



Elson S. Floyd College of Medicine

WASHINGTON STATE UNIVERSITY

Policy Title: Diversity and Inclusion Policy

Policy Number: EQ.03.02.170530

Applies to: Administration, staff and students

Date: 5/14/2019

1.0 Policy Statement:

It is the policy of the WSU Elson S. Floyd College of Medicine to implement a variety of strategies to manifest the commitment to diversity and inclusion among its students, faculty and staff.

2.0 Definitions

Diversity: A range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, ability or attributes, religious or ethical values system, national origin, and political beliefs.

Inclusion: The involvement and empowerment of all, where the inherent worth and dignity of people are recognized. An inclusive culture promotes and sustains a sense of belonging; it values and practices respect for talents, beliefs, backgrounds, and ways of living of its members.

3.0 Responsibilities

Office of the Dean

Associate Dean for Admissions, Recruitment, and Inclusion

Equity Committee

4.0 Procedures

The following are strategies (procedures) for the Elson S. Floyd College of Medicine:

1. Leadership –the College of Medicine demonstrates its commitment to diversity and inclusion through its leadership, policies and practices, including establishing:
 - a. An Associate Dean for Admissions, Recruitment, and Inclusion position that reports directly to the dean and is a member of the Dean’s Cabinet. Additionally, the position of Assistant Dean for Pathway Programs and Inclusion has a role in diversity and inclusion.
 - b. A Diversity and Inclusion Policy to guide all efforts to promote diversity and inclusion.
 - c. An Equity Committee as a standing committee under the College of Medicine bylaws to advise leadership on diversity and inclusion policy and practice, including identifying underrepresented and underserved populations and developing initiatives to facilitate an environment conducive to diversity and inclusion.

Diversity and Inclusion Policy

- d. Regular training on diversity and cultural competence for leadership, faculty and staff.
2. Recruitment strategies – the College of Medicine develops a variety of recruitment strategies to ensure a diverse applicant pool. These include:
 - a. Developing pathway programs to recruit students to become physicians, focusing on specific target groups that enhances the college’s ability to meet its mission, including students:
 - i. From rural counties based on Washington’s Office of Financial Management for Washington counties or childhood rural county indicator on the American Medical College Application Service application for non-Washington counties.
 - ii. Who are first generation college graduates
 - iii. Who meet socioeconomic disadvantaged criteria as defined by the *AAMC socioeconomic status disadvantaged indicators in medical school admissions*
 - iv. Female Gender
 - v. Military Veteran
 - vi. From groups underrepresented in medicine in Washington State
 1. American Indian/Alaska Native – Enrolled Tribal Member
 2. Hispanic/Latino(a)
 - b. Developing recruitment strategies to ensure a diverse pool of applicants for faculty and staff positions, with a focus on recruiting the following groups:
 - i. Female gender
 - ii. American Indian/Alaska Native – Enrolled Tribal Member
 - iii. Hispanic/Latino(a)
 - iv. First generation college graduates
 - c. Developing recruitment and promotion strategies that encourage diversity within the College of Medicine leadership faculty, with a focus on:
 - i. Understanding the benefit to our community based medical school of an increase in leadership representation opportunities for physicians with at least 0.4 FTE active clinical community based practices.
 - ii. Working to improve the balance of academic faculty versus clinical faculty in higher level leadership positions.
 - d. Developing a recruitment and hiring policy for search committees to promote diversity and inclusion.
 - e. Partnering with College of Medicine stakeholders to develop pathway programs and recruiting strategies.
 - f. Developing mechanisms to track, recruit and retain students along the physician career pathway from K-12 to practice.
 - g. Development of a bridge program or post baccalaureate program to provide students an opportunity to enhance their academic skills and to improve their chances for admission to medical school

Diversity and Inclusion Policy

3. Admissions strategies – the College of Medicine develops a holistic admissions process that considers metrics, experiences and attributes. The interview uses Multiple Mini Interview formats (MMI) wherein each interviewing unit assesses a particular characteristic to ensure that the student body is broadly diverse and to help meet the mission of the college, while complying with federal and state law.
4. Education – the College of Medicine includes education on diversity and inclusion in the curriculum that is guided by principles that support diversity and inclusion to enhance and enrich the educational and healthcare environments by creation of understanding, sensitivity, awareness, cultural competency and cross cultural understanding that allow students, faculty, staff to celebrate the distinctive perspectives and viewpoints of all.
 - a. Cultural competency/cultural humility
 - b. Conscious and unconscious bias
 - c. Social determinants of health/health disparities/population health
 - d. Working in interprofessional teams
 - e. Leadership
5. Retention of students, faculty and staff – the College of Medicine develops strategies to retain students, faculty and staff and continue to achieve its diversity and inclusion goals by establishing:
 - a. Student support services, tutoring, advising and academic counseling that caters to the needs of a diversity student body
 - b. Training and development opportunities for faculty and staff
 - c. Financial aid, scholarships and funding opportunities to aid in both recruitment and retention
 - d. Partnerships with student affairs, human resources, and the Office of Equal Opportunity
6. Awareness –the College of Medicine helps applicants, students, faculty and staff learn about its commitment to diversity and inclusion through statements and policies that are disseminated widely through references on the medical school website, medical student handbook, faculty handbook, recruitment materials, student orientation, and other venues as needed. Focus groups, town hall meetings and other forums are used to share policies and build a culture of diversity, inclusion and transparency.
7. Evaluation –the College of Medicine develops evaluation and assessment of its activities to promote diversity and inclusion, through development of goals, objectives, outcomes, and monitoring through a continuous quality improvement process.
8. Commitment across Departments –the College of Medicine comprises four departments: Medical Education and Clinical Sciences, Biomedical Sciences, Speech and Hearing Sciences, and Nutrition and Exercise Physiology. Some departments

Diversity and Inclusion Policy

have or might have non-physician degree-granting programs and those departments identify specific underrepresented groups for outreach program, recruitment and admission processes that may differ from medical students, but do not differ in their commitments to diversity and inclusion.

Implementation of these initiatives enables the College of Medicine to achieve its mission by promoting diversity and inclusion among students, faculty and staff. In so doing, the college enriches education, research, clinical care and service activities and improves access to quality care for all communities in Washington State and beyond.

5.0 Related Policies

Washington State University Equal Opportunity and Affirmative Action Policy
Executive Policy #12, revision approved February 17, 2010

6.0 Key Search Words

Diversity, inclusion, commitment

7.0 Revision History

Original Approval	Policy number	Revision Approval
4/12/2016	EQ.03.02.170530	2/28/2017
2/28/2017	EQ.03.02.170530	5/30/2017
5/30/2017	EQ.03.02.170530	6/8/2018
5/30/2017	EQ.03.02.170530	5/14/2019

Responsible Office: Office of the Dean

Policy Contact: Associate Dean for Admissions, Recruitment and Inclusion

Supersedes: Version approved 5/30/2017