Diversity, Equity & Inclusion

The Office of Diversity, Equity & Inclusion (https://diversity.med.wustl.edu) focuses on important initiatives, including the following:

• Raising awareness of diversity in the campus community
• Developing and sharing strategies and educational methods to enhance inclusivity in our organizational culture
• Supporting efforts to recruit and retain a more diverse workforce
• Developing and improving the career development paths for underrepresented minorities working at the School of Medicine

What Do We Mean by Diversity, Equity and Inclusion?

Diversity, equity and inclusion are three specific ideas that work in concert.

• **Diversity** — We are mindful of all dimensions of human differences. We define diversity in the broadest sense to mean the inclusion of all persons, regardless of their racial and ethnic background, nationality, gender, gender identity, sexual orientation, veteran status, religious beliefs, ability, age and socioeconomic status. Diversity embodies inclusiveness, mutual respect and multiple perspectives, and it serves as a catalyst for change that results in health equity. (Definition adapted from the Group on Diversity and Inclusion of the Association of American Medical Colleges (http://www.aamc.org/gdi).)

• **Equity** — We strive to ensure that all members of the School of Medicine community have access to opportunity and can attain their full potential by promoting fair treatment and proactively working to remove barriers that have prevented full participation by some populations. We recognize that equity is not achieved by treating everyone equally but rather by treating everyone equitably.

• **Inclusion** — 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, shared respect and value for all and that encourages engagement and connection throughout the institution and community. Inclusion is a core element of the successful achievement of diversity. (Definition adapted from the Group on Diversity and Inclusion of the Association of American Medical Colleges (http://www.aamc.org/gdi).)

Research and data indicate that the highest functioning workplace teams are those that have greater diversity among members and that are encouraged and taught to excel in collaboration. Visit our website to view the dean’s message on diversity, equity and inclusion to the School of Medicine community. (https://diversity.med.wustl.edu/about/deans-message)

For more information about diversity at the School of Medicine, please visit the Office of Diversity, Equity & Inclusion’s website (https://diversity.med.wustl.edu).