

Diversity and Inclusion

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COLLEGE OF MEDICINE

What is Diversity

Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change.



Inclusion

Inclusiveness creates a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution.



Diversity Statement

Approved by the College of Medicine Faculty November, 2010

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.



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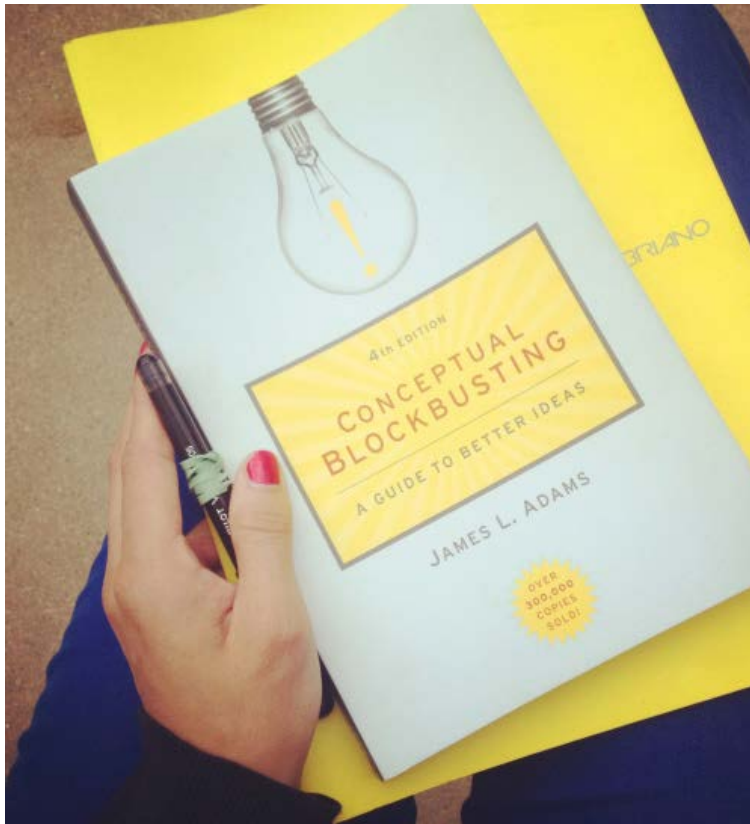
Diversity Statement

- 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.



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Diversity in Research



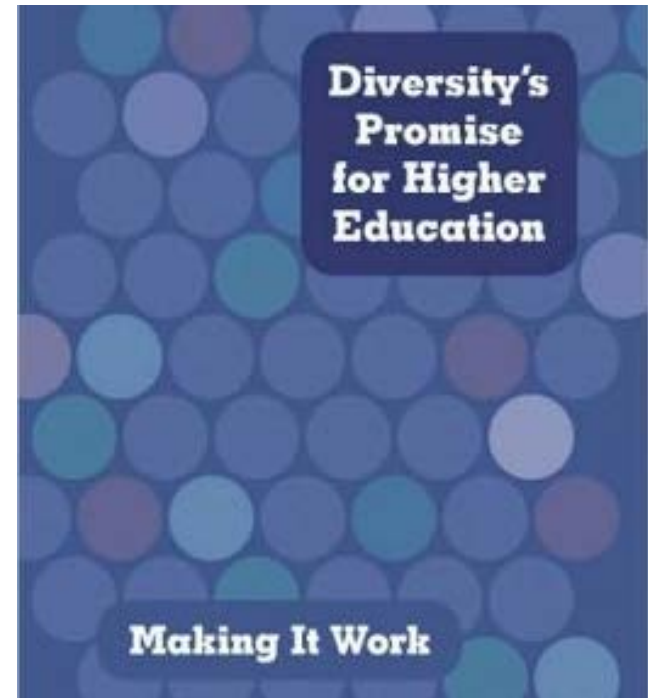
- Broad opportunities for
 - multi-disciplinary collaborations at a Research 1 Institution
 - increased creativity by engagement across communities
- Inspiration to solve some of medicine and society's most complex problems
- Freedom to ask questions differently, and approach concepts freely



