



Section: Office of the Dean

Policy Name: Diversity, Equity, and Inclusion (DEI) Policy

Prepared and Approved by: Institutional Planning & Development **Date:** January 10, 2022

Approved by: Faculty Council **Date:** February 8, 2022

We at NJMS recognize that diversity, equity, and inclusion enhances our ability as an academic community to foster innovation and excellence. NJMS has a longstanding tradition of commitment to diversity through its extensive pipeline programming that begins at the pre-college through faculty levels to address social, economic, and racial inequities. The diversity of our nation, combined with a shortage of individuals from disadvantaged backgrounds in the health professions, presents a significant challenge for medical education and academic medicine. We at NJMS are resolutely responding to the need for a *diverse healthcare workforce* that meets the diverse needs of our patients, the community, the state and the nation.

We are committed to support diversity initiatives with a focus on recruitment and retention efforts of individuals that have been historically underrepresented (Hispanic/Latinx, Black/African American), women, and first-generation students inclusive of their advancement and presence in leadership roles. We are cognizant of the evolving landscape of diversity and will continue to evolve identified groups.

Our Policy directs our efforts toward the NJMS Strategic Plan and the NJMS DEI Plan in alignment with RBHS and Rutgers University:

Recruit Retain and Develop a Diverse Community

- Recruit, retain, and develop a student body that represents the state of New Jersey, particularly those who are historically underrepresented.
- Recruit and retain faculty and residents that represents the state of New Jersey, particularly those who are historically underrepresented.
- Recruit, retain, and develop senior administrative staff (faculty and non-faculty) that represents the state of New Jersey, particularly those who are historically underrepresented.

Promote Inclusive Scholarship and Teaching

- Review and modify NJMS curriculum to promote an understanding of diversity and equity across all educational domains.
- Value and support research that advances an understanding of diversity, inclusion, equity, and social justice.

Define Sustainable and Substantive Community Engagement

- Meaningfully engage our local community through mutually beneficial collaborations.
- Cultivate an understanding of diversity, equity, and inclusion through community engaged service-learning initiatives beginning from pre-school and through all levels of education.

- Improve the health of the community through service and research projects that promote health equity.

Build Capacity of Leaders to Create Inclusive Climates

- Equip NJMS leadership, faculty, and support staff to address issues pertinent to diversity, equity, and inclusion.
- Promote an institutional culture that enables internal stakeholders (leadership, faculty, residents, students, and staff) to intervene respectfully when faced with instances of inequity.

Develop an Institutional Infrastructure to Drive Change

- Create a repository of institutional data aimed at measuring metrics related to diversity, equity, and inclusion.
- Establish continuous quality improvement (CQI) pertaining to diversity, equity, and inclusion metrics.

Diversity Categories and Definitions

While our school supports a diverse and inclusive environment, the diversity categories identified in the medical school’s Strategic Plan that guide recruitment and retention activities for medical students, faculty, and senior administrative staff include:		
Medical Students	Faculty	Senior Administrative Staff
Black or African American	Black or African American	Black or African American
Latino/Hispanic	Latino/Hispanic	Latino/Hispanic
First generation college student and/or economically disadvantaged		
Women	Women	Women for Leadership Roles