

## GME STATEMENT OF COMMITMENT OT DIVERSITY AND INCLUSION

The Marshall University Joan C. Edwards School of Medicine Office of Graduate Medical Education and the graduate medical education (GME) community embraces diversity and inclusion as core values. To the GME community, diversity is a strength that increases teamwork and innovation to ultimately improve patient care. To promote an academic enriched and favorable clinical learning environment committed to diversity, inclusion, and engagement for all, the following commitments are made:

- Increase efforts to diversify our training programs. In conjunction with the Office for Diversity and Inclusion's Strategic Initiative our aims are to: (1) Increase the number of historically under-represented minorities in medicine and (2) Expand the recruitment and retention efforts. The aims are evident by:
  - Working with individual residency/fellowship programs to devise, recruit and incorporate diverse trainees in our training programs and working collaboratively with all major departments (clinical and research) to identify potential new diverse faculty members and department chairs; and,
  - Hosting, in conjunction with the Office of Diversity & Inclusion, an annual GME Minority recruitment fair to recruit under-represented students and showcase residency programs.
- Improve the health and well-being of underrepresented minorities through focused efforts in research, quality improvement, and institutional population health initiatives;
- Establish a diversity and inclusion committee with representatives from residents/fellows, faculty, medical students, GME leadership, Office for Diversity and Inclusion, and the community at large to prioritize diversity and inclusion;
- Promote academic medicine as a career choice and increase communication throughout the continuum of medical education through establishment of local chapters like Building the Next Generation of Academic Physicians (BNGAP) and the Multicultural Advisory Council (MAC);
- Actively recruit a diverse community of learners, faculty, and staff into our GME community through institutional policy, faculty education on recruitment, trainee outreach through social media and recruitment at conferences, and workshop organization for our pathway programs;
- Establish mentor relationships with existing minority faculty to support and retain residents and enrich the experience of faculty;
- Educate our graduate medical educate community on cultural competency to raise awareness of and dispel bias, conscious and unconscious, micro aggressions and other diverse topics;
- Develop and incorporate practices to support LGBTQ+ individuals above and beyond what is required by local, state and/or federal law;
- Develop, track and report metrics on diversity to better inform our efforts and to measure our success and include report in the Annual Institutional Review; and,
- Assist the Office of Diversity and Inclusion to bring diverse speakers and trainers to raise awareness of health disparities related to systemic and structural inequities.

Through the above-mentioned commitments, we will continue to strive for a diverse, equitable and inclusive clinical learning environment to achieve the health care outcomes our patients deserve.



Paulette S. Wehner, MD, Vice Dean, GME and DIO  
Signature



Date