

COMMUNITY MEMORIAL HEALTH SYSTEM
DEPARTMENT OF GRADUATE MEDICAL EDUCATION

Diversity Statement

Community Memorial Health System and the Department of Graduate Medical Education value diversity and inclusion in all aspects of health care - in research, within our academic and professional communities, and as part of providing excellent patient care. Our goals include:

- Improving the health and well-being of underrepresented minorities through focused efforts in research, quality improvement, and institutional population health initiatives
- Establishing a diversity committee with representatives from Administration, GME leadership, Human Resources, faculty, and residents to prioritize diversity as our program grows
- Actively recruiting a diverse community of students, faculty, and staff into our CMHS community through institutional policy, faculty education on recruitment, trainee outreach through social media and recruitment at conferences, and our high school pipeline program
- Establishing mentor relationships with existing minority faculty to support and retain residents and enrich the experience of faculty
- Educating our professional community on cultural competency to raise awareness of and dispel bias, conscious and unconscious
- Tracking and reporting metrics on diversity to better inform our efforts and to measure our success

Diversity Policy

I. PURPOSE:

To enhance diversity and inclusion within all aspects of the Graduate Medical Education Department and our health care community.

II. POLICY:

The Graduate Medical Education program will appoint a Diversity Committee responsible for defining and prioritizing diversity needs and implementing a strategy to increase underrepresented minorities within the GME Program.

III. SCOPE: Graduate Medical Education Program.

IV. DEFINITIONS:

Underrepresented Minority (URM):

The following minority groups are identified as underrepresented minorities: Black, African-American or African, Hispanics or Latinos, American Indians, Native American or Alaskan natives, Native Hawaiians or other Pacific Islanders, and Asians (not including Chinese, Filipinos, Japanese, Koreans, Malaysians, Pakistanis, Asian Indian, and Thai)

V. PROCEDURE:

- A. The Diversity committee shall meet at least quarterly and be responsible for:
 1. Defining and prioritizing diversity needs within GME
 2. Implementing a strategy to increase underrepresented minorities in medicine (URM) among residents, faculty, and staff, including
 - a. Recruiting in conjunction with the CMHS Marketing Department via social media, professional meetings and societies, the CMHS website, and other venues
 - b. Incorporating a message of inclusion on application materials and on our website
 - c. Promoting ideas for faculty and resident education on bias, diversity, and inclusion
 - d. Working with our residency programs by ensuring standardized criteria that adopt a holistic approach for interviewing and evaluating candidates
 - e. Ensuring post-match surveys track diversity and inclusion
 - f. Fostering additional pipeline programs, including visits to medical schools and universities to promote URM recruitment to the CMHS residency programs.
 - g. Fostering faculty-resident mentor relationships within CMHS
 - h. Highlighting research opportunities focused on diversity and inclusion for our research department to pursue
 3. Collaborating with the CMHS Human Resources department regarding GME commitment to diversity in hiring and incentivizing and retaining faculty
 4. Tracking and reporting metrics annually on URM recruitment and retention in the Program Evaluation Committee (PEC) reports to the Graduate Medical Education Committee (GMEC)
 5. Leading discussion of an action plan at GMEC to determine the Diversity committee agenda for the subsequent academic year