



NEW YORK MEDICAL COLLEGE

School of Medicine

TITLE: New York Medical College School of Medicine Diversity Policy		
EFFECTIVE DATE: May 14, 2015	REVIEWED DATE: May 14, 2015	REVISED DATE: May 14, 2015

I. POLICY

New York Medical College is committed to diversity among its students, housestaff, faculty and administration. Based on our shared commitment to cultural competency and social accountability in the School of Medicine (SOM), we will create and maintain a diverse student body, housestaff, faculty and administration. This includes efforts to sustain a positive academic and learning environment for all SOM individuals, embodying a variety of personal experiences, interests, sexual orientations and professional goals. The SOM has also established as a priority the recruitment of students who are from backgrounds considered underrepresented in medicine (URM), particularly those who are African-American and Hispanic/Latino.

II. PURPOSE:

The purpose of this policy is to define the diversity priorities and initiatives of the SOM.

III. SCOPE

- NYMC School of Medicine Students, Housestaff, Faculty, Administration

IV. DEFINITIONS

- See attached AAMC Group on Diversity and Inclusion (GDI) definitions of diversity and inclusion

V. POLICY AUTHOR(S)

- Dean's Executive Committee
- Associate Dean for Diversity and Inclusion

VI. RELATED POLICIES:

- Equal Employment Opportunity Statement

VII. PROCEDURE(S)

1. The Admissions Committee for the SOM, in conjunction with the Office of Diversity and Inclusion, will follow policies designed to create and retain a diverse & inclusive medical school class.
2. The SOM and its GME programs will follow policies designed to recruit and retain a diverse and inclusive housestaff.
3. The SOM and its academic departments will follow policies designed to recruit and retain a diverse & inclusive faculty.



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4. The College and SOM will follow Equal Employment Opportunity guidelines to recruit a diverse & inclusive staff and administration.
5. Metrics and outcomes of this policy related to students, faculty, and administration diversity will be reviewed on an annual basis by the appropriate Deans Office.

VIII. REFERENCES

- LCME Standard 3.3: Diversity/Pipeline Programs and Partnerships: A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.

IX. TYPE OF POLICY

- NYMC School of Medicine: Faculty Affairs, Admissions, Student Affairs, Graduate Medical Education


X. APPROVALS

- Dean's Executive Committee
- Central Committee on Diversity and Inclusion

XI. POLICY MANAGEMENT

- Responsible Executives: Dean of the School of Medicine
- Responsible Officers: Senior Associate Dean for Medical Education, Senior Associate Dean for Admissions, School of Medicine; Senior Associate Dean for Student Affairs, School of Medicine
- Responsible Offices: Office of Undergraduate Medical Education, Office of Admissions, Office of Student Affairs

ACCEPTED AND AGREED TO:



D. Douglas Miller, M.D., C.M., M.B.A.

July 31, 2015

Date