



University of the Virgin Islands School of Medicine

Policy Name and Section: <i>UVISOM Diversity Policy</i>	Effective Date:	UVISOM Policy Number: <i>002</i>
Responsible Authority: <i>Executive Council</i>	UVISOM Document Where Available: <i>UVISOM Strategic Plan</i>	Approval Body and Date: <i>Executive Council, Self-Study Committee, Curriculum Committee</i>

Diversity is essential to fulfilling our vision of improving the health of the USVI and the wider Caribbean community which we serve, and our mission to prepare physicians who are life-long learners, solution finders, team players, and leaders of the 21st century. This will be accomplished by creating and sustaining an atmosphere that values living, learning, and working environments that emphasizes the recruitment and retention of minority students, faculty and staff from the rich cultures and a wide range of backgrounds and experiences that exist within the US, the U.S. Virgin Islands (USVI), and the wider Caribbean community. This philosophy will be accomplished through:

- Fostering opportunities for minorities in the US, individuals who were born in the Caribbean, anyone that has completed at least five years of K-12 education within the Caribbean, or whose parents were born in the Caribbean.
- Achieving an inclusive community that embraces race, color, and ethnic origins of all, with particular emphasis on Blacks and Hispanics.
- Promoting an inclusive environment in which all students, faculty, and staff work, learn, teach, research, and serve to improve the health of the USVI and the wider Caribbean.
- Developing and managing a comprehensive strategy that provides leadership, guidance, and support across the school to conceptualize, define, assess and nurture the climate required for diversity, inclusion and excellence to thrive.

The above philosophy will be attained through selecting individuals for admission, employment, or promotion in employment on the basis of individual capability and potential for contribution to our mission of teaching, healing, and discovery. It is through the interaction among individuals from a diverse set of experiences, histories and backgrounds that true intellectual diversity is achieved. UVISOM has identified three categories of focus for our diversity policy, however, as a University, we are committed to ensuring that our school is free from unlawful discrimination and harassment based upon race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation (including gender identity), status as a U.S. veteran (disabled, Vietnam or other), or any other status protected by University policy, local or federal law.

Student Diversity: The mission of UVISOM is to educate students from the diverse communities of the US, including the USVI, and the wider Caribbean as physicians dedicated to the health and well-being of their communities.

- As part of a Historically Black College and University (HBCU), UVISOM will strive to recruit at least 15% of students who self-identify as Black (non-Hispanic) in its founding class with the aspiration of reaching a population of at least 50 % Black students by the time full accreditation is received.
 - Additionally, UVISOM will seek to promote the advancement of Hispanic physicians by attaining a student population that includes 5% of students of Hispanic origin, increasing to 7% by the time full accreditation is received.
 - As the only English-speaking LCME-accredited medical school in the Caribbean, UVISOM will strive to have 25% of its students come from the Virgin Islands or the wider Caribbean and incentivized to practice medicine in the region. Students from the Virgin Islands and the wider Caribbean is defined as individuals who were born in the Virgin Islands or the wider Caribbean, or completed at least five years of K-12 education within the Caribbean, or whose parents were born in the Virgin Islands or the wider Caribbean.
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Faculty Diversity: In addition to attracting and supporting a diverse student body, the UVISOM is committed to recruiting and retaining a diverse faculty from the rich cultures and a wide range of backgrounds and experiences that exist within the people of the US, the USVI, and the wider Caribbean community. Our aspiration is to, by full accreditation, reach a population of

- At least 50% of Faculty will be Black.
 - At least 5% of Faculty will be of Hispanic background.
 - At least 50% of Faculty will be female.
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Senior Administrative Staff Diversity: The UVISOM defines Senior Administrative Staff as the following individuals: staff of the Office of Student Affairs and Admissions, Department Chairs, Associate Deans for Clinical Affairs, Faculty and Academic Affairs, and Student Affairs and Admissions, as well as the Dean of the UVISOM. Our aspiration is to, by full accreditation, reach a population of

- At least 50% of Senior Administrative staff will be Black.
 - At least 5% of Senior Administrative Staff with Hispanic background.
 - At least 50% of Senior Administrative staff will be female.
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