

# UNC School of Medicine Diversity Definition & Policy

UNC School of Medicine embraces the commitment to create and sustain an environment that values a variety of perspectives and experiences. The School of Medicine actively promotes a diverse, inclusive, and equitable environment in which all learners, faculty, and staff can work, learn, teach, research, and serve. A diverse and inclusive environment is essential to fulfilling our mission of improving health and our vision of being the nation's leading public school of medicine. The School of Medicine strives to create a culture of belonging where its students, faculty, and staff can thrive regardless of their race, ethnicity, creed, gender identity, gender expression, sex, sexual orientation, religion, physical ability, culture, socio-economic status, age, political ideology, national origin, or veteran status. The School of Medicine also endeavors to increase the presence of those who are committed to serving under-resourced and rural populations.

While working to create an inclusive welcoming environment for all, the School of Medicine is committed to ongoing systematic recruitment and retention activities to achieve its mission appropriate diversity outcomes. The School of Medicine has identified diversity groups for students (race, ethnicity, gender, and geographic origin)<sup>1</sup> and faculty and senior administrative staff (race, ethnicity, and gender)<sup>2</sup> which are aligned with the medical school's mission as a public institution serving the people of North Carolina:

In order to strengthen its inclusive climate and environment, the School of Medicine will continue to advocate for and protect the dignity and rights of groups and individuals who experience discrimination, abuse, and intimidation. An inclusive climate is vital to the School of Medicine. The School of Medicine will continue to develop programs designed to raise awareness of and educate our community about topics and issues related to diversity, equity, and inclusion in healthcare. We report annually on our efforts and outcomes in these areas. Monitoring the climate in which students, faculty, and staff work, learn, and serve is critical to the school's efforts to promote a positive and productive environment for all.

1. Race (Black/African American; Native American); Ethnicity (Hispanic); Gender (Female); Geographic origin (rural).

2. Race (Black/African American); Ethnicity (Hispanic); Gender (Female).