

I. BACKGROUND AND POLICY

EVMS recognizes the importance of diversity and inclusiveness in the training of future physicians and health care professionals. A diverse and inclusive workforce and learning environment increases the quality of our education and training programs for medical and health professions students who are living and working in an increasingly diverse culture. Diversity broadens the scope of our research, and allows EVMS health practitioners to more effectively address health equity and health issues of concern to underrepresented groups in our community.

The EVMS Mission Statement reflects EVMS' commitment to creating and fostering a diverse and cohesive faculty, professional staff and student body. As such, it is the policy of EVMS to develop and maintain diversity enhancement initiatives that will foster a culture of diversity and inclusiveness at EVMS.

II. STATEMENT OF DIVERSITY

The education, research and patient care mission of Eastern Virginia Medical School (EVMS) is shaped by many considerations; the demographics of the surrounding communities, the significant presence of military personnel, retirees and their families, the rural and underserved communities of the Commonwealth of Virginia, and the broader national and global need to address gaps in the health workforce and the accessibility of health care.

Eastern Virginia Medical School has a unique history as one of the few institutions in the United States established by the local community to serve the local community. Indeed, its vision is to be the most community-oriented school of medicine and health professions in the nation. In fulfilling that vision, EVMS strives to attract talented students, trainees, faculty, staff and leaders who bring diverse attributes and experience to drive our collective commitment to excellence. Eastern Virginia Medical School embraces diversity broadly defined, but places a special emphasis on the recruitment of women, traditionally underrepresented minorities in medicine and the health professions (African Americans, Latinos, American Indians and Native Alaskans, and Native Hawaiians and Pacific Islanders), veterans and individuals who come from socio-economically disadvantaged backgrounds. Acknowledging that diversity is a fluid and evolving concept, we will continually strive to be inclusive of individuals and groups in the broadest possible manner.

III. DIVERSITY AND INCLUSION ENCHANCEMENT

A. Diversity and Inclusion Enhancement Plan. EVMS shall develop an overall Diversity Enhancement Plan that outlines the goals and action plans to be implemented in order to meet the following diversity enhancement objectives:

1. Creation of an inclusive environment that values diversity and is welcoming and appreciative of individuals from a wide variety of backgrounds including race, gender, ethnicity, age, culture, religious belief or practice, physical ability, sexual orientation, gender identity, socioeconomic class, political beliefs, or other distinctions;
2. Enhancing recruitment and retention of women and underrepresented minorities for faculty and key administrative staff positions;
3. Enhancing health career pipeline programs and expanding recruitment efforts to attract ethnic minority students that are underrepresented in medicine and the health professions;
4. Development of education and training programs focused on increasing health equity and improving outcomes for the underserved and minority patient population in the Hampton Roads area.

The Diversity and Inclusion Enhancement Plan may include initiatives related to activities that are currently in place, initiatives that supplement those activities, or initiatives for new activities to be developed. The order in which new activities are to be implemented shall be identified by the Vice President of Diversity at the beginning of each fiscal year.

B. Recruitment Plans. EVMS shall develop workforce, resident, and student recruitment plans that support the objectives of the Diversity and Inclusion Enhancement Plan. These recruitment plans shall outline the process by which EVMS Human Resources, Graduate Medical Education and Student Admissions shall pursue diversity enhancement in their respective areas.

C. Education and Training. EVMS will ensure that the individuals charged with recruiting faculty, staff, residents, and students receive appropriate education and training on fundamental principles of recruitment and retention, including diversity principles. In addition, education and training on cultural competency shall be developed for student and employee orientations or other such venues as may be appropriate.

D. Policy Development. EVMS shall ensure that diversity enhancement policies such as Religious Accommodation, Non-Discrimination, and any other policies deemed necessary to support a culture of diversity and inclusion at EVMS are implemented and/or updated as necessary.

IV. PLAN ADMINISTRATION AND EVALUATION

The Vice President of Diversity and Inclusion shall have primary responsibility over the administration and evaluation of the Diversity and Inclusion Enhancement Plan and shall:

A. Collaborate with various departments across EVMS to develop and implement annual goals for activities in support of the Diversity and Inclusion Enhancement Plan and in accordance with the priorities of the President/Dean;

B. Develop and implement education and training programs;

C. Develop and analyze metrics to ensure that Diversity and Inclusion Enhancement Plan initiatives are effective and meaningful;

D. Receive reports annually from the various departments on diversity and inclusion activities and outcomes and develop an annual institution-wide report on the overall successes and/or failures of Diversity and Inclusion Enhancement Plan initiatives. Reports shall include, but not be limited to:

1. diversity enhancement activities undertaken and how such activities relate to the Diversity and Inclusion Enhancement Plan;
2. planned, ongoing and completed education and training activities;
3. assessments of expected outputs/goals;
4. data on changes in diversity from student, faculty and staff perspectives; and
5. refinements, changes, or support needed to meet the Diversity Enhancement Plan objectives in the future.

E. Monitor for developing trends and work with the EVMS administration to update Diversity and Inclusion Enhancement Plan initiatives, training programs, and policies as necessary.

F. Ensure that this Policy is reviewed and updated, as necessary, but no less than annually.