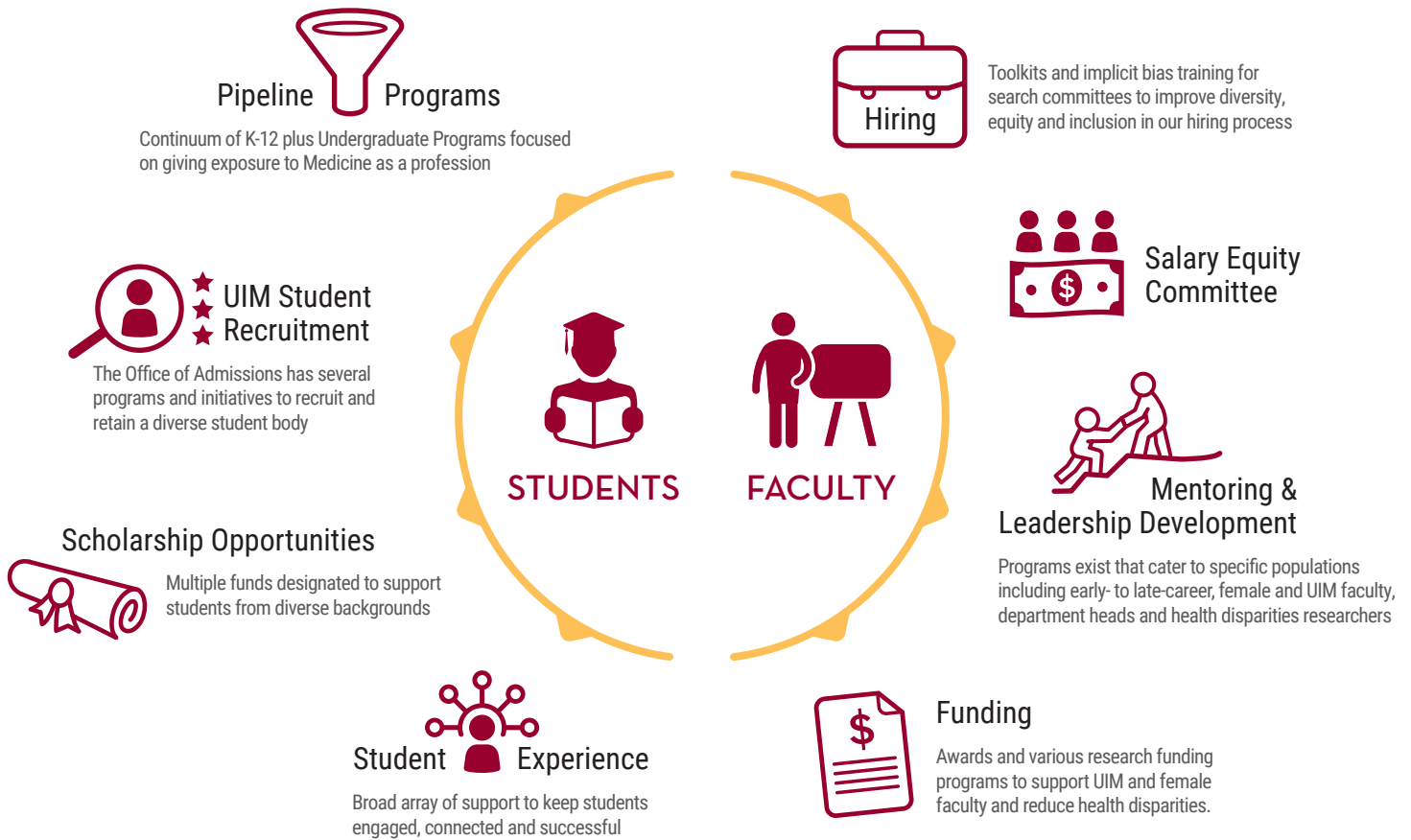


# DIVERSITY, EQUITY & INCLUSION

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.



\*HOPE Commission | Vice Dean for Equity and Inclusion | Diversity, Equity, and Inclusion Committee | Office of Minority Affairs and Diversity (OMAD) | Center for Women in Medicine and Science



## HOPE Commission

An effort to engage the Fairview, M Physicians, and Medical School communities in being imaginative and explicit about how the organizations apply their resources to the various roles they play: as an employer, healthcare provider, research and education institution, and corporate citizen.

## Vice Dean for Equity and Inclusion

Vice Dean Dr. Ana Núñez will collaborate with faculty, staff, and students across the Medical School, as well as partners from our communities, to ensure we are addressing issues of inequities, bias and discrimination in our clinical programs, recruiting, curriculum and research.

