



College of Medicine Diversity and Inclusion Policy

INTRODUCTION

The State of California passed a law in 1996, known as Proposition 209 (also known as the California Civil Rights Initiative). Proposition 209 states that, “The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.” In hiring of faculty for example, it is lawfully required that a department do everything possible to increase the applicant pool in any recruitment situation, and then not to consider race, ethnicity, gender, or other identified characteristics during the subsequent interviewing, deliberation, and selection phases of a job search.

The following Diversity and Inclusion Policy is designed to provide a framework to achieve the important value-added contributions that come from an institutional environment rich in diversity, and in the contextual legal parameters of Proposition 209.

I. POLICY STATEMENT

Diversity and Inclusion

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 broad and diverse community of faculty, staff, and students to enrich the educational environment and expand the 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 our nation’s increasing diverse population.

Promoting Diversity

The College of Medicine believes that diversity enhances the educational environment and enriches the experience of the faculty, staff, and students. CNUCOM aims to create a culture in which everyone feels valued and included.

Diversity initiatives include:

- Recruiting and retaining diverse faculty, staff and student body;
- Creating and evaluating diversity initiatives;
- Developing educational and training sessions for faculty, staff and students to ensure cultural competency;
- Engaging the community through programs to increase diversity in the health care professions.



The College of Medicine has selected the following as diversity value-added categories:

Student Diversity

1. Minorities Under-represented in Medicine: CNUCOM recognizes the importance of increasing the number of under-represented minorities in medicine applying to and matriculating in medical school. While we recognize the special importance in our geographic area of Latino/Chicano/Hispanic, African American, and Asian ethnicities of Samoan, Cambodian, and Hmong/Laotian cultural heritage, given the importance of creating a critical mass of matriculants in a given ethnic/cultural heritage, our plan is to focus first on the recruitment of students with Latino/Chicano/Hispanic heritage, which is the largest under-represented minority population in the State of California.
2. Military Service Background: CNUCOM recognizes the contribution to a diverse class stemming from the recruitment and retention of those who have previously served in the US armed forces.
3. Disadvantaged Socio-Economic Background: CNUCOM recognizes the contribution to a diverse class stemming from recruiting and retaining students from low socio-economic status backgrounds.

Faculty Diversity

1. Recruiting and retaining female faculty: The College of Medicine recognizes the importance of gender diversity amongst the faculty and academic leadership.
2. Faculty with Latino/Chicano/Hispanic Heritage: The College of Medicine recognizes the importance of having a culturally diverse faculty; and given the demographics of the State of California and its Northern part in particular, those from Latino/Chicano/Hispanic heritage.
3. Those who are first generation immigrants to this country.

Administrative Staff Diversity

1. The College of Medicine recognizes the value-added and the important contribution of a diverse staff as defined as:
 - a. Minorities representing the diversity found in the Sacramento area.
 - b. Coming from a low socio-economic status.

II. SCOPE/COVERAGE

This policy applies to College of Medicine faculty, staff, and students.

III. PROCEDURE

1. The College of Medicine's Diversity and Inclusion Committee (COMDIC), is charged with appointing two representatives to serve on the University's Committee on Diversity and Inclusion. The members of COMDIC are appointed by the Dean of the College of Medicine and are tasked with the oversight of the programs and initiatives set forth on the college



level that are designed to accomplish the institution's goals in recruiting, retaining, and assimilating a diverse faculty, staff and students, that contributes to the value-added, educational and societal benefits associated with having a diverse and inclusive educational community. The COMDIC is to work with and provide assessment for the CNUCOM Admissions Committee and various faculty and staff search committees.

2. The College of Medicine's Admissions Committee conducts a holistic admissions process whereby the College's compelling interest towards creating a diverse student population that will contribute to the educational depth and breadth of the campus will be realized.
3. College of Medicine's Faculty Search Committees are charged with upholding the College's compelling educational interests in recruiting a diverse faculty as a central tenet of the academic search and hiring process.
4. Staff Hiring: Those charged with the responsibility for hiring qualified staff to work in the various capacities necessary to operate a College of Medicine, are expected to keep as a central tenet of the hiring process the University's and College's compelling interests in recruiting and maintaining a diverse support staff.
5. The College of Medicine's 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.
6. CNUCOM is supporting diversity initiatives by designated funding for diversity programs and recruitment.