

HOWARD UNIVERSITY COLLEGE OF MEDICINE

DIVERSITY POLICY (11.17.16)

The Howard University College of Medicine is committed to building and sustaining a diverse academic and work environment in which persons from different backgrounds are included, respected, appreciated and supported as they learn, teach, serve and conduct research.

We define diversity to include the categories of race, ethnicity, gender, age, socio-economic status, geographic origin, sexual orientation, disability, and religion.

We value diversity because it promotes a culture of inclusion, understanding and learning across the College of Medicine community. Diversity better prepares our learners for the increasingly diverse population they will serve as physicians and health care providers.

This policy applies to members at all levels of the College of Medicine community, and to processes including those for student admissions, the hiring of staff, the appointment of faculty and the work of search committees.

Responsibility for ensuring that this diversity policy is carried out, and for identifying strategic diversity priorities, rests with the senior administrators of the College of Medicine which includes the Dean, Associate Deans, Department Chairs, Center Directors, Director of Admissions and the Admissions Committee.

This policy shall be disseminated to all undergraduate and graduate medical learners, faculty, and staff.

STRATEGIC DIVERSITY PRIORITIES (2016-2017)

Given our history and mission, there is a focus at the College of Medicine on the recruitment and retention of underrepresented minority students, faculty and staff. Additionally, there is a current strategic diversity priority given to the recruitment, retention and advancement of:

- African-American male students
- Latino and Hispanic students
- Students from socio-economically/environmentally disadvantaged backgrounds
- Female faculty
- Female senior administrators