



## **Stritch School of Medicine Policy on Diversity and Inclusion**

The Stritch School of Medicine is dedicated to building a diverse and inclusive community that upholds access, equity and excellence as core values. We believe that diversity and inclusion are integral to our mission of transformative education, innovative discovery and service to others. Our Jesuit tradition calls all faculty, students and staff to intentionally honor the dignity of all persons and to promote social justice.

**Stritch maintains a zero tolerance policy for harassment, discrimination and learner mistreatment of any kind.**

**These behaviors are unacceptable and inconsistent with our commitment to excellence and respect for all.**

SSOM will maintain an Office of Diversity and Inclusion to foster the optimal learning environment. The LCME standards regarding diversity and inclusion will serve as a minimum standard for our efforts.

SSOM will maintain institutionalized funding support for the operations, administrative personnel, programs and activities that support the recruitment and retention (academic support, professional development, career advancement) of diverse students, faculty, and staff.

The Dean of SSOM will serve as the Chief Diversity Officer and will ensure that all students, staff and faculty are made aware of the SSOM Policy on Diversity and Inclusion.

The Office of Diversity and Inclusion will be represented on the SSOM student selection committees (including the SSOM Committee on Admissions) and be responsible for education of committee members regarding unconscious biases and upholding diversity and inclusion initiatives during SSOM student selection.

SSOM requires that every search committee will be diverse in composition and include the Assistant Dean of Diversity or an equity ambassador who will ensure that diversity and inclusion are explicit goals of the committee. Equity ambassador will be a senior faculty member who has undergone training on unconscious biases and is recommended by the Assistant Dean of Diversity. Prior to the start of the search (and in consultation with the Assistant Dean of Diversity), the Chair of the search committee is responsible for demonstrating a good-faith effort and a plan to identify and interview candidates from underrepresented groups.

With the assistance and support of SSOM Administration, SSOM departments will track and collect demographic data on appointments, promotions and departures in order to report annually to the Dean and Chief Diversity Officer to facilitate advancements in diversity progress and identify areas of success and or improvement.