

Charles E. Schmidt College of Medicine Administrative Policies

Subject: Diversity and Inclusion
Effective Date: April 19, 2019
Supersedes: COM Administrative Policies Initially Adopted February 28, 2007; amended June 1, 2009; September 30, 2010; January 19, 2011; June 12, 2012; May 10, 2013; July 10, 2014; Diversity and Inclusion Policy Adopted April 19, 2019.
Responsible Authority: Senior Associate Dean for Medical Education

Policy Statement:

The Charles E. Schmidt College of Medicine (COM) contributes to FAU's strong tradition of promoting diversity and inclusion (highlighted in the Strategic Plan for the Race to Excellence 2015-2025, <https://www.fau.edu/provost/files/approved.plan2015.pdf> and the Diversity Platform, <http://www.fau.edu/diversity-platform/>) by promoting diversity and inclusiveness in the curriculum we deliver and through our efforts to recruit a diverse and inclusive body of students, faculty, and staff. A diverse and inclusive community will support the College's values and mission as a community-based medical school to advance the health and well-being of our community by training future generations of humanistic clinicians and scientists and translating discovery to patient-centered care.

Definitions:

The Charles E. Schmidt College of Medicine seeks to recruit, hire, and promote faculty and staff, including those in leadership positions, from the following groups underrepresented in medicine in Florida (Florida Health 2018 Physician Workforce Annual Report) as defined below:

- Black/African-American
- Hispanic/Latino
- Women

The Charles E. Schmidt College of Medicine seeks to recruit medical students from the following groups underrepresented in medicine as defined below:

- Black/African-American
- Hispanic/Latino
- Socioeconomically disadvantaged (as defined by the AAMC Education-Occupation (EO) indicators)

To achieve this mission, the College has created programs and policies to promote the racial, ethnic and cultural diversity as well as the cognitive diversity of its students, faculty and staff. Specifically, we at the COM believe that what constitutes diversity goes beyond gender, race and ethnicity but also includes diversity of experiences, thought, and perspectives of our students, faculty and staff. Moreover, we value diversity and inclusion as a driving force for achieving excellence and innovation in academic medicine.

Policy Approval
(For use by the Office of the Dean)

Legal Review: March 8, 2019
Dean: March 5, 2019
Vice Provost: April 19, 2019

Approval documentation is available in the Office of the Dean.