Diversity: It's on our DNA <http://www.arizona.edu/diversity>

Diversity in Education

- 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

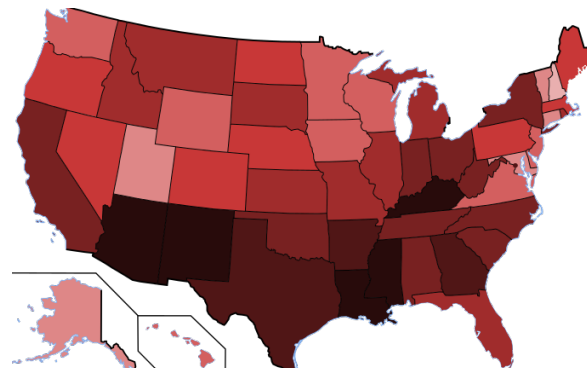
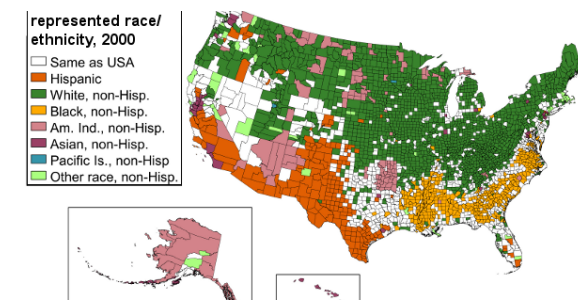
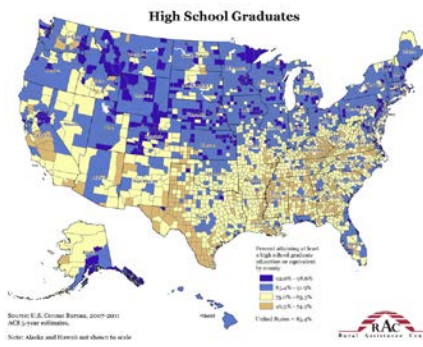
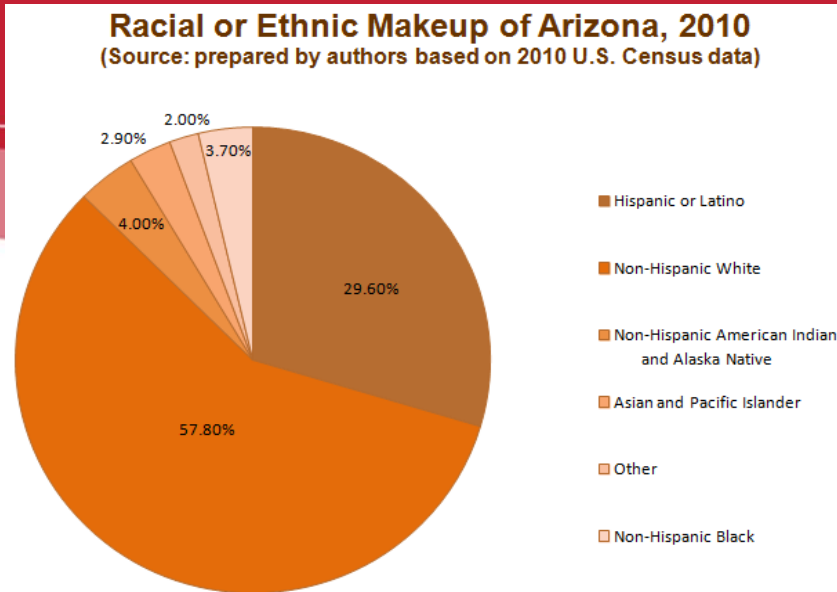


Daryl G. Smith

Diversity in Service

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



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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**



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