

# Promoting Excellence through Diversity



Dear Future Trainee,

Thank you for considering the University of Rochester Medical Center, a place where we embrace and celebrate the richness of diversity in all its forms. We are thrilled that you are considering joining our community, and we want you to know that you are not just welcome here, but your unique contributions are deeply valued.

At the heart of our institution's mission is the belief that every individual has something special to offer, regardless of their gender, religion, race, ethnicity, culture, or socio-economic background. We wholeheartedly encourage and support all who wish to be a part of our commitment to excellence in teaching, research, patient care, performance, and community service.

Our pledge to fostering an inclusive and diverse learning environment is not just a statement, but it's ingrained in everything we do. We believe in providing dedicated support through our Office of Equity and Inclusion, ensuring that everyone has equal opportunities to thrive and grow.

As a trainee at our medical center, you will have access to a wide range of mentoring and networking programs, such as the [Association of Minority Residents and Fellows \(AMRF\)](#), the [LGBTQ+ Affinity Group](#), and the [Faculty Out & Ally List](#). These programs are designed to create a supportive and encouraging atmosphere where you can connect with like-minded individuals and build strong professional relationships.

We also take immense pride in the various university affinity and support groups we offer, like the [Latino Professional Alliance](#), [Minority Male Leadership Association](#), [Spectrum](#), and many others. These groups provide an opportunity to connect with others who share your background or interests and foster a sense of belonging within the larger community.

Our commitment to diversity is not limited to trainees alone; we strive to increase the diversity of our faculty and staff to ensure a well-rounded and representative team. We believe that a diverse faculty enhances the educational experience and positively impacts the overall community.

Moreover, we understand the importance of mentorship and networking for our diverse faculty, as it plays a crucial role in their retention and professional growth. Our institution strives to provide ample support in these areas to help you reach your full potential.

But it's not all about work and academics here. Our cultural and educational programs provide a space for exploration and celebration of various traditions and perspectives. We believe that by embracing different cultures and learning from one another, we can continually improve and live up to our motto, "Meliora" - Ever Better!

So, as you consider embarking on this exciting journey with us, know that you are welcome with open arms. Your presence and diverse background will enrich our community, making it even stronger and more vibrant. We are excited to learn from you and grow together as we strive for excellence in everything we do.

Once again, welcome to the University of Rochester Medical Center, where we are dedicated to supporting you as you become ever better.

Reach out to us if you have any questions.  
We would love to hear from you!

