Diversity and Inclusion

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Deputy Dean for Diversity & Inclusion
**Diversity** as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change.
Inclusiveness creates a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution.
The UA College of Medicine is privileged to be located in Arizona, a land of rich cultural traditions and heritage. Respect for diversity, defined with regard to race, ethnicity, culture, physical abilities, talents, language, spiritual practices, sexual orientation, gender identity and life experiences, is essential to the successful attainment of our mission to promote health and improve the prevention, diagnosis and treatment of disease for all the people of Arizona and beyond, through education, research and patient care.
Diversity Statement

The UA College of Medicine expresses its commitment to diversity by:

• Educating, training and employing diverse faculty, staff and student body,

• Fostering the development of personal attributes in its employees and students that are necessary to achieve its mission,

• Encouraging and supporting culturally relevant scholarly activities, that acknowledge and respect systems of healing that emerge from different traditions, and

• Providing a culturally competent, inclusive and respectful environment.
Diversity Statement

• This commitment to diversity enables us to provide state of the art education, deliver the highest quality health care, critically address health care inequities, and perform leading edge research to benefit all our communities.
Diversity and Inclusion are values recognized by UA, COM, BUMC, as essential in the pursuit of excellence.

- Diversity is not a problem to be solved but an opportunity to be had
- Is not a short term focus but a sustained value
- Value as strategic capacity building
- Mission driven
- Community congruent
- In need of everyone’s help

COM community identified how diversity contributes to our environment
Diversity in Research

• Broad opportunities for
  – multi-disciplinary collaborations at a Research 1 Institution
  – increased creativity by engagement across communities

• Inspiration to solve some of medicine and society’s most complex problems

• Freedom to ask questions differently, and approach concepts freely

Diversity: It’s on our DNA  http://www.arizona.edu/diversity
Added value of diversity:

- to classroom/rounds discussion: Diversity of life experiences, philosophical perspectives, cognitive diversity contributes to higher education
- of clinical encounters
- of inter-professional approaches
- of visible diversity to a healthy climate

Daryl G. Smith
We are mindful of diversity impact on social determinants of health, health literacy, English proficiency, and cultural attitudes and interpretations of health and disease.

- We serve the increasingly diverse population of Arizona
- University community
- US/Mexico Border
- US Southwest Tribes
- Retirees
Office of Diversity and Inclusion
Function and Resources

• Collaboration with Faculty Affairs: Lydia Kennedy
• Faculty Fellows Mentoring Program
• NHLBI PRIDE-25 Program
• Arizona Hispanic Center of Excellence
• HRSA Center of Excellence Grant (COM Students and Faculty)
• Health Career Opportunity Program Grant (Broad Pipeline)
• Indians Into Medicine (Pipeline Program)
• Diversity Matters Program
• Diversity Seminar Series

www.diversity.medicine.arizona.edu
Summary

• COM incorporates Diversity and Inclusion as core values for change in pursuit of excellence
• Clear support from leadership and faculty body
• Consistent with our COM mission
• Consistent with our community engagement
• ODI is here to help you succeed in your efforts
• Our campus welcomes you and wants you to engage