

**THE GEORGE WASHINGTON UNIVERSITY
SCHOOL OF MEDICINE AND HEALTH SCIENCES
DIVERSITY AND INCLUSION
ACTION PLAN
2015-2017**

The George Washington University School of Medicine and Health Sciences in partnership with the University and the Vice-Provost for Diversity and Inclusion will engage in ongoing, systematic and focused recruitment and retention activities to achieve mission-appropriate diversity outcomes among its students, faculty, and senior administrative staff. The term diversity is used to describe individual differences (e.g. life experiences, learning and working styles, personality types) and group/social differences (e.g. race, socio-economic status, class, gender, sexual orientation, country of origin, ability, intellectual traditions and perspectives, as well as cultural, political, religious, and other affiliations) that can be engaged to achieve excellence and innovation in teaching, learning, research, scholarship, and administrative and support services. The SMHS diversity focus is on groups that have been traditionally under-represented in medicine, particularly Black/African Americans, Hispanic/Latinos, economically disadvantaged and women.

The SMHS Diversity Action Plan aligns with the mission and vision of the School of Medicine and Health Sciences as articulated below.

The George Washington University School of Medicine and Health Sciences is dedicated to improving the health of our local, national, and global communities by:

- **Educating** a *diverse* workforce of tomorrow's leaders in medicine, science, and health sciences.
- **Healing** through innovative and compassionate care.
- **Advancing** biomedical, translational and health services delivery research with an emphasis on multidisciplinary collaboration.
- **Promoting** a culture of excellence through *inclusion*, service, and advocacy.

As a globally recognized academic medical center, GW embraces the challenge of eliminating health disparities and transforming health care to enrich and improve the lives of those we serve.

Goal 1: Increase recruitment of diverse students, faculty and senior administrative staff in the School of Medicine and Health Sciences

Priority	Interim goal(s)	Activities for accomplishing each goal	Responsibility: Who will carry out this work?	Timeline: When will this be accomplished?
Students				
Increase matriculation rate of diverse students admitted to SMHS MD program by 5%	<ul style="list-style-type: none"> • Identify barriers to matriculation for accepted students • Analyze matriculation rates of accepted students • Develop response to identified barriers 	<ul style="list-style-type: none"> • In depth analysis of accepted students who choose not to matriculate • Conduct focus groups with current matriculates to identify strengths & challenges • Explore best practices to eliminate barriers 	<p>DODI, DOA</p> <p>DODI, DOA, ADDI, ADA</p>	<p>Nov 2015</p> <p>Aug 2017</p>
Identify formal partnerships with academic institutions for the purpose of identifying and recruiting diverse candidates	<ul style="list-style-type: none"> • In depth analysis of current partnerships • Enhance current working partnerships • Develop new partnerships, with special outreach to Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), to align with target populations 	<ul style="list-style-type: none"> • Review recruitment and enrollment data from current partners • Plan bi-annual visit to partners • Identify a minimum of two new partners 	<p>DOA</p> <p>DODI, ADDI</p>	<p>Dec 2015</p> <p>Oct 2015</p> <p>Sept 2015</p>

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Increase scholarship funding and other resources to support recruitment and retention of a diverse student body.	<ul style="list-style-type: none"> • Evaluate Financial Aid policies, programs and processes to support and sustain SMHS diversity and inclusion efforts. • Collaborate with the Development Office to identify philanthropic opportunities 	<ul style="list-style-type: none"> • Track and report the number and dollar amounts of scholarships by demographic groups. • Track and report monetary contributions earmarked to advance and support SMHS diversity and inclusion efforts. 	DOFinAid DODI ADD ADDI	Ongoing
Establish one additional pipeline program	<ul style="list-style-type: none"> • Collaborate with DC Public High Schools to identify URM students to participate in activities geared toward increasing the diversity of the US healthcare workforce 	<ul style="list-style-type: none"> • Utilize the 2009-2014 DC Health and Academic Preparation Program(DC HAPP) as a template for program development and evaluation • Identify DC Public High School and local organizations for partnership development 	DODI ADDI	July 2015-ongoing

Faculty/Senior Leadership				
Analyze SMHS, and national faculty diversity data	<ul style="list-style-type: none"> • Provide departmental benchmarking data • Review best practices for “diversity advocate” position in recruitment • Include diversity metrics as part of the chairperson’s annual review 	<ul style="list-style-type: none"> • Utilize AAMC faculty roster for benchmarking • Meet with each department chair • Modify diversity advocate process; develop a “tool kit” 	DODI ADDI DOFA ADFA DODI ADDI	Nov/Dec 2015 Sept/Oct 2015 June/Jul 2015

Goal 2: Enhance the climate of inclusion throughout the SMHS

Priority	Interim Goal	Activities for accomplishing each goal	Responsibility	Timeline
Build institutional capacity for diversity and inclusion	<ul style="list-style-type: none"> Frame the diversity and inclusion discussion as central to institutional excellence, innovation in health care delivery and elimination of disparities 	<ul style="list-style-type: none"> Presentations by experts/ leaders in the field of diversity and inclusion Include student groups, residents, faculty and senior leadership 	DODI	Ongoing 2015-2017
Assess and respond to opportunities for and barriers to recruiting faculty.		<ul style="list-style-type: none"> Conduct and evaluate exit interviews and focus groups Conduct and evaluate “culture of inclusion” using self-assessment tool Work with Office of Faculty Affairs to broaden marketing efforts to attract the widest range of qualified candidates 	DODI ADDI	Mar 2016
Provide unconscious bias training to all members of SMHS leadership to include chairs, program directors, course and clerkship directors	<ul style="list-style-type: none"> Train a cadre of institutional leaders in the area of unconscious bias 	<ul style="list-style-type: none"> Designate staff/faculty to participate in annual AAMC Unconscious bias workshops Provide semi-annual focused discussion with admissions committee members Provide on-going training to SMHS departments regarding leveraging diversity to enhance the 	ADDI	Ongoing 2015-2017

		hiring process		
Embed cultural competence throughout the curriculum and extracurricular activities	<ul style="list-style-type: none"> • Train future physicians to identify and better understand the contributors to health disparities and inequities. 	<ul style="list-style-type: none"> • Monitor curriculum using AAMC Tool for Assessing Cultural Competence • Create a curriculum that focuses on patient-centered diversity both locally and nationally • Create a curriculum that allows students to identify personal biases and reflect on potential impact on patient care. 	DODI ADDI	June 2014 Ongoing

*DODI (Director Office of Diversity & Inclusion)

*ADDI(Associate Dean Diversity & Inclusion)

*ADFA (Associate Dean Faculty Affairs)

*DOFA (Director Office of Faculty Affairs)

*ADA (Assistant Dean Admissions)

*DOA (Director Office of Admission)

*ADD (Associate Dean Development)