

COLLEGE OF MEDICINE DIVERSITY PLAN

2020 - 2025

Faculty, Residents/Post-Doc, and Student Diversity

Goals:

- To increase racial and ethnic diversity reflecting the general population of South Carolina.
- To promote racial/ethnic and gender diversity in leadership positions within the College of Medicine.
- To promote cultural understanding and cultural competency.
- To expand and enhance opportunities within the College of Medicine at all levels for individuals from all backgrounds.

COM Diversity Mission

To create an environment that fosters cultural understanding, cultural competency and opportunities for individuals of all backgrounds.

The College of Medicine embraces the Association of American Medical College (AAMC) Group on Diversity and Inclusion's (GDI) definition of diversity:

“Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in health equity. In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.”

Assumptions and Constraints

The objectives in this area are related to under-represented minorities (African-Americans, Hispanics and Native Americans - American Indian, Alaskan Native, Native Hawaiian). The focus primarily will be on African Americans, as they are the largest recognized minority in the State. Strategies developed to meet these objectives should be flexible enough to apply to other recognized minorities.

Open access to all pertinent information is necessary to accurately assess and monitor the College's progress in the area of diversity.

The allocation of the College's resources to address this issue must be consistent with the College's financial capability.

Objectives

1. The College of Medicine would take an active role and be in the forefront of developing policies and programs, providing and identifying resources to improve the recruitment, education,

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retention, professional development, mentoring, rewarding and recognition of minority students, residents, post-docs, and faculty.

2. To determine the level of racial/ethnic and gender diversity within our own institution at various professional levels, collectively and departmentally, and to compare with available data from peer institutions, especially in the Southeast.
3. To promote the advancement of women and under-represented in medicine individuals in leadership positions, comparable to men in departments within the College of Medicine.
4. To develop and implement training which promotes cultural understanding and cultural competency in all departments within the College of Medicine as well as undergraduate and graduate medical education.
5. To update the current diversity plan for each department within the College of Medicine. The plan will be initiated and executed by the Chair or designee.
6. To maintain updated Diversity Plans for the Offices of: College of Medicine Admissions, Undergraduate Medical Student Education and Graduate Medical Education.
7. To maintain a departmental database and provide annual reports to the COM Diversity Committee. A standardized database form will be provided by the College of Medicine Dean's Office. The database will be used to assess measurable outcomes as well as track progress in the area of diversity.
8. To attract, enroll and graduate African American, Hispanic, and Native-American (American Indian, Alaskan Native, Native Hawaiian) students in numbers, which match State demographics by the end of 2025.
9. To attract, actively identify applicants for recruitment and enroll African American, Hispanic and Native-American (American Indian, Alaskan Native, Native Hawaiian) residents such that MUSC is in the top third of all schools in the Southeast in terms of racial/ethnic diversity by the end of 2025.
10. To attract, hire, retain and promote African American, Hispanic and Native-American (American Indian, Alaskan Native, Native Hawaiian) faculty such that MUSC College of Medicine ranks in the top third of southeast schools in terms of racial/ethnic diversity by the end of 2025.