

Policy Title: Diversity and Inclusion Policy**Policy Number** (relate to LCME Element as applicable): UCF COM Policy 3.3.1**Applies to:** All faculty, staff, administrators and students at the University of Central Florida College of Medicine.**Date:** 6/12/2017**1.0 Purpose:**

This policy relates to LCME Element 3.3, which states: “A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community.”

2.0 Policy Statement:

The UCF College of Medicine is committed to diversity and inclusion which are cornerstone values as we work with our communities to promote cross-cultural understanding and address health care disparities.

As a part of the University of Central Florida, the College of Medicine values and supports diversity and inclusion as a key driver of excellence in our organization. Diversity as a core value in the College of Medicine encompasses inclusiveness, mutual respect, acceptance of multiple perspectives, and serves as a catalyst for change to create an open, safe, positive, and nurturing environment. Our Mission Statement declares that the various functions of the college are designed “to improve the health and well-being of all” and concludes that these take place “in an environment enriched by diversity”. For undergraduate, M.D. students and postgraduate trainees, the college has a particular interest in attracting and retaining learners who reflect the Central Florida community. High priorities are (1) Black/African-American, (2) Hispanic/Latino, and (3) gender. We will recruit learners from socially or economically disadvantaged populations and from multiple geographic locations. Similarly, these valued diversity categories pertain to staff, faculty, and administration recruitment and retention efforts.

Having a college community that includes members from these populations is key to improving learning outcomes. This promotes the exchange of ideas from multiple perspectives, creates an environment for students to develop skills to address the cross cultural health needs of our diverse society, and develops healthcare providers who can meet the needs for our multicultural population in Florida, the nation, and globally.

3.0 Definitions:

N/A

4.0 Responsibilities:

The Office of Diversity and Inclusion is responsible for developing programming and guidance to ensure adherence to this policy.

5.0 Monitoring/Procedures:

The Office of Diversity and Inclusion will work with the appropriate offices and individuals to monitor this policy.

6.0 Related Policies:

None

7.0 Key Search Words:

Diversity	Inclusion	

8.0 Revision History:

Version	Date Approved	Modifications
V1	October 2010	Original statement
V2	July 2016	Reaffirmation of policy with minor edits
V3	June 2017	Minor edits

9.0 References:

N/A

Responsible Office: Office of Diversity and Inclusion

Policy Contact: Assistant Dean of Diversity and Inclusion

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