I. Policy Summary

The University of California, Riverside (UCR) School of Medicine (SOM) believes that a diverse student body, faculty and staff are essential to achieving academic excellence. The School of Medicine is committed to recruiting students, trainees, faculty, and staff responsive to the SOM mission whose diversity contributes to an optimal learning and working environment. People of varied backgrounds – those with a variety of individual experiences, values, and worldviews arising from differences of culture and circumstance – bring added value to the education of students and trainees, research, clinical care, and service to the community. In building a diverse and inclusive medical school, those differences that can add to the value of our educational and work environment include, but are not limited to the following mission-aligned attributes: disadvantaged backgrounds (socioeconomic and/or educational/environmental); speaking English as a second language (ESL); completed a portion of education in the Inland Southern California region (Riverside, San Bernardino or Imperial counties), and/or grew up in a medically underserved area; and/or first in family to complete a bachelor’s degree (or equivalent).

The SOM additionally recognizes that differences including race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, among others, enables the University to fully support diversity and equal opportunity in its teaching, scholarly work, and clinical and public service.

Consistent with the principles and policies of the University of California and UCR, the School of Medicine will endeavor to remove barriers to the recruitment, retention, and advancement of students, faculty and staff from historically excluded populations who are currently underrepresented in medical education and the practice of medicine. Recruitment efforts and resources will be aligned with the goal to recruit individuals from the SOM’s mission-aligned diversity categories, as well as groups underrepresented in medicine into faculty positions, recognizing that faculty serve as role models to attract a diverse student body.

II. Definitions

A. LCME definition of benefits of diversity: In a medical education program, the facts that having medical students and faculty members from a variety of socioeconomic backgrounds, racial and ethnic groups, and other life experiences can: 1) enhance the quality and content of interactions and
discussions for all students throughout the preclinical and clinical curricula and 2) result in the preparation of a physician workforce that is more culturally aware and competent and better prepared to improve access to healthcare and address current and future health care disparities.

B. **LCME definition of mission-appropriate diversity:** The inclusion, in a medical education program’s student body and among its faculty and staff and based on the program’s mission, goals, and policies, of persons from different racial, ethnic, economic, and/or social backgrounds and with differing life experiences to enhance the educational environment for all medical students.

C. **LCME definition of 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.

**III. Policy Text**

A. **The UCR SOM defines and measures diversity of its community as follows:**

1. **Medical student diversity:**
   Disadvantaged status (socioeconomic and/or educational/environmental); English as a second language; completed a portion of education in Inland Southern California (Riverside, San Bernardino or Imperial counties), and/or grew up in a medically underserved area; and first in family to complete a bachelor’s degree (or equivalent). In addition, the school will monitor in its student body the racial and ethnic groups traditionally underrepresented in medicine, gender, veteran status, and disability.

2. **Faculty diversity:**
   Disadvantaged background (socioeconomic and/or educational/environmental); speaking English as a second language (ESL); completed a portion of education in the Inland Southern California region (Riverside, San Bernardino or Imperial counties), and/or grew up in a medically underserved area; and first in family to complete a bachelor’s degree (or equivalent). In addition, consistent with state, federal and University policy and practice, the school will monitor in its faculty ranks the underrepresented racial and ethnic groups, gender, veteran status, and disability.

3. **Senior Administrative Staff diversity:**
   Disadvantaged background (socioeconomic and/or educational/environmental); speaking English as a second language (ESL); completed a portion of education in the Inland Southern California region (Riverside, San Bernardino or Imperial counties), and/or grew up in a medically underserved area; and first in family to complete a bachelor’s degree (or equivalent). In addition, consistent with state, federal and University policy and practice, the school will monitor in its faculty ranks the underrepresented racial and ethnic groups, gender, veteran status, and disability. See appendix.
IV. Responsibilities
Office of the Dean, Office of Student Affairs, Office of Academic Affairs, School of Medicine Human Resources Unit, and Associate Dean for Diversity, Equity and Inclusion.

V. Procedures
A. Responsible offices will annually report on medical student, faculty and senior administrative staff diversity to the dean.

B. The dean will appoint a Diversity, Equity, and Inclusion Committee and equity advisors to promote diversity, equity, and inclusion within the School of Medicine.

VI. Forms/Instructions
N/A

VII. Related Information
1. UC Regents Policy 4400: Policy on University of California Diversity Statement
2. University of California Guidelines for Addressing Race and Gender Equity in Academic Programs in Compliance with Proposition 209
4. UCR Principles of Community
5. School of Medicine Mission, Diversity, and Values Statements

VIII. Revision History
October 18, 2021
August 7, 2022
May 3, 2023
Approvals:

SOM LEADERSHIP COMMITTEE (05/03/2023)
COMPLIANCE COMMITTEE (08/22/2023)

DocuSigned by: Daniel Teraguchi

9/6/2023 | 6:50 AM PDT
DATE

DANIEL TERAGUCHI
EXECUTIVE DEAN, STUDENT AFFAIRS,
SCHOOL OF MEDICINE

DocuSigned by: Paul Hackman

9/5/2023 | 8:58 PM PDT
DATE

PAUL HACKMAN, J.D., L.L.M.
CHIEF COMPLIANCE AND PRIVACY OFFICER,
SCHOOL OF MEDICINE

DocuSigned by: Deborah Deas

9/6/2023 | 9:57 AM PDT
DATE

DEBORAH DEAS, M.D., M.P.H
VICE CHANCELLOR, HEALTH SCIENCES
DEAN, SCHOOL OF MEDICINE
Appendix to Policy 950-07-017: Senior Administrative Staff Positions

Dean
Senior Associate Dean, Medical Education
Senior Associate Dean, Medical Education
Senior Associate Dean, Research
Executive Associate Dean, Student Affairs
Executive Associate Dean, Pre-clerkship Medical Education
Associate Dean, Academic Affairs
Associate Dean, Pre-clerkship Medical Education
Associate Dean, Clinical Medical Education
Associate Dean, Finance and Administration
Associate Dean, Graduate Medical Education
Associate Dean, Medical Education Quality
Associate Dean, Assessment and Evaluation
Associate Dean, Clinical Skills Education and Innovation
Associate Dean, Career Advising, Admissions and Recruitment
Associate Dean, Student Affairs
Associate Dean, Diversity, Equity, and Inclusion
Assistant Dean, Strategic Initiatives
CEO, UCR Health
Chief Compliance and Privacy Officer
Chief Information Officer
Chief Technology Officer
Information Security Officer

Controller
Director of Marketing – UCR Health
Director, Ambulatory Operations
Director, Graduate Medical Education
Director of Community Engagement & Outreach for CHC
Physician Relations Director
Director-Quality, Patient Safety, Risk and Population Health
Director of Academic Affairs
Director of Facilities and Operations
Director, Sponsored Research and Programs
Director, Faculty Compensation and Contract Revenue
Director, Human Resources
Director of Financial Aid
Director, Medical Student Support & Wellness
Director of Simulation Operations
Director of Medical Education
Associate Director of Strategic Initiatives
Associate Director, Educational Instruction
Associate Director of Clerkship
Associate Director of Medical Education Quality
School of Medicine Registrar
Assistant Director of Financial Aid
Standardized Patient Program Supervisor