

## **Nova Southeastern University College of Allopathic Medicine**

### **Diversity Statement**

Nova Southeastern University College of Allopathic Medicine (College) is privileged to be located in South Florida, a state and location with a unique, diverse, and evolving heritage. The College is committed to serving Florida, the United States, and the world by educating physician leaders who will fundamentally transform healthcare research, healthcare practices, and healthcare delivery systems to meet the needs of patients, families, and society.

The College believes that an environment of inclusiveness, equal opportunity, acceptance, and respect for differences in the community is essential for excellence in the fulfillment of its mission. An atmosphere where differences are valued leads to the training of a culturally competent healthcare workforce qualified to meet the needs of the diverse populations of Florida and enhances the development of professionalism in the students.

Diversity is one of eight core values at Nova Southeastern University. Nova Southeastern University and the College have adopted a definition of diversity that embraces race, ethnicity, gender and gender identity, religion, sexual orientation, social and cultural attributes, rural and metropolitan backgrounds, and disability. The definition of diversity also includes life experiences, record of service and employment, and other talents and personal attributes that can enhance a scholarly, professional, and global environment to prepare graduates to live and work in a diverse society.

The College expresses its commitment to diversity by:

- Fostering the development of personal and professional attributes in its employees and students that are necessary to achieve its mission;
- Fostering a learning community that better reflects the demographics of Florida by increasing the representation of African Americans/Blacks and Hispanics/Latinos.
- Fostering a diverse learning environment through the recruitment, enrollment, hiring, and retention/graduation of students, faculty, and staff who are underrepresented in medicine and the health professions and may also be underrepresented in Florida;
- Providing a culturally competent, inclusive, and respectful environment through the encouragement and support of culturally relevant research and scholarly activities that acknowledge and respect systems of healing that emerge from different traditions;
- Providing equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, and gender identity or expression.

The activities of the Diversity Committee at the College are based on the American Association of Medical Colleges' recommendations in its publication, "The Role of the Chief Diversity Officer in Academic Health Centers." Functions include cultural competency training for all organizational members, developing diversity metrics and

processes to assess diversity, equity and inclusion efforts, diversity and inclusion strategy development, and infusing diversity and inclusivity into the academic and clinical experience of students.