



Charles R. Drew University of Medicine and Science

"A Private University with a Public Mission"

MD Program

DIVERSITY, EQUITY & INCLUSION STATEMENT

AND COMMITTEE CHARGE

Date approved by the Faculty Executive Board: March 23, 2022

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The Charles R. Drew University of Medicine and Science (CDU) College of Medicine (COM) is committed to fostering a diverse, inclusive, and equitable academic environment. We strive to achieve diversity among our students, faculty, and staff, aligning with CDU's mission and vision to serve our surrounding under-resourced and underserved community.

VALUE STATEMENT

The COM is committed to creating a nurturing, equitable, respectful and psychologically safe environment for all individuals. We encourage open expression of thoughts, ideas, and opinions, recognizing the importance of diverse perspectives and experiences in advancing our mission. The COM champions the University's commitment to cultivating diverse health professional leaders who are dedicated to social justice and health equity for underserved populations. Through outstanding education, research, clinical service, and community engagement, we strive to make a positive impact on the health and well-being of our communities.

BACKGROUND

We believe that diversity requires a commitment to social justice and educational equity, which creates positive and respectful communities that maximize the potential of all students, faculty, staff, and the community.

Inclusion involves more than just acknowledging or tolerating differences; it is the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and contribute fully to the university's mission, vision, and values.

CDU is dedicated to being a national leader for justice, diversity, equity, inclusion, and belonging. Charles R. Drew University of Medicine and Science has the distinction of being:

- Recognized by the United States Department of Education under Title III Part B as a Historically Black Graduate Institution.
- A charter member of the Hispanic-Serving Health Professions Schools, a national nonprofit dedicated to improving the health of Hispanic people through research initiatives, training opportunities, and academic development.
- As a Historically Black Graduate and Hispanic Serving Institution, the University will continue its commitment to educating health professionals to mitigate health disparities among under-resourced and underserved communities.

MISSION-ALIGNED DIVERSITY CATEGORIES

As part of our continuous quality improvement efforts, we will assess and track the following student outcomes

- Pell Grant Recipient
- Family Income before the age of 18 under \$125,000.00
- First Generation student
- Permanent address
 - Zip Codes from SPA, 6, 7, or 8
 - LA County residents
 - California Residents
- Public High School attendance
- HSI/HBCU alum

For faculty, senior administrators and staff we will assess and track the following outcomes:

- Self-identified demographics
- Permanent address
- HSI/HBCU alum

THE DIVERSITY, EQUITY, & INCLUSION (DEI) COMMITTEE CHARGE

Purpose:

The Diversity, Equity, and Inclusion (DEI) Committee at CDU COM advises leadership on policies and practices that foster a welcoming, inclusive, and equitable environment for all members of our community. Our goal is to promote diversity, equity, and inclusion in all aspects of our institution, from admissions and curriculum to clinical care and research.

Responsibilities:

- **Review and recommend DEI policies and practices** to ensure ongoing, systematic, and focused recruitment and retention activities to achieve mission-appropriate outcomes among students, faculty, and senior administrative staff.
- **Align the work of the DEI Committee** with the College and University Strategic Plans.
- **Develop and implement DEI initiatives:** Identify and implement strategies to promote diversity, equity, and inclusion throughout the medical college.
- **Monitor and Assess DEI Progress:** The committee will track progress toward DEI goals and categories annually, identifying and recommending areas for improvement. Emphasis will be placed on the following key areas:
 - **Community Partnerships and Integration:** Foster intentional relationships with healthcare entities, local community members/groups, businesses, and educational institutions to support CDU programs.
 - **Pathway Programs and Partnerships:** Expand opportunities and preparedness for a diverse student body to pursue careers in medicine and science, with a focus on students from South Los Angeles.
 - **Recruitment and Retention:** Promote recruitment, retention, and advancement in both employment and education for populations in the surrounding community. Implement strategies such as recruitment fairs, symposiums, and targeted outreach to foster a diverse and inclusive campus environment.
 - **Vendor Diversity:** Promote the use of local vendors to supply the College's needs, with a focus on businesses from the South Los Angeles area.
- **Educate the community:** Raise awareness of DEI issues and provide educational opportunities for students, faculty, staff, and patients.

- **Collaborate with others:** Work with other departments and organizations within the medical college and the broader community to advance DEI initiatives.
- **Advise the dean and other administrators:** Provide recommendations on DEI matters.

Membership:

The committee will be composed of a diverse group of individuals, including faculty, staff, and students. Membership will be selected based on their commitment to diversity, equity, and inclusion, as well as their expertise in relevant areas. The Chair will select 1-2 Vice Chairs from the membership. The committee reaches a quorum at 5 members:

- **Representatives and/or designees from College and University offices:**
 - Chair-Associate Dean for DEI
 - Chief Compliance and Diversity Officer/Title IX Coordinator
 - Associate Dean of Medical Education
 - Director of Faculty Affairs
 - Director of Admissions & Student Affairs
 - Executive Director of Enrollment Management
 - Director of Assessment and Evaluation (ex officio)
- **Elected members:**
 - 5 faculty members (elected by the FEB)
 - Student representatives for the MS1, MS2, MS3, and MS4 years (selected by the student government)

Meetings:

The committee will meet regularly to discuss DEI issues, plan and implement initiatives, and monitor progress.

Reporting:

- **Monthly Reports:** The Associate Dean for DEI will present committee progress and recommendations to the Faculty Executive Board (FEB).
- **Annual DEI Report:** The committee will collaborate with the Continuing Quality Improvement Advisory Committee and the Office of Institutional Research and Academic Effectiveness to compile a comprehensive report. This report will analyze recruitment, retention, and Pathway program data for students, faculty, and staff, in partnership with Human Resources, Admissions and Student Services, and Academic Affairs. Additionally, the committee will assess the College of Medicine's climate for diverse groups whenever a campus climate survey is conducted. The Dean, the DEI Committee, and CDU leadership will review the annual report to evaluate the effectiveness of admissions, Pathway programs, faculty outreach, and hiring initiatives.

By working together, we can create a medical college that is truly inclusive and equitable for all.

DEFINITIONS

- **Full-time faculty:** All faculty members who are considered by the medical school to be full-time, whether funded by the medical school directly or supported by affiliated institutions and organizations. Reporting of full-time faculty members should include those who meet the preceding definition and who are based in affiliated hospitals or in schools of basic health sciences, or who are research faculty. Residents, clinical fellows, or faculty members who do not receive full-time remuneration from institutional sources (e.g., medical school, parent university, affiliated hospital, or healthcare organization) should not be included as full-time faculty. (LCME Element 3.3)
- **Pathway program:** A Pathway program is directed at students from selected level(s) of the educational continuum (middle school-level through college) and aims to support their becoming qualified applicants to a medical school and/or, depending upon the level of the program, to another health professions program or a STEM/biomedical graduate program. (LCME Element 3.3)
- **Senior administrative staff:** People in academic leadership roles, to include but not limited to, associate/assistant deans, directors, academic department chairs, and people who oversee the operation of affiliated clinical facilities and other educational sites. Many, if not most, of these people also have faculty appointments, and for tracking purposes should only be counted in one category when completing tables such as those listed in the DCI under Element 3.3. (LCME Elements 2.1, 2.4, and 3.3)

RELATED INFORMATION

- CDU's Diversity & Inclusion [Website](#)
- LCME Standards, Publications, & Notification [Forms](#)