

University of Washington School of Medicine
Policy for Promoting an Equitable, Diverse and Inclusive School of Medicine

The University of Washington School of Medicine (UWSOM) recognizes that diversity¹ is integral to its achievement of excellence in education, research, and patient care. To this end, there is a critical need to put efforts toward the retention of UWSOM diversity, and increasing the number of faculty, students, and staff from historically excluded populations currently underrepresented in medicine and the health professions. UWSOM is committed to achieving more diversity in all settings on campus and throughout the Washington, Wyoming, Alaska, Montana, and Idaho (WWAMI) region.

UWSOM also recognizes that recruiting and retaining a diverse community of faculty, staff, students, and trainees cannot alone nurture an inclusive and equitable school environment where individuals are valued and treated in accordance with the policies and practices established by UWSOM and the University of Washington (UW). Therefore, UWSOM also must engage in quality improvement practices and programs that aim to foster equity, diversity, and inclusion in all UWSOM settings including education, patient care, and research. The following UWSOM and UW policies and statements support this policy:

University of Washington Statements and Policies Supporting Diversity

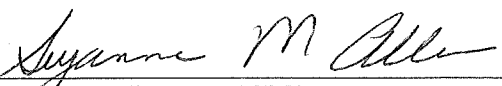
- UW Statement on Diversity: <http://www.washington.edu/diversity/>
- UW Diversity Blueprint: <http://www.washington.edu/diversity/diversity-blueprint/>
- Resolution Concerning Equity, Access and Inclusion in Hiring/UW Class C Bulletin No 539, Search Committee Training: <http://www.washington.edu/faculty/files/2014/05/539.pdf>
- UW Faculty Code for Appointment and Promotion, valuing work on diversity: <http://www.washington.edu/admin/rules/policies/FCG/FCCH24.html>
- UW Affirmative Action Plan: <http://ap.washington.edu/eoaa/aaplan/>
- UW Affirmative Action Policy: <http://ap.washington.edu/eoaa/aapolicy/>
- UW Presidential Order No. 31: Executive Order on Non-Discrimination and Non-Retaliation


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- UWSOM Mission Statement: <http://www.uwmedicine.org/education/about/mission>
- UWSOM Statement on Diversity: <http://www.uwmedicine.org/education/about/diversity-commitment>
- UWSOM Admissions Statement on Commitment to Diversity: <http://www.uwmedicine.org/education/md-program/admissions/diversity>
- UWSOM Center for Equity, Diversity and Inclusion (CEDI) Mission Statement: http://depts.washington.edu/cedi/wp_cedi/about/mission/
- UWSOM Policy on Professional Conduct: <http://www.uwmedicine.org/about/policies/professional-conduct>
- UWSOM on Policy Requirement of Search Committee Training on Diversity/Implicit Bias (Appendix X)

¹ When referring to diversity, UWSOM includes the following: race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, geographic region, and more.

- Approved by the University of Washington School of Medicine Faculty Council on Academic Affairs on June 8, 2017.
- Approved by Suzanne M. Allen, Vice Dean for Academic, Rural and Regional Affairs on June 8, 2017.


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Date