**Diversity and Inclusion Policy**

The Marshall University Joan C Edwards School of Medicine (JCESOM) is committed to cultivating a diverse campus population for the well-being of its learners and workforce. Diversity coupled with inclusion brings about a nurturing educational environment ideal for learners at all levels, the faculty who teach, and the staff who support. To that end, the school of medicine will recruit, retain, and advance a student body, faculty, and staff reflective of the diversity of the Appalachian region served by the medical school as well as the state of West Virginia. We believe that diversity in our student body and workforce is central to the school of medicine’s educational mission because a diverse faculty and student body contribute to better teaching, learning and understanding among students of varying circumstances. We value and foster diversity as a means for preparing our students to serve the needs of the increasingly multicultural and racially diverse patient population, for enhancing the cultural sensitivity of our medical students and workforce, and for working towards improving access to health care for underserved sectors of our region.

JCESOM is committed to proactive recruitment practices for students, residents, faculty, and staff, to enrich the learning environment and to promote intellectual inquiry, dialogue, and other activities pivotal to a school of medicine. We make every effort to establish and sustain a culture in which individual differences is embraced and in which our students, residents, faculty and staff contribute to a shared understanding of our local and global communities. We take responsibility for contributing to a climate that supports the distinctive contribution of every individual to high quality outcomes in education, research and patient care. Our goal is to create an environment in which individual differences - including differences in gender, race, ethnicity, socio-economic status, life experience, family, education and geographic backgrounds – are respected and valued. Students recruited from these diverse backgrounds will enhance the learning environment of all students, improve the students’ understanding of and knowledge about the health needs of a diverse society, and encourage the students to help address problems of health access and equity once in practice.

In accordance with this policy, the school does not discriminate against students, faculty or staff based on any personal differences. The school seeks out and actively recruits qualified students, faculty and staff from diverse backgrounds, actively oversees compliance with this policy, and measures and reports on its success. Strategies for improvement are developed and reviewed regularly to produce a richly diverse, tolerant, and vibrant learning community.

The Office of Diversity and Inclusion was established and is dedicated to increasing and maintaining diversity for students, faculty, and staff. The Assistant Dean for Diversity and Inclusion supports the recruitment and retention efforts of those underrepresented in medicine, those from a rural background, and women. The Assistant Dean for Diversity and Inclusion reports to the dean of the medical school.

The Multicultural Advisory Committee chaired by the Assistant Dean for Diversity & Inclusion is an advisory committee to the dean. The committee provides primary guidance to set policy and goals to achieve the mission of JCESOM for diversity and inclusion. JCESOM faculty, staff and students may make recommendations for participation on the Multicultural Advisory Committee with final appointment to the committee by the Assistant Dean for Diversity and Inclusion.

**Diversity Categories Policy**

The following diversity categories identified by Marshall University Joan C. Edwards School of Medicine to guide recruitment and retention activities for medical students, faculty, and senior administrative staff:

* Individuals historically underrepresented in medicine African American/Black
* American Indian
* Latino/Hispanic
* Asian/Other Pacific Islander
* Individuals from rural backgrounds
* Women

**Graduate Programs**

The Office of Diversity and Inclusion works in collaboration with the Office of Research and the Office of Graduate Medical Education to monitor and jointly provide outreach, marketing, and recruitment to increase diversity in its Master's and Doctoral level graduate students at Marshall University Joan C. Edwards School of Medicine.

Approved by MAC (Multicultural Advisory Committee Nov 17, 2017)