

Keck School of Medicine Diversity Policy

Policy Statement:

The Keck School of Medicine (KSOM) is committed to creating a culture that promotes and celebrates diversity and inclusion at all levels of the institution. We support, encourage and facilitate diversity and inclusion in the recruitment and training of highly qualified medical and graduate students to enrich our research and work environments and make KSOM more attractive to residents, faculty and staff from diverse backgrounds. KSOM strives to create and foster a culturally sensitive campus environment where everyone feels valued and respected. It is the goal of KSOM to build an ecosystem that promotes and fosters connection and engagement on our campus by leveraging the diverse communities and experiences that exist within the USC family and the broad mosaic that constitutes the County of Los Angeles. This is in alignment with the mission statement of the KSOM: “We are dedicated to improving the quality of life for individuals and society by promoting health, preventing and curing diseases, advancing biomedical research and educating tomorrow’s physicians and scientists.”

Programmatic and Institutional Goals:

KSOM endeavors to recruit diverse students, faculty and staff as defined below:

Students

KSOM seeks to enroll students that are: 1) traditionally underrepresented in medicine; 2) first generation to attend college; or 3) from economically disadvantaged communities.

Faculty and Senior Administrative Staff

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

Definitions:

1. Underrepresented in Medicine (UIM)

KSOM uses the term “underrepresented in medicine” and endorses the AAMC recommendation that medical schools move away from a national perspective to a regional perspective to define under-representation. Thus, KSOM uses the United States Public Health Service’s definition of 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 KSOM defines under-represented in medicine to include:

Students

- Blacks/African-Americans
- Hispanics/Latino Americans

Faculty

- Blacks/African-Americans

- Hispanics/Latino Americans
- Women

Senior Administrative Staff

- Blacks/African-Americans
- Hispanics/Latino Americans
- Women

2. Socio-economically Disadvantaged and First Generation college graduate

- KSOM 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

- KSOM 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.

Procedure:

Office of Diversity and Inclusion and Dean's Diversity Cabinet

KSOM firmly believes diversity is a long term strategy for excellence that must be embedded in the fabric of our institution at every level. The Dean's Diversity Cabinet, comprised of faculty representing students, residents, faculty and staff concerns, has been tasked with enhancing and promoting diversity efforts across all sectors of KSOM. The Cabinet, in partnership with the Office of Diversity and Inclusion, guides the development and implementation of strategies and policies to promote diversity, and monitors the success of these efforts.

a. Student recruitment, selection and retention

The Office of Diversity and Inclusion collaborates with the Office of Admissions in recruiting potential applicants. Pipeline programs and outreach efforts are used to attract a diverse applicant pool. 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.

b. Scholarship and Financial Aid

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

c. Educational Program

The KSOM curriculum trains students to understand the basic principles of culturally competent healthcare and the social determinants of health. Additionally, components of the KSOM curriculum focus 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 KSOM.

e. Senior Administrative Staff

The intent of this policy is to implement best practices in outreach, recruitment, and interviewing strategies in order to ensure a diverse staff applicant pool. Oversight of these practices is the responsibility of the Office of Faculty Affairs and/or the Department of Human Resources in partnership with the Office of Diversity and Inclusion.

f. Faculty Development

Department Chairs and KSOM provide faculty development opportunities consistent with the intent of this policy. The resources of the University and affiliated institutions are leveraged to ensure diverse recruitment, appointment and retention strategies. Oversight of these efforts and practices are the responsibility of Faculty Affairs in partnership with the Office of Diversity and Inclusion.

LCME standard: 3.3

Other related documents/policies

Last Reviewed and Approved: June 26, 2017

Committee: Dean's Diversity Cabinet