Diversity, Equity and Inclusion

As one of Emory University's nine schools, Emory School of Medicine (ESOM) affirms diversity, equity, and inclusion, as core values. We are guided by Emory University's Institutional Statement on Diversity and the Association of American Medical College's (AAMC) Diversity, Equity and Inclusion* competencies across the learning continuum which defines these values as follows:

**Diversity:** Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).

**Equity:** Fairness and justice recognizing that we do not all start from the same place because power is unevenly distributed. The creation of opportunities for historically underserved populations to have equal access to and participate in programs that can close the achievement gaps in learners’ success and maximize the success of each of our community members. The principle of equity-mindedness demonstrates a willingness to take personal and institutional responsibility for the success of learners, faculty, and staff by critically assessing their own practices.

**Inclusion:** The process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of members of the ESOM community by using the ESOM member’s skills to achieve ESOM’s objectives and mission; connecting members of ESOM to the organization; and encouraging collaboration, flexibility, and fairness. In total, inclusion is a set of behaviors (culture) that encourages the ESOM community to feel valued for their unique qualities and experience a sense of belonging.

These attributes enhance our scholarly, learning, living, and healthcare environments. They 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 health professions and scientific workforce who reflect and understand the multicultural and international communities that Emory serves. Our recruitment and retention efforts focus on groups traditionally underrepresented in health professions in alignment with the population we serve.

Our work in this area shall be guided by the following principles. Emory School of Medicine (ESOM) will:

- Partner with the University to 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.
- Design, implement and grow programs and partnerships aimed at broadening diversity among qualified applicants for admission to its degree and training programs.
- Design and implement programs that celebrate the diversity within our community and our successes in promoting diversity.
• Provide institutional resources, including scholarship funds and academic preparation assistance, to enhance success and retention of graduating students and trainees.
• Develop, implement, and continuously refine training programs designed to improve recruitment, hiring, support and promote faculty and staff by utilizing programs aimed to reduce the impact of bias in these areas.

ESOM's Office of Equity and Inclusion (OEI) in partnership with the Office of Multicultural Affairs (OMA), Office of Medical Education and Students Affairs (OMESA), and the Office of Faculty Academic Affairs and Professional Development is charged with monitoring the school's progress toward achieving diversity, equity, and inclusion across all its activities and programs and advising the Dean of the School of Medicine on how best to promote and achieve these goals. 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 by the Dean's Office that are designed to assess diversity, equity, and inclusiveness across the spectrum of ESOM's programs and activities.

To ensure continuous attention to goals in these areas, the Office of 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.


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