INTRODUCTION AND PURPOSE:

The purpose of this policy is to ensure a diverse student body, faculty, and staff.

CANCELLATION:

N/A

SCOPE AND APPLICABILITY:

This policy applies to the entire Chicago Medical School.

POLICY STATEMENTS:

The Chicago Medical School (CMS) values an inclusive environment with a diverse population of students, staff, and faculty. Education of future physicians and scientists broadens their knowledge of social determinants of health so that they can serve the nation’s healthcare needs and conduct research to decrease health disparities. Recruitment, development, retention, and advancement of diverse individuals, especially those whose communities are under-represented in medicine, adds value to medical education. Diverse and inclusive practices improve cultural competency, communication, and teamwork; will broaden problem-solving capabilities of research and clinical teams; and empower students to rectify health care disparities.

DEFINITIONS:

Senior Administrative Staff: People in academic leadership roles, to include but not limited to, associate/assistant deans, directors, academic department chairs, and people who oversee the operation of affiliated clinical facilities and other educational sites.

PROCEDURES:

CMS is specifically committed to integrating individuals from the following groups:
TITLE: CMS Diversity Policy

Students - African American/Black, Latinx, Women, Socioeconomically disadvantaged

Faculty - African American/Black, Latinx, Women, Interprofessional (Collaborative Practice and Education)

Staff - African American/Black, Latinx, Veterans, Military Dependent, Individuals with Disabilities

Senior Administrative Staff - African American/Black, Latinx, Women, Interprofessional (Collaborative Practice and Education)

Diversity Groups will be re-evaluated by the Diversity Advisory Council every three years. The committee will also ensure that diversity and inclusion is part of policies and strategies being incorporated into CMS policies.

POINTS OF CONTACT:

CMS Assistant Dean for Diversity
CMS Director of Accreditation

REFERENCES AND RELATED POLICIES:

LCME Element 3.3