



**NOORDA COLLEGE**  
of OSTEOPATHIC MEDICINE

Policy Name:	Diversity and Inclusion
Approval Authority:	President's Council
Responsible Executive:	President
Responsible Office(s):	President
Effective:	March 2019
Expires:	October 2024
Last Revised:	N/A
Next Review Date:	N/A

## Diversity and Inclusion

### Policy Statement

The Noorda College of Osteopathic Medicine (Noorda-COM) is committed to creating a culture that promotes and celebrates diversity and inclusion at all levels of the institution. The admissions committee uses a holistic process in reviewing applications to select a diverse student body that will enhance the quality of education, the cultural competency of all students and improve access to quality care for underserved communities. We support, encourage and facilitate diversity and inclusion to ensure diverse recruitment, appointment and retention strategies to enrich our research and work environments and make Noorda-COM more attractive to faculty and staff from diverse backgrounds. Noorda-COM strives to create and foster a culturally-sensitive campus environment where everyone feels valued and respected. It is the goal of Noorda-COM to build an ecosystem that promotes and fosters connection and engagement on our campus.

### Entities Affected by the Policy

- Faculty
- Administrators
- Staff
- Students
- Third Parties

### Policy Procedures

#### Diversity & Inclusion Committee

In order to achieve the goals of diversity and inclusion for students, faculty, staff, and other members of the academic community, Noorda-COM has developed a Diversity and Inclusion Committee under the leadership of the President's Council. The Diversity and Inclusion Committee is comprised of faculty representing students, residents, faculty and staff concerns, and has the task of enhancing and promoting diversity efforts across all areas of Noorda-COM.

The role of this Diversity and Inclusion Committee will be to:

1. Foster a climate that promotes a better understanding of, and an appreciation for, diversity and inclusion within their sphere of influence of the Noorda-COM community and encourage others to do the same;
2. Share and vet diversity and inclusion strategies, initiatives and information within their campus communities and constituents;
3. Assist in highlighting, recognizing, and publicizing diversity and inclusion initiatives to promote campus-wide cooperation and participation;
4. Facilitate the implementation of diversity and inclusion strategies, to promote diversity, and monitors the success of these efforts:

- a. Student recruitment, selection and retention

Collaborates with the Office of Admissions in recruiting potential applicants.

Identifying and contributing to the development of pipeline programs and outreach efforts are used to attract a diverse applicant pool.

- b. Scholarship and Financial Aid

Focuses scholarship fundraising efforts on recruitment scholarships to better attract and matriculate a diverse student body.

- c. Curriculum

Ensures that the curriculum trains students to understand the basic principles of culturally competent healthcare and the social determinants of health.

Focuses on approaches to address health disparities, decrease health inequalities, and help the students develop the necessary skills to provide effective care in diverse and underserved communities.

- d. Personnel Recruitment, Employment, and Retention

Department Chairs and Senior Administrators recruit a diverse faculty and staff to achieve the goals of the Noorda-COM.

- e. Senior Administrative Staff

Encourages implementation of best practices in outreach, recruitment, and interviewing strategies in order to ensure a diverse staff applicant pool.

- f. Faculty Development

Contributes to providing faculty development opportunities consistent with the intent of this policy and strive to develop programs that promote mutual respect, valuing differences, as well as cross-cultural understanding.

## Definitions

### 1. Underrepresented in Medicine (UIM)

Noorda-COM uses the term “underrepresented in medicine” and recognizes the AAMC recommendation that medical schools move away from a national perspective to a regional perspective to define under-representation. Thus, Noorda-COM recognizes underrepresented as “racial and ethnic populations who are underrepresented in the designated health profession discipline relative to the number of individuals who are members of the population involved.”

In accordance with these guidelines, the Noorda-COM defines under-represented in medicine to include:

#### *Students*

- Blacks/African-Americans
- Hispanics/Latino Americans
- Alaska Native/ American Indian
- Native Hawaiian/ Pacific Islanders

#### *Faculty*

- Blacks/African-Americans
- Alaska Native/ American Indian
- Native Hawaiian/ Pacific Islanders

Noorda-COM seeks to recruit and hire faculty and staff, including women, that are traditionally underrepresented in medicine.

- Hispanics/Latino Americans
- Alaska Native/ American Indian
- Native Hawaiian/ Pacific Islanders
- Women

#### *Senior Administrative Staff*

- Blacks/African-Americans
- Hispanics/Latino Americans
- Alaska Native/ American Indian
- Native Hawaiian/ Pacific Islanders
- Women

## **2. Socio-economically Disadvantaged and First Generation college graduate**

- Noorda-COM uses the AAMC Education-Occupation (EO) Indicators to identify applicants that are first generation to graduate from college, and/or from a financially disadvantaged background.

An affirmative response to either EO-1 (no parent with a college degree) or EO-2 (one parent with a bachelor's degree) identifies applicants that may be from a socio-economically disadvantaged background based on parental education and occupation.

An affirmative response to EO-1 (no parent with a college degree) indicates a first generation college graduate.

## **3. Senior Administrative Staff**

- Noorda-COM uses the term senior administrative staff to designate individuals in academic leadership roles, to include but not limited to, vice/associate/assistant deans, directors, academic department chairs, and people who oversee the operation of affiliated clinical facilities and other educational sites. Most of these individuals also have faculty appointments.

### **Responsibilities**

- President
- President's Council
- Human Resources
- Student Affairs

### **Policy Violations**

### **Interpreting Authority**

- President
- President's Council

### **Statutory or Regulatory References**

N/A

## **Relevant Links**

N/A

## **Policy Adoption Review and Approval**

President's Council