## Diversity, Equity, and Inclusion Committee

A governance committee with experienced faculty, staff, students and trainees to address the recommendations in the Diversity and Climate Expert Panel report, and establish timelines for goals.

## Office of Minority Affairs and Diversity

Creates a welcoming environment for minority and underrepresented medical students.

## Center for Women in Medicine and Science

Supports and facilitates leadership and professional development opportunities to achieve gender equity, diversity, and inclusion.

## Listening. Reporting. Responding.

We are collecting and responding to requests for action from our community on how to implement methods for responding to anti-racism. UReport is a 24-hour reporting hotline that anyone can call to anonymously report known or suspected non-compliance or report concerns. The Bias Response and Referral Network responds to reports of bias incidents in order to contribute to a campus climate that is welcoming, inclusive, and respectful for all.

## Program in Health Disparities Research

Conducts research to improve health for all through education, community engagement and policy with the help of community partners located throughout the state.

## Center for American Indian and Minority Health

Educates, recruits and conducts research to make an impact in developing Native American physicians, pharmacists and health professionals.

## STUDENTS

---

### Pipeline Programs

The BA/MD Joint Admissions Scholars Program admits exceptional Minnesota residents from broadly diverse backgrounds, accelerating their journey to become physicians while providing guidance and support. Minnesota Future Doctors prepares UIM premed students from Minnesota communities for admission as medical students through MCAT preparation, research opportunities, physician shadowing and individual advising.

Several summer programs offer UIM students exposure to research and the medical community. Our Life Sciences Undergraduate Summer Research Program and Pre-MSTP Summer Research Program in PhD or MD/PhD programs. Maadaadizi Mentorship, Wiidookodaadiwin Program and Native Americans in Medicine focus on mentoring Native American students.

### Dedicated UIM recruitment

The Office of Admissions is actively involved in the recruitment and retention of diverse medical students; utilizing the Medical Minority Applicant Registry, attending recruitment fairs and AAMC conferences and going on college visits to interact with students from diverse backgrounds.

## Scholarships

- Community Health Initiative Scholarships
- Minority Students Scholarship Fund
- The Mary Tate Student National Medical Association Alumni Scholarship
- Lillian S. Wong, M.D. Endowed Scholarship for Asian Women
- Ruth Myers Minority Aid Fund
- School of Medicine Female or Minority Scholarship
- SOMD Buechner Native and African American Women Scholarship

## Student Experience

OMAD supports several student organizations that are dedicated to supporting underrepresented or marginalized students (current and future) and educating culturally competent and socially conscious physicians. Groups include the Minority Association of Pre-Med Students, the Student National Medical Association, PRIDE in Healthcare, Latino Medical Student Association Twin Cities Chapter, Asian Pacific American Medical Student Association Twin Cities Chapter. The Women in Science and Medicine group to encourage and enable women in the Medical Scientist Training Program to achieve their personal and professional goals.

Different programs will host special programming and targeted Grand Rounds that focus on diversity in medicine and professional development for UIM. The Center for American Indian and Minority Health facilitates a variety of events where medical students can learn from each other, including community building dinners. OMAD in collaboration with the SNMA hosts a New Student Orientation Welcome Event each year.

## FACULTY

---

### Diversity, Equity, & Inclusion in Our Hiring Process

Search committees are offered implicit bias training to assist in their search and interview, as well as promotion and tenure committees, or other activities, and access to our Search Process and Interview Process toolkits developed with best practices for hiring a diverse faculty.

### Salary Equity

The Salary Equity Review Committee examines salary data for paid faculty within basic science departments and oversees salary equity review at the department level and performs salary reviews on behalf of individual faculty.

### Mentoring & Leadership Development

Sponsorships are given to faculty to attend AAMC Leadership Development Seminars for female and minority faculty. The Executive Leadership in Academic Medicine program is a fellowship dedicated to developing the professional and personal skills of female faculty. The Health Equity Leadership and Mentoring Program enhances the academic excellence and leadership capacity of diverse faculty and health disparities researchers. Department Head faculty development includes how to: search, interview, and negotiate in ways that negate the impact of implicit bias, move beyond representational diversity to inclusivity, and write strong, non-biased letters of recommendation or of review.

### Funding to Support UIM Faculty & Reduce Healthcare Disparities

The CTSI / Medical School Early Career Research Award is given to increase the diversity of tenure-track faculty through dedicated funding in support of recruitment of underrepresented in medicine (URM) early-career research faculty members. The Women's Health Research Program aims to increase the number of independently funded researchers who advance scientific knowledge in women's health and wellness across the lifespan and in sex/gender differences in health and disease. Rapid Response Grants fund small scalable projects that directly impact the health of our community by reducing the effects of structural and systemic racism, reducing health disparities, improving access to health care, or addressing gaps in healthcare in non-majority community members.