

## DIVERSITY AND INCLUSION POLICY

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**Scope:** At McGovern Medical School, we are deeply committed to fostering a diverse, culturally rich and inclusive educational environment where opportunities for collaboration and innovation are limitless. We value and embrace the different ethnicities, races, cultures, ages, abilities, sexual identities and religions that comprise the McGovern Medical School family. We are steadfast in our commitment to cultivating a physician workforce that is equipped to meet the evolving healthcare needs of all Texans and all those living in our greater community.

**Policy:** McGovern Medical School endeavors to recruit diverse students, faculty, and senior administrative staff as defined below:

### Students:

- Utilizing the AAMC definition of underrepresented in medicine we strive to recruit racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population. This includes African American/Black, Hispanic/Latino, and Native American students.
- Socioeconomic status – This is a variable assigned by the Texas Medical and Dental Schools Application System (TMDSAS) based on points received from seven criteria.

### Faculty and Senior Administrative Staff:

- Utilizing the AAMC definition of underrepresented in medicine we strive to recruit racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population. This includes African American/Black, Hispanic/Latino, and Native American faculty and senior administrative staff.
- Female

### **Our Diversity Goals and Principles:**

- McGovern Medical School will engage in on-going, intentional, systematic recruitment, retention and engagement activities designed to enhance and maintain a diverse and inclusive student body, residents, faculty, and staff.
- McGovern Medical School recognizes a broad concept of diversity which includes widely divergent life experiences as well as traditional associations with race, ethnicity, socioeconomic status, gender identity, sexual orientation, cultural orientation, disability, military service, religious beliefs, national

origin and other distinctive immutable and mutable characteristics. This definition applies to our students, faculty, and staff.

- McGovern Medical School will provide institutional resources to support the leadership development of our diverse faculty; the success and retention of our residents; and the academic success of our diverse student body;
- McGovern Medical School will develop, refine and continually improve metrics to assess the effectiveness of diversity and inclusion initiatives for faculty, staff and students.

**Related Policies:**

*Faculty and Staff Diversity Related Policies*

- a. Handbook of Operating Procedures Policy Number 183: Nondiscrimination, Anti-Harassment and Equal Opportunity: [HOOP Policy 183](#)
- b. Handbook of Operating Procedures Policy Number 101: Disability Accommodation: [HOOP Policy 101](#)
- c. Handbook of Operating Procedures Policy Number 112: Observing Religious Holy Days: [HOOP Policy 112](#)
- d. Equal Opportunity and Affirmative Action Policies: [Equal Opportunity Statement](#)

*Student Diversity Related Policies*

- a. Handbook of Operating Procedures Policy Number 183: Nondiscrimination, Anti-Harassment and Equal Opportunity: [HOOP Policy 183](#)
- b. Handbook of Operating Procedures Policy Number 101: Disability Accommodation: [HOOP Policy 101](#)
- c. Handbook of Operating Procedures Policy Number 112: Observing Religious Holy Days: [HOOP Policy 112](#)