Date: October 28, 2013 **Number:** 4.000 **Status:** Final

Commitment to Diversity

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Applies to:
School of Medicine faculty, residents, and medical students

Reason for Policy:
The University of Virginia School of Medicine is committed to fostering an environment of diversity and inclusion and has implemented policies, procedures, and a strategic plan to help support these values throughout the school. The Liaison Committee for Medical Education (LCME), the accreditation body for US schools of medicine, requires that each medical school develop a strategic plan for diversity, and take concrete actions aimed at recruitment and retention of faculty, medical residents, and students whose diverse identities, backgrounds, or experience will bring value to the educational and clinical experience of the school. This policy states the SOM commitment to and expectations regarding diversity.

Policy Background:
The value of diversity and inclusion is incorporated into our institution's mission, values, and strategy. At the University of Virginia we are committed to academic excellence and recognize that incorporating, understanding, and appreciating differences is essential to culturally competent education and health care. Diversity of life experience, thought and ideas is essential in achieving excellence in all that we do, as is a health care workforce that is trained and prepared to lead, live, and work effectively in such an environment. Through curricular initiatives and a commitment to holistic approaches to recruiting, pipeline, admissions and hiring processes, our learners, staff, and faculty achieve cultural competency.

Policy Statement:

Faculty, residents, and students at the UVA SOM will participate in and support diversity and inclusion. Learning experiences and applications have the mission of training health professionals and creating and sharing health knowledge within a culture that promotes equity, diversity, and inclusiveness, with the goal of providing excellence, innovation and superlative quality in the care of patients. This will be achieved by embracing a shared vision and values, and acting in accordance.

Vision: In all that we do, we work to benefit human health and improve the quality of life. We will be:

- Our local community's provider of choice for its healthcare needs
- A national leader in quality, patient safety, service and compassionate care
- The leading provider of technologically advanced, ground-breaking care throughout Virginia
- Recognized for translating research discoveries into improvements in clinical care and patient outcomes
- Fostering innovative care delivery and teaching/training models that respond to the evolving health environment
- A leader in training students and faculty in providing healthcare free of disparity

Values: This institution exists to serve others, and does so through the expression of our core values:

- Respect: To recognize the dignity of every person
- Integrity: To be honest, fair and trustworthy
- Stewardship: To manage resources responsibly
- Excellence: To work at the highest level of performance, with a commitment to continuous improvement

The School of Medicine seeks to recruit, support, nourish, and grow faculty, residents and students from all racial or ethnic groups; underrepresented groups such as persons with disabilities or gender identity or expression differences; veterans; persons with unique life experiences and challenges; first generation professionals or physicians; and Virginia citizens from rural or socioeconomically disadvantaged regions of the Commonwealth. Diversity enriches the School of Medicine in all aspects of our mission of education, service, research, and practice.

Procedures:

The Dean of the School of Medicine appoints a Diversity Council for advisory purposes, and the Diversity Council undertakes its work through focus groups, surveys, individual consults, and other formal and informal mechanisms.

The Diversity Strategic Plan encompasses medical students, residents, and faculty in the School of Medicine. It addresses representation, recruitment, and retention, and identification of barriers to achievement. This is accomplished through outreach,

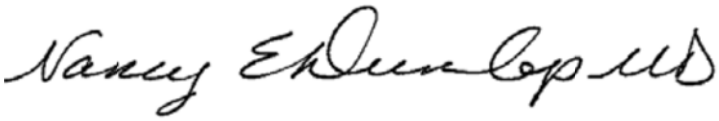
mentorship, recognition of achievements, active affinity groups, and leadership development.

The strategic plan is available through the Office of the Dean.

Next Scheduled Review: August 2016

History: This is the first version of this policy

Approved:



Nancy E. Dunlap, MD, PhD, MBA October 28, 2013