



Policy Title: School of Medicine Mission-Appropriate Diversity Policy
Effective Date: February 4, 2021

1. Introduction

The OHSU School of Medicine is committed to diversity, equity, inclusion and anti-racism. These commitments are the responsibility of every member of OHSU and are not limited to administrative leaders or those who focus on diversity related matters because of the positions they hold. Diversity is essential to realize the school's multifaceted mission, and to set the example for integrity, compassion and leadership in health care, education, research and community service. Further, diversity is fundamental to the school's ability to attract and retain top talent, achieve innovation and creativity, flourish in a competitive market, maximize the return on our investment in people and ensure flexibility to thrive.

Diversity at OHSU requires creating and sustaining a community of equity and inclusion in policy, practice and measurement. The school honors, respects, embraces and values the unique contributions and perspectives of all employees, patients, students, volunteers and our local and global communities. Diversity maximizes the school's potential for creativity, innovation, quality patient care, educational excellence and service.

2. Purpose

This policy serves to codify the OHSU School of Medicine diversity categories that have been in place since 2014, and which the Faculty Council formally reaffirmed in 2019. The categories were carefully selected to reflect the core values of students, staff and faculty, as well as align with OHSU's mission as a public corporation and Oregon's only academic health center. The school seeks to increase the representation of specific groups within the student body, the faculty ranks and the senior administrative staff. Delineating specific diversity categories serves to focus tactics and resources towards the recruitment and retention of groups that are under-represented in medicine and biomedical sciences. For the health professions, the result of these efforts will produce a more diverse workforce to reflect the state of Oregon's population; foster, grow and sustain an inclusive learning and work environment; and reduce health disparities in Oregon and beyond. For biomedical science, the result of these efforts will produce more research investigators that reflect the population of the United States; foster, grow and sustain an inclusive learning and work environment; and achieve mission-appropriate diversity outcomes.

3. Definitions and Diversity Categories

The university embraces a definition of diversity that includes many categories, including but not limited to: age, color, culture, disability, ethnicity, gender identity or expression, marital status, national origin, race, religion, sex, sexual orientation, and socioeconomic status. OHSU members respect diversity of thought, ideas and more, and university-wide policies and procedures ensure that OHSU adheres to all applicable state and federal laws.

While, we recognize the diversity of representation of all physicians and research investigators are crucial to our mission, we are limited in our ability to track all relevant diversity categories. The School of Medicine has formally selected a subset of diversity categories to align our ongoing systematic recruitment and retention activities (e.g., pathway programs, partnerships, outreach efforts), financial resources (e.g. student scholarships, startup packages, resources), and development of program evaluation methods to determine the effectiveness and outcomes of our diversity efforts among medical students, faculty, and senior administrative staff.

Therefore, the OHSU School of Medicine has formally defined diversity categories, as follows:

- A. For students and residents, the OHSU School of Medicine defines diversity as:
- i. Persons from racial or ethnic groups that are under-represented in medicine and biomedical sciences: (a) Black or African American, (b) Hispanic or Latino/a (individual of any gender identity originating from Mexico, Central or South America, or Caribbean cultures), (c) American Indian or Alaska Native, and (d) Native Hawaiian or Other Pacific Islander.
 - ii. Persons from rural environments, defined as the majority of childhood years in a frontier environment or rural town as specified by the Oregon Office of Rural Health (i.e., a town of less than or equal to 40,000 population and at least 10 miles from a community of that size or larger).
 - iii. Persons who have experienced significant disadvantage or adversity (i.e., a first generation college graduate; a recipient of social service resources while in elementary or secondary school, enhanced education or other programs for diverse populations; or by experience of economic, cultural, educational or family adversity).
- B. For faculty and senior administrative staff, the OHSU School of Medicine defines diversity as:

Persons from racial or ethnic groups that are under-represented in medicine and biomedical sciences: (a) Black or African American, (b) Hispanic or Latino/a (individual of any gender identity originating from Mexico, Central or South America, or Caribbean cultures), (c) American Indian or Alaska Native, and (d) Native Hawaiian or Other Pacific Islander.

Note that senior administrative staff is defined by the Liaison Committee for Medical Education as persons 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.

Implementation Date: February 4, 2021

Revision History: N/A

Responsible Office: OHSU School of Medicine Dean's

Key Words: Diversity, Equity, Inclusion, Anti-Racism

Related Policies and Procedures:

OHSU Policy No. 03-05-035, Sexual Harassment
OHSU Policy No. 03-05-050, Equal Employment Opportunity
OHSU Policy No. 03-05-025, Affirmative Action Goals – Employment
OHSU Policy No. 03-05-037, Religious Exercise & Expression in Workplace & Educational Environment
OHSU Policy No. 03-05-048, Discrimination, Harassment and Retaliation
OHSU Policy No. 03-05-050, Complaints of Discrimination, Harassment and Retaliation
OHSU Policy No. 03-05-055, Accommodations
OHSU Policy No. 02-01-002, Equal Access for Students with Disabilities
OHSU Policy No. 08-01-005, Access for Members of the Public to Programs, Services & Activities