

Diversity, Equity and Inclusion Policy

Owner Department: Office of Diversity, Equity and Inclusion

Owner: Chief Diversity, Equity and Inclusion Officer

Affected Department(s) or Parties: Carle Illinois College of Medicine Community

Effective Date: March 6, 2024

Revision Date: March 6, 2024

Next Review Date: March 6, 2027

I. **Purpose:**

As stated in the Carle Illinois College of Medicine’s (Carle Illinois) Diversity Statement “Diversity requires creating and sustaining a community of equity and inclusion in policy, practice, and measurement.” The purpose of this policy is to strengthen Carle Illinois’ mission, vision and values, create a culture promoting diversity, equity, and inclusion (DEI), fulfill our DEI strategic outcomes, and meet the needs of the medical profession pursuant to the Liaison Committee on Medical Education (LCME) accreditation requirements.

Carle Illinois is proactive and intentional in our DEI efforts, while complying with applicable federal and state laws and policies of the University of Illinois. Carle Illinois is committed to strengthening diversity among our students, faculty, and staff to enrich the educational environment; produce a more diverse workforce; foster an inclusive and equitable learning and work environment; cultivate innovation and creativity; engage local communities and reduce health disparities in Illinois and beyond. Carle Illinois is committed to equal opportunity in employment and education. All employment, admission practices, and activities are conducted on a nondiscriminatory basis, as outlined in our policies and technical standards.

II. **Scope:**

This policy applies to all faculty, staff, and students at Carle Illinois and internal/external stakeholders in contact with Carle Illinois.

III. **Definitions:**

Diversity

Diversity refers to the identities we carry. Diversity encompasses but is not limited to the dimensions of race, gender identity, ethnicity, age, culture, national origin, language, religious belief, ability, sexual orientation, socioeconomic class, and veteran status. Valuing diversity means recognizing differences between people, acknowledging that these differences are a valued asset, and striving for diverse representation as a critical step towards equity.

Equity

Equity refers to “fairness and justice and is distinguished from equality. While equality means providing the same to all, equity requires recognizing that we do not all start from the same place because power is unevenly distributed. The process is ongoing, requiring us to identify and overcome uneven distribution of power as well as intentional and unintentional barriers arising from bias or structural root causes.” (American Medical Association and Association of American Medical Colleges. (2021) Advancing Health Equity: Guide on Language, Narrative and Concepts. Available at ama-assn.org/equity-guide).

Inclusion

Inclusion is a core element for successfully achieving diversity and equity. Inclusion is achieved by nurturing the climate and culture of the institution through professional development, education, policy, and practice. The objective is to create a climate that fosters belonging, respect, authenticity, and value for all and encourages engagement and connection throughout the institution and community. (Group on Diversity and Inclusion (GDI), *Association of American Medical Colleges*, Retrieved from <https://www.aamc.org/professional-development/affinity-groups/gdi>)

Underrepresented in medicine (URiM):

Underrepresented in medicine means individuals from backgrounds underrepresented in the medical profession relative to their numbers in the general population.

IV. **Carle Illinois’ DEI-Focused Strategies/Efforts**

- A. **Recruitment and Admissions** – Carle Illinois will engage in ongoing, systematic, and focused recruitment activities aimed at achieving diversity among our students, faculty, and staff.
- B. **Pathway Programs** – Carle Illinois will establish and maintain more equitable access to opportunities and preparation programs for URiM individuals pursuing medicine and other healthcare careers that impact the social and structural determinants of health.

- C. **Community Partnerships** – Carle Illinois will establish/maintain community partnerships to bridge the gap between social, structural, and medical determinants of health and to reduce healthcare disparities.
- D. **Evaluation** – Carle Illinois will evaluate its DEI efforts to determine the effectiveness in achieving mission-appropriate DEI outcomes among its students, faculty, and staff.
- E. **Climate and Retention** – Carle Illinois will enhance retention efforts by developing and promoting a culture of DEI, belonging, and well-being that leads to a supportive environment and great place to learn and work for staff, faculty, and students.
- F. **Educational Opportunities and Curriculum** – Carle Illinois will promote educational opportunities to enhance DEI, encourage culturally responsiveness, humility, and awareness, and increase knowledge on topics related to health disparities and social/structural determinants of health.
- G. **Research** – Carle Illinois will create synergies between research, education, and community to bridge the gap between structural, medical, and social determinants of health and to reduce healthcare disparities.

Governing Body: Diversity, Equity, and Inclusion Committee

History:

Created: October 2022

Revised: March 2024, Revised and governing body changed from ELT to DEI Committee

Approved By/Date: Executive Leadership Team, October 13, 2022, Diversity, Equity, and Inclusion Committee, March 6, 2024