



# Charles R. Drew University of Medicine and Science

*"A Private University with a Public Mission"*

## Diversity Policy\*

### CDU 510

**Issuing Officer:** University President

**Responsible Office:** Office of Compliance, EEO and Diversity

**Effective Date:** July 1, 2021 through July 1, 2022

**Revised Date/Review Date (If necessary):** January 2, 2022

**Supersedes (If necessary):** N/A

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## PURPOSE

Charles R. Drew University of Medicine and Science (CDU) embraces diversity as our strength. This policy informs a sustainable commitment to the university's mission to cultivate diverse health professional leaders dedicated to social justice and health equity for underserved populations through outstanding education, research, clinical service and community engagement.

## POLICY TEXT

At Charles R. Drew University of Medicine and Science, diversity is a commitment to embrace and support the collective mixture of similarities and differences; this includes educating capable citizens, expanding knowledge, whole person development, serving our local and global communities, promoting individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors of our faculty, staff and students. We believe that diversity is also a commitment to uphold social justice and educational quality, which creates positive respectful communities that maximizes the potential of all faculty, staff, students and the community.

The University Diversity Committee will oversee developing and monitoring the success of the diversity plan. The plan, informed by available data and metrics, will identify the University's goals and priorities to maintain a diverse, inclusive and equitable campus community. The diversity plan will be developed through a collaboration of the University's Diversity Committee faculty, staff and student resource or affinity groups and other interested stakeholders.

## **BACKGROUND**

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.
- The University is 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 from underrepresented groups with a mission to mitigate health disparities among under resourced and underserved communities.

## **APPLICABILITY**

Faculty, staff and students

## **ROLES AND RESPONSIBILITIES**

The University Diversity Committee is responsible for developing the campus diversity plan and have oversight of its sustainability.

The Office of Compliance, EEO and Diversity will collaborate with the Office of Institutional Research, Department of Human Resources and Division of Academic Affairs to gather and analyze and utilize data to inform diversity initiatives.

The Office of Compliance, EEO and Diversity and Office of Institutional Research will source or develop survey tools to measure the campus community's engagement and perception of diversity, equity and inclusion to identify success and gaps in optimizing campus culture.

## **COMPLIANCE**

The University will comply with any legal requirements related to the utilization or diversification of its workforce, students and contractors.

## **DEFINITIONS**

Diversity is defined as multiple perspectives and ideas, plurality of cultures, variety of ethnicities, and differences in individuals within our communities. As a value, “diversity” represents a quintessential element of humanity and social justice for all.

Faculty are individuals performing teaching, clinical or similar education to students or trainees on a full-time or part-time basis whether compensated or non-compensated for purposes of this Policy and governing procedure, if any.

Interim is defined as a one-year period from its effective date.

Staff include employees of the University on a full or part-time basis, who are not members of the teaching faculty.

Students are individuals enrolled at the University and are matriculating for degree completion.

## **APPROVING AUTHORITY**

University President

## **RELATED POLICIES/RESOURCES**

CDU Policy 501 Non-Discrimination and Harassment

CDU Policy 201.4 Affirmative Action

CDU Strategic Plan

\*denotes Interim status