

JABSOM Institutional Diversity Policy

Introduction

The John A. Burns School of Medicine (JABSOM) is fully committed to a diverse learning environment and workplace. The JABSOM Diversity Policy is aligned with the diversity initiatives of the University of Hawai'i at Mānoa and the University of Hawai'i System, as well as the Liaison Committee on Medical Education accreditation standards related to diversity.

JABSOM Institutional Diversity Statement


The John A. Burns School of Medicine (JABSOM) embraces diversity and inclusion as part of our shared Hawaiian, Asian and Pacific values. These shared values are responsive to our unique location in the center of the Pacific. We uphold that an environment of inclusiveness, equal opportunity and respect for the similarities and differences in our communities advances our mission of education, research and innovation, community service and clinical healing. JABSOM is committed to preparing a culturally competent health and science workforce that meets the needs of Hawai'i. We strive to reflect the demographics of Hawai'i, including representation of Native Hawaiians and Pacific Islanders, individuals from rural areas of Hawai'i, first generation college students and those from economically, socially, and educationally disadvantaged backgrounds. JABSOM is cultivating a transformative teaching and learning environment that promotes the recruitment and retention of students, faculty, and staff, who are representative of the diverse population of Hawai'i.

Endorsed by JABSOM Faculty Senate on October 30, 2014

Approved by JABSOM Executive Committee on November 21, 2014

Approved by JABSOM General Faculty Meeting on December 10, 2014

Approved:



Jerris R. Hedges, MD, MS, MMM
Dean
John A. Burns School of Medicine

February 13, 2015
Date

Institutional Diversity Policy Objectives and Outcomes

Institutional Diversity Policy Objective 1. The medical school supports initiatives including the 'Imi Ho'ōla Post-Baccalaureate Program, the Native Hawaiian Center of Excellence (NHCOE), the Area Health Education Center (AHEC) program and the Health Careers Opportunity Program (HCOP). These programs are designed to promote medical student diversity in the dimensions of gender, ethnicity, geographic origin and economic background, with the goal of having an inclusive student body that reflects the diversity of Hawai'i.

Activities & Outcomes to be monitored:

1. The medical school will maintain post-baccalaureate program and medical student admission policies and practices that are aligned with the institutional diversity policy.
2. The maintenance and/or growth of programs to recruit or retain a diverse medical student body, with annual tracking of the results of these programs in terms of contributing to the diversity of the medical student body.
3. Diversity of the medical student body along the abovementioned dimensions will be tracked and reviewed on an annual basis. Progress will be made towards the objective by providing feedback to those involved in the admissions process and assessing the availability of scholarships and other incentives for qualified student applicants meeting diversity need areas.

Institutional Diversity Policy Objective 2. The medical school is committed to creating a diverse workplace within the school, whereby faculty, staff and administrative leadership reflect the ethnic diversity of Hawai'i and promotes gender equity.

Activities & Outcomes to be monitored:

1. The medical school will establish hiring policies and practices that are aligned with the institutional diversity policy.
2. Diversity of the faculty, staff and administrative leadership of the school along the abovementioned dimensions will be tracked and reviewed on an annual basis. Progress will be made towards the objective by providing feedback to those involved in the selections process and assessing the strategies used to enhance the diversity of qualified applicants.

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