

NSU MD Diversity Statement

Nova Southeastern University's Dr. Kiran C Patel College of Allopathic Medicine (NSU MD) is privileged to be located in South Florida, a state and location with a unique, diverse, and evolving heritage. NSU MD 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 the society at large.

NSU MD believes that an environment of inclusiveness, equal opportunity, acceptance, and respect for the unique attributes of all its community members, is essential for excellence in the fulfillment of its mission to train culturally competent physicians who are qualified to meet the needs of the diverse populations of Florida.

Diversity is one of the eight core values at Nova Southeastern University. Nova Southeastern University and NSU MD 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.

Positive action commitment: NSU MD expresses its commitment to diversity by taking positive actions designed to:

- Foster a learning community that better reflects the demographics of Florida by taking positive action to increase the representation of:
 - African Americans/Blacks and Hispanics/LatinX as students, faculty, and senior administrative staff
 - Women as faculty and senior administrative staff.
- Active measures include actions such as:
 - Development and support of student pipeline programs.
 - Targeted recruitment strategies for Underrepresented in Medicine (URiM) students, faculty and staff.
 - Building and maintaining an inclusive learning environment and curriculum.
 - Mentoring to support URiM students and URiM student organizations such as the LMSA and SNMA.
 - Professional development opportunities for URiM faculty.
- Foster the development of personal and professional attributes in its employees and students that are important to achieve its mission.
- Foster a diverse learning environment through the enrollment, hiring, and retention/graduation of students, faculty, and staff who may also be underrepresented in medicine and the health professions and may also be underrepresented in Florida.

- Provide 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 emerging from different traditions.
- Provide equal access and opportunities in its programs, facilities, and employment, regardless of race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, and gender identity or expression.
- Track NSU MD's recruitment and retention of underrepresented URiM students, faculty and administrators, to gain insight into additional opportunities to increase diversity.
- Track NSU MD's diversity pipeline and outreach activities targeted at URiM high school and undergraduate candidates, to gain insight into and improve diversity in the health care profession fields.

Diversity programming and metrics are managed by the NSU MD Director of Diversity, supported by the standing NSU MD Diversity Committee, and guided by the Association of American Medical Colleges' recommendations in its publication, "The Role of the Chief Diversity Officer in Academic Health Centers." These diversity activities include, but are not limited to, cultural competency training for all organizational members, developing diversity metrics and processes to assess diversity, equity and inclusion efforts, diversity and inclusion strategic planning, and infusing diversity and inclusivity into the academic and clinical experience of students.