

## Policy on Diversity

**Responsible Office:** Dean's Office

**Effective Date:** October 24, 2016

The Emory University School of Medicine views diversity as encompassing race, ethnicity, gender, religion, socioeconomic status, sexual orientation, disability, and other aspects of life experience. These attributes enhance our scholarly, learning, living, and healthcare environments. They also enhance our ability to deliver equitable, compassionate, cross-cultural healthcare, improve community health, and lead efforts to eliminate health inequalities and improve health outcomes in disadvantaged and vulnerable populations. We must train, recruit and employ a diverse group of faculty, staff, students, and trainees, including members of communities underrepresented in the medical and scientific workforce who reflect and understand the multicultural and international communities that Emory serves. A climate of inclusiveness is essential to achievement of diversity. We affirm diversity and inclusiveness to be fundamental values that benefit our classrooms, workplaces, and community.

Our work in this area shall be guided by the following principles:

- The School, in partnership with the University, will engage in continuous, systematic and focused recruitment and retention activities to ensure diverse student, trainee, faculty and staff populations, including enhancement of mentorship and advancement opportunities.
- The School will design, implement and grow programs and partnerships aimed at broadening diversity among qualified applicants for admission to its degree and training programs.
- The School will design and implement programs that celebrate the diversity within our community and our successes in promoting diversity.
- The School will provide institutional resources, including scholarship funds and academic preparation assistance, to enhance success and retention of graduating students and trainees.
- The School will develop, implement and continuously refine training programs to heighten awareness of and reduce the impact of bias in recruitment, admissions, hiring and promotions processes.

The School of Medicine Executive Committee on Organizational Equity and Inclusion is charged with monitoring the School's progress toward achieving diversity across all of its activities and

programs and advising the Dean of the School of Medicine on how best to promote and enhance diversity and inclusiveness, including the setting of institutional goals in this area. Ongoing assessment will include review of admissions, recruitment and retention data with the Emory University Office of Equity and Inclusion and periodic administration of surveys designed to assess diversity and inclusiveness across the spectrum of School programs and activities. To ensure continuous attention to goals in these areas, the Executive Committee on Organizational Equity and Inclusion will provide the Dean of the School of Medicine with an assessment of progress relative to diversity and inclusiveness-related goals no less than annually.

**Revision History:**

Approved by the Council of Chairs on October 24, 2016