



POLICIES

Effective Date: April 26, 2021

Retired:

Revised:

Approved by: Digna S. Forbes, M.D., FASCP
Interim Dean, School of Medicine

Subject: Diversity Policy

PURPOSE:

The purpose of this policy is to align our primary mission at Meharry Medical College School of Medicine, which pledges to offer a unique, quality, health science education to students of diverse origins, especially African Americans.

POLICY STATEMENT:

Meharry Medical College was founded just 11 years after the end of the Civil War with the mission of educating African Americans to serve the underserved. Today, the nation's largest private, historically black academic health sciences center has trained thousands of health care professionals. Meharry Medical College School of Medicine welcomes and embraces students, faculty, and staff from all backgrounds, but retains its mission to recruit, retain, and graduate African Americans, producing one of the highest number of physicians into the healthcare workforce.

DEFINITIONS:

Black or African American (Not Hispanic or Latino) is a person having origins in any of the black ethnic groups of Africa.

PROCEDURE:

The School of Medicine (SOM) will make efforts to diversify the healthcare workforce with more African Americans by the recruitment, retention, and promotion of African American students, faculty, and staff.

All departments in the SOM will identify processes and programs to achieve the goals of the college, particularly as they pertain to faculty, staff, and students in each department.

Recruitment - Recruitment initiatives and programs developed to meet the priorities and mission of the SOM will use metrics to monitor success and make improvement as needed.

Retention - The SOM will implement, monitor and evaluate all programs and initiatives to retain students, faculty, and staff in order to achieve the mission and goals of the SOM.

Education - The SOM Office of Undergraduate Medical Education will collaborate with faculty and the curriculum committee to integrate education on diversity and inclusion into the curriculum in order to better prepare students to address health disparities in their work, and promote a work environment that fosters inclusivity.

Curriculum will address:

- a. Social determinants of health, health disparities, health equity
- b. Cultural competency, conscious and unconscious bias
- c. Collaborative work in interprofessional teams

EXHIBITS:

Liaison Committee on Medical Education (LCME) Accreditation Element 3.3: Diversity/Pipeline Programs and Partnerships

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. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.