations.

We value relationships and partnerships that are collaborative and mutually supportive.

We encourage innovation and creativity in the generation of sharing of ideas that are meaningful and relevant.

We believe that empathy, compassion, humility, authenticity, respect, and integrity are fundamental values that guide the Center’s work.
We will act with courage and conviction in living our mission by being honest with each other and ourselves.

Center for Healthy Families & Cultural Diversity
Department of Family Medicine and Community Health
University of Medicine and Dentistry of New Jersey – Robert Wood Johnson Medical School
Brief Summary of Selected Activities

The Center for Healthy Families and Cultural Diversity (CHFCD) in the Department of Family Medicine and Community Health, UMDNJ-Robert Wood Johnson Medical School was established in 1997, and is dedicated to leadership, advocacy, and excellence in promoting culturally-responsive, quality health care for diverse populations. The CHFCD recognizes that persisting racial and ethnic disparities in health and health care are major clinical, public health, and societal problems. Our approach to developing cultural competency involves a systems/ecological perspective, a focus on life-long professional and personal learning, and collaboration with key stakeholders and constituency groups.

CHFCD faculty and staff have provided multicultural education and training to residents and medical and public health students at UMDNJ-Robert Wood Johnson Medical School, as well as to numerous health care professionals in the United States and abroad. Technical assistance/consultation has also been provided to academic medical centers, hospitals, ambulatory care facilities, managed care plans, community organizations, governmental agencies, and medical communications and pharmaceutical companies. Topic areas addressed include: addressing health disparities; developing clinical and organizational cultural competence; caring for patients with limited English proficiency and health literacy challenges; participatory quality improvement; and cross-cultural health promotion and disease prevention.

Selected examples of major cross-cultural training and research initiatives the CHFCD has actively participated in include:

- Society of Teachers of Family Medicine’s "Recommended Core Curriculum Guidelines for Culturally Sensitive and Competent Health Care" (http://www.stfm.org/corep.html)
- Office of Minority Health’s “A Physician’s Practical Guide to Culturally Competent Care” (http://cccm.thinkculturalhealth.org)
- Management Sciences for Health/HRSA "Provider’s Guide to Quality and Culture" website (http://erc.msh.org/qualityculture)
- Institute for Healthcare Improvement/HRSA National Health Disparities Collaboratives "Cultural Competence in the Clinical Care of Patients with Diabetes and Cardiovascular Disease Curriculum"
- Transforming the Face of Health Professions Through Cultural & Linguistic Competence Education: The Role of the HRSA Centers of Excellence (http://www.hrsa.gov/CulturalCompetence/research.html)
- HRSA and OMH "Cross-Cultural Communication in Health Care: Building Organizational Capacity” National Satellite Educational Broadcast (http://www.hrsa.gov/reimbursement/broadcast/default.htm)
- California Endowment "Principles and Recommended Standards for Cultural Competence Education of Health Care Professionals”/Cultures in the Clinic project (http://www.calendow.org/uploadedFiles/principles_standards_cultural_competence.pdf)
- Georgetown University National Center for Cultural Competence, "Cultural Competence Health Practitioner Assessment Instrument” and Cultural and Linguistic Competency Policy Assessment” projects (http://www11.georgetown.edu/research/gucchd/nccc)
- UMDNJ/Robert Wood Johnson Medical School (RWJMS) Four National Conferences on Culturally Competent Care (http://rwjms.umdnj.edu/departments_institutes/family_medicine/CHFCD/outreach/conferences.html)
- UMDNJ Continuing Medical Education Multicultural Education Programs - "REACH: Realizing Equity Across Cultures in Healthcare" and "Building Cultural Competency in Clinical Practice" (Eden Communications/Pfizer)
- The Praxis Partnership -- Division of CME, University of Alabama School of Medicine; Division of CME, Vanderbilt University School of Medicine; and Nexus Communications, Inc. “Initiative for Decreasing Disparities in Depression (I3D)” (project supported by Wyeth Pharmaceuticals)
- American Medical Student Association’s (AMSA) Achieving Diversity in Dentistry and Medicine through Implementing Cultural Competency Curricular Guidelines for Medical Schools Program, “Transforming the Curriculum at Robert Wood Johnson Medical School: Educating Students and Faculty about Culturally Competent Patient Centered Care” grant
- Montana State University – Bozeman/Health and Human Development. “Messengers for Health grant” (Indian Health Service health care providers)
- Bildner Family Foundation New Jersey Campus Diversity Initiative - "Developing Cultural Competency at UMDNJ"
- Northeast Consortium on Cross Cultural Medical Cultural Medical Education and Practice
- American Journal of Multicultural Medicine Series (Liberty Communications Network/Cardinal Health)
- Diversity in Health and Care journal, Editorial Advisory Board
- Aetna Foundation-funded research project, "Assessing the Impact of Cultural Competency Training Using Participatory Quality Improvement Methods" (http://rwjms.umdnj.edu/departments_institutes/family_medicine/chfcd/grants_projects/aetna.html)
- South Asian Total Health Initiative (SATHI), Department of Pediatrics, UMDNJ-Robert Wood Johnson Medical School
- American College of Cardiology CREDO (Coalition to Reduce Disparities in Cardiovascular Outcomes) Initiative (http://www.cardiosource.org/ACC/credo1.aspx)
- American Heart Association Cultural Competency Initiative
- Office of Minority Health, Regional Health Equity Council (RHEC) for Region II
- European Union’s Migrant–Friendly Hospitals Initiative to Promote the Health and Health Literacy of Migrants and Ethnic Minorities and Amsterdam Declaration (http://www.mfh-eu.net)

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