

**UC Riverside, School of Medicine Policies and Procedures****Policy Title:** Diversity Mission Policy and Procedures**Policy Number:** 950-09-024

<b>Responsible Officer:</b>	Associate Dean for Graduate Medical Education
<b>Responsible Office:</b>	Graduate Medical Education
<b>Origination Date:</b>	05/19/2021
<b>Date of Revision:</b>	09/02/2021
<b>Scope:</b>	UC Riverside School of Medicine Graduate Medical Education Committee fully endorses and adheres to the Accreditation Council for Graduate Medical Education (ACGME) Common Program Requirements regarding the promotion of diversity and inclusion (section I.C., effective July 1, 2019).

**I. Policy Summary****A. Diversity and Inclusion Mission**

The University of California, Riverside School of Medicine's Graduate Medical Education (GME) programs are key components of our mission to expand and diversify the physician workforce in Inland Southern California. We offer innovative and high-quality training programs in the most critically needed specialties and teach the skills, cultural competence and community health-based orientation that the changing landscape of healthcare needs requires. We strive to have physician representation, which reflects our diverse community, with different race, ethnicity, gender, sexual orientation, language, veteran status, ability, and socio-economic identities in the general workforce, as well as in leadership roles.

**B. Aims**

1. To promote diversity of our residents and fellows in our ACGME-accredited training programs to more accurately reflect our Inland Empire community.
2. To mentor and retain more residents and fellows of diverse backgrounds in the Inland Southern California (Inland Empire) and especially as UC Riverside faculty, thus establishing a more diverse workforce and supporting their career pathways towards leadership roles in academic medicine and the community.

**II. Definitions**

N/A

**III. Policy Text****ACGME Common Program Requirements**

I.C. The program, in partnership with its Sponsoring Institution, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents, fellows, faculty members, senior administrative staff members, and other relevant members of its academic community.

**Background and Intent:** It is expected that the Sponsoring Institution has programs, policies [Diversity Mission Policy](#) and procedures related to recruitment and retention of minorities underrepresented in medicine and medical leadership in accordance with the Sponsoring Institution's mission and aims. The program's annual evaluation must include an assessment of the program's efforts to recruit and retain a diverse workforce, including review of a candidate's experiences, attributes, metrics, mission fitness and distance traveled as noted in V.C.1.c).(5)."

On an annual basis, prior to the start of the interview season and prior to finalizing the rank order list, the GME Office invites the equity advisors, Dr. Brandon Brown and Dr. Takesha Cooper to address the GMEC to train them in the holistic review process for evaluating and recruiting residents.

#### IV. Responsibilities

N/A

#### V. Procedures

##### Institutional Procedures

- A. GME Open House:** 3<sup>rd</sup> year medical students apply for the opportunity to visit UC Riverside SOM Graduate Medical Education Committee's hosted event to learn more about our residency programs and ongoing efforts to uphold a climate of diversity and inclusion in academic medicine. This half-day event provides a holistic look into our graduate medical education experience through direct interactions with the Associate Dean for Graduate Medical Education, UCR Residency Program Directors, Equity Advisors, Senior Associate Dean for Medical Education, Senior Associate Dean for Student Affairs and current UCR residents and fellows.
- B. UCR Equity Advisors:** The Equity Advisor Program at the School of Medicine provides faculty, staff, and students with confidential advice and referral to resources on the topics of equity, diversity, and inclusion. The only topic they cannot keep confidential are violations of University policy, including sexual harassment and violence, but they can refer to confidential campus resources on those topics. <https://medschoolintranet.ucr.edu/equity-advisors>.
- C. Holistic Review Training:** Holistic Review Training is provided annually to program directors and residency leadership. This training aims to allow for recruitment of a diverse cadre of residents by teaching program directors to equally value an applicants' attributes, metrics, experiences, mission fitness and distance traveled.
- D. Chancellor's "Making Excellence Inclusive" Program: Staff and Faculty Diversity Certification**  
The eight-month "Making Excellence Inclusive (MEI) Diversity Certificate Program" will guide participants through a series of learning activities designed to emphasize the commitment to diversity and inclusion as a core value in an increasingly diverse campus environment.

The program is developed around the belief that individuals learn most effectively when they discover, understand, and apply their new knowledge the real world situations they face in the university environment.

- Workshops - led by leading authorities representing a broad cross-section of diversity topics
- Discussion Sessions - participants share their thought on the topic areas
- Capstone Projects - create a practical application of the concepts; develop an innovative project that will expand knowledge on a selected diversity topic
- Project Presentation - demonstration of participants' understanding of the "Making Excellence Inclusive Diversity Certificate Program"
- For more information please visit <https://diversity.ucr.edu/mei>

**Program Procedure**

**A. Program Evaluation Committee (PEC):** The PEC subcommittee with both faculty and resident/fellow representatives should have the following responsibilities:

1. Gather relevant metrics to measure performance in promoting diversity and inclusion in the workforce and leadership roles, which should be presented to the Program Evaluation Committee.
2. Implement plans to effectively promote workforce and leadership diversity.
3. Submit diversity outcomes on the Annual Program Evaluation about workforce diversity.

**VI. Forms/Instructions**

N/A

**VII. Related Information**

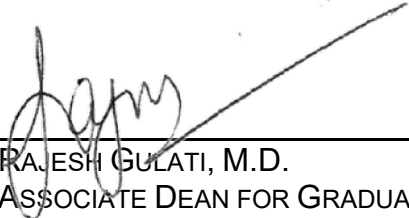
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**VIII. Revision History**

N/A

Approvals:

COMPLIANCE COMMITTEE (10/18/2021)

  
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