



DIVERSITY POLICY

I. **Policy Statement**

This policy states that California Northstate University College of Medicine (CNUCOM) considers diversity an integral part of the entire academic enterprise. Blending of different life and cultural experiences is of prime importance in the selection of faculty and staff and in the selection of students who will serve as future physicians. CNUCOM seeks to foster a meaningful diverse community of faculty, staff, and students to enrich the educational environment that reflects the demographic makeup of our regional service territory, and thereby to enhance and deepen the experience and knowledge base for our students. The value of this diversity emphasis for CNUCOM educational programs and staffing will be realized by the production of culturally competent physicians who can serve an increasingly diverse population.

CNUCOM is committed to steward the important value-added contributions that come from an institutional environment rich in diversity, and in the contextual legal parameters of Proposition 209 (1994) the Civil Rights Initiative.

II. **Purpose**

a. **Value of Diversity.**

- i. The CNUCOM believes that diversity enhances the educational environment and enriches the experience of the faculty, staff, and students, and aims to create a culture in which everyone feels valued and included. Diversity initiatives include:
 1. Recruiting and retaining diverse faculty, staff and student body.
 2. Creating and evaluating diversity initiatives.
 3. Developing educational and training sessions for faculty, staff and students to ensure cultural competency.
 4. Engaging the community through programs to increase diversity in the health care professions.

b. Defining Diversity

- i. Our primary consideration is to increase the numbers of underrepresented in medicine to reflect the population of our service region, which includes ethnicity, gender, age, and socio-economic status, and we also consider the national trends to help inform our diversity outreach programs assessments. To that end, CNUCOM values all dimension of diversity among students, faculty, staff and administrators, including but not limited to age, race/ethnicity, gender, gender identity, gender expression, sexual orientation, physical ability, geographic locations, and socioeconomic up-bringing.

c. Dimensions of Diversity

- i. Our strategies address the socio-cultural outreach and socio-economic considerations essential to reaching the populations underserved and/or underrepresented in medicine and support the CNU institutional diversity goals.

d. Diversity Priorities

- i. CNUCOM diversity recruitment and retention priorities will be reviewed annually relative to the demographic trends of our regional service area (Sacramento Region/Northern California), and the diversity of the college population of students, faculty and staff.

III. Scope/Coverage

This policy applies to all CNUCOM students, faculty, staff and administrators.

IV. Policy Procedure

- a. A Diversity and Inclusion Committee (CIC) is constituted at the college level and is populated by representatives from the student body, faculty, staff and administration from each department as appointed by the Dean. The Chair of California Northstate University College of Medicine Diversity Equity and Inclusion (CNUCOM DEI) Committee is appointed by the Dean, who will charge the committee with their duties and responsibilities. The purpose of this committee is to monitor the efforts and progress being made towards recruiting and retaining a diverse student body, faculty, staff and administrators, and creating and evaluating diversity and inclusion initiatives across the CNU campus. This committee is responsible for providing ongoing reports to the Office of the Dean regarding the progress on these important and compelling issues.
- b. The CNUCOM Admissions Committee will conduct a holistic admissions process whereby the college and university's compelling interests toward creating a diverse

student population that will contribute to the education depth and breadth of the campus will be realized.

- c. The CNUCOM Faculty Search Committee is charged with the responsibility for hiring qualified staff and administrators to work in the various capacities necessary to operate a college of medicine and are expected to keep as a central tenet of the hiring process the college's compelling need to recruit and maintain a diverse support staff and administrators.
- d. The CNUCOM Office of Faculty Development, along with the members of the Curriculum Committee, serve in the development of educational and training sessions for faculty, staff and students to ensure a proficient level of cultural competency.
- e. On an annual basis, a report of diversity and inclusion achievement will be presented to the Dean and Office of Institutional Effectiveness & Accreditation.

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