



MEDICAL SCHOOL POLICY

Diversity Statement and Policy

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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.

REASON FOR POLICY

This policy ensures the Medical School meets LCME Accreditation requirements as follows:

Element 3.3: DIVERSITY/PIPELINE PROGRAMS AND PARTNERSHIPS. “A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.”

DIVERSITY POLICY

The University of Minnesota Medical School (UMMS) selects individuals for admission, employment, or appointment based on individual capability and a potential for contributing to our core mission and vision.

The demands of changing populations in the U.S., and in Minnesota in particular, require efforts to reflect those differences in our own community. As such, the UMMS is active in its efforts to recruit, enroll, hire, and retain/graduate students, faculty, and staff who are URM and may also be underrepresented in Minnesota. These efforts will in turn ensure UMMS' place as a center of excellence in education, patient care, and research.

UMMS is committed to cultivating a culture that enables every member of our community to reach their full potential. UMMS places an emphasis on developing a learning community reflective of the state. To meet those objectives, the UMMS sets the following goals and principles:

1. Strive to improve the representation and support of those who have been historically marginalized and are URM.
 - a. For students the focus is on recruiting from Black or African American or African, Hispanic or Latinx, Hmong, American Indian and rural communities. Special attention is also given to first generation students or those from economically disadvantaged backgrounds.
 - b. For faculty members and leadership appointments the focus is on the recruitment, retention, and providing leadership opportunities for women and URM faculty members as identified by the National Institutes of Health.
2. Implement on-going and systematic initiatives designed to recruit, retain, and engage a diverse and inclusive student body, faculty, and staff (including trainees).
3. Provide institutional resources to support the leadership development of our diverse faculty; the success and retention of our residents; and the academic success of our diverse student body.
4. Recruit and retain a body of students, faculty, staff and administration that meets the needs of Minnesota.
5. Make known to the public, UMMS' commitment to diversity, equity and inclusion.
6. Partner with other units and organizations within the University of Minnesota and the community to support a climate of inclusion, respect, and learning related to diversity.
7. Evaluate the effectiveness of programs that have been established to support the UMMS diversity and inclusion mission.

*We recognize and respect the changing language and conversation around naming identities. We are committed to continuously learning about how to best represent our diverse communities in terms of the names we use.

HISTORY

Approved and Enacted by the Office of Faculty Affairs:

December 20, 2019

Updated by Diversity, Inclusion, and Equity Committee (statement):

January 2, 2020