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MEDICAL SCHOOL

UNIVERSITY OF MINNESOTA

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DIVERSITY STATEMENT

The University of Minnesota Medical School is committed to excellence. Our mission will only be achieved through embracing and nurturing an environment of diversity, inclusiveness, equal opportunity and respect for the similarities and differences in our community.

We strive to create an atmosphere where differences are valued and celebrated, knowing institutional diversity fuels the advancement of knowledge, promotes improved patient care and fosters excellence. We will train a culturally aware workforce qualified to meet the needs of the diverse populations we serve. We especially strive to have our community better reflect the broad range of identities in our state, including race, ethnicity, gender identity, gender expression, sexual orientation, disability, age, national origin, religious practice and socioeconomic status.

Given the dynamic nature of our community, the Medical School Diversity Statement and Policy should be reviewed biennially to ensure it is current and reflective of our priorities.

SCHOOL-IDENTIFIED DIVERSITY CATEGORIES

The following groups are the Medical School-identified diversity categories based on the mission and vision of the school. They serve to guide initiatives related to pipeline programs, recruitment and retention of students, faculty and senior administrative staff.

Students

- African American/Black/African
- First Generation
- Hispanic or Latinx
- Hmong
- Socioeconomically disadvantaged
- American Indian
- Rural communities

Faculty & Senior Administrative Staff:

- Women
- Underrepresented in Medicine (UIM) as identified by the NIH

Representational Diversity

The Medical School takes seriously its mission to train a physician and scientist workforce that reflects the state population and embeds diversity and inclusion in its recruitment and retention efforts for students, faculty and administration.

Efforts to maintain and grow UIM representation are ongoing, especially with regard to recruitment and retention of UIM faculty, who not only contribute to the mission of the Medical School, the University of Minnesota and the state, but who can also serve as mentors to current students. Since 2012, the Medical School has increased its overall UIM representation of students from 8% to approximately 18% (across both campuses) as of the 2019-20 academic year.

Examples of the Medical School's Initiatives:

- Implicit bias training for search committees
- Search Process Toolkit offering departments best practices for hiring diverse faculty
- Dean-sponsored UIM start-up packages providing a three-year funding package supporting research and protected time
- Center for American Indian and Minority Health on the Duluth campus and recruitment of Native American college students
- The Medical School ranking as #2 in the country for training Native American physicians
- BA/MD Joint Admissions Scholars and the Minnesota Future Doctors Pipeline Programs
- Participation in the AAMC Medical Minority Applicant Registry
- College MADE (Multicultural Access, Diversity and Equity) Initiative for faculty, staff and leadership

Inclusive Climate:

The Medical School is dedicated to providing an environment of inclusion for faculty, staff and students. Diverse voices are essential components of the organization, its policies and its practices.

Fostering a culture that supports future physicians, medical educators and scientists in providing excellent patient-centered healthcare and eliminating health disparities directly contribute to the realization of the Medical School's mission. This also helps to ensure all members of the community feel included, valued and respected.

Examples of the Medical School's Initiatives:

- Diversity, Equity and Inclusion Committee
- New Student Orientation Welcome Event hosted by the Office of Minority Affairs & Diversity in collaboration with the Student National Medical Association (SNMA)
- PRIDE in Healthcare student organization devoted to Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) health and closing LGBTQ health disparities
- CAIMH Community Building Dinners
- MD/PhD Program Association of Multicultural Scientists
- Center for Women in Medicine and Science (CWIMS)
- AHC Duluth Women's Mentoring Program

Medical School End-of-Academic-Year Report

The Office of Faculty Affairs produces an annual report providing a comprehensive review of full-time faculty member demographics including by race, ethnicity and gender.