

Policy: University of Rochester School of Medicine and Dentistry's (SMD's) Commitment to Sustaining and Growing a Diverse Student Body and Workforce.

Purpose: The University of Rochester's School of Medicine and Dentistry strives to sustain and enhance a safe, welcoming, and supportive professional and academic culture. This focus enables SMD to attract and retain high quality faculty, staff and learners as well as ensure a workforce representative of the local Rochester community. Specifically, SMD strives to recruit and retain diverse candidates who identify as Black/African American, Hispanic, and Female Gender to the student body as well as faculty and senior administrative staff positions.

Persons Affected: SMD medical and graduate students, preparatory program students, postbaccalaureate students, residents and fellows, post-doctoral appointees, faculty, and senior administrative staff

Definitions:

Diverse candidates – Individuals seeking employment or acceptance in an academic program with SMD who identify as Black/African American, Hispanic, and Female Gender. Individual programs may include additional groups who are historically minoritized in medicine and science based upon national guidelines or programs.

Medical Students – Any person enrolled in SMD's undergraduate medical education program (including MD and MD-PhD).

Residents and Fellows – Any person enrolled in URMC or SMH's graduate medical education program.

Graduate Students – Any person enrolled in SMD's graduate education program.

Postbaccalaureate: A person enrolled in a SMD program intended prepare them for employment in a health care or medical school.

Faculty: Faculty employed by UR with a primary appointment in the SMD.

Administrative staff: People in academic leadership roles, including but not limited to, deans, directors, academic department chairs and also individuals in a position of authority or above who do not hold a faculty title or position.

The University of Rochester's School of Medicine and Dentistry aspires to make every person feel safe, welcome, and supported at all times; to be a place where everyone, regardless of identity or challenges they face, is lifted up to become their best and healthiest selves; to serve

