

Diversity, Equity, and Inclusion Essay – CPE Admissions

Diversity, Equity, and Inclusion at Johns Hopkins Medicine

Johns Hopkins Medicine, the Department of Spiritual Care and Chaplaincy, and the Clinical Pastoral Education (CPE) Program are committed to and share a vision for diversity, inclusion and equity.

We envision a Johns Hopkins Medicine where diversity, equity, and inclusion are in our DNA, and where together we commit to:

- **Embracing** and celebrating our differences
- **Educating** and developing our staff and learners
- **Engaging** in equitable healthcare delivery and workforce practices

This vision statement is taken from the Johns Hopkins Medicine [Office of Diversity, Inclusion and Health Equity](#) (ODIHE).

You are asked to learn more about Johns Hopkins Medicine's and ACPE's approach to diversity by

- Visit the JHM ODIHE website: <https://www.hopkinsmedicine.org/diversity/>
- Watch this brief video from ODIHE: <https://youtu.be/mPagjLX101s>
- [Click here to read the Fast Facts Definition Sheet](#) from ODIHE
- Read the ACPE Board of Directors' Statement about ACPE as an “Anti-Bias Association”: <https://acpe.edu/about-acpe/an-anti-bias-association> and the ACPE Mission, Vision, and Values: <https://acpe.edu/about-acpe>

Guidelines for Writing the Diversity, Equity, and Inclusion Essay

Applicants are requested to submit a Diversity, Equity, and Inclusion Essay (typically around 500 words) providing your aspirations, experiences, and contributions as a caregiver, professional, or faith leader toward promoting diversity, equity, and inclusion in human relationships or communities.

In this essay, you are invited to share how your lived experiences and pastoral or professional activities have contributed to fostering inclusion and equity.

- Please be specific and include at least one concrete example from your professional or personal life. Examples may include providing care to someone, working with others, teaching and mentoring others, or leading in any capacity in ways that promote relationships and an environment where diversity is welcomed and celebrated and equity and inclusion are fostered.
- Please articulate what you have learned from this experience and what you found challenging.