

JABSOM Institutional Diversity Policy

Introduction

The John A. Burns School of Medicine (JABSOM) is fully committed to fostering, cultivating, and preserving a culture of diversity, equity, opportunity, and inclusion in both the learning environment and the 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, and laws of the state of Hawai'i and the federal government.

JABSOM Institutional Diversity Statement

The John A. Burns School of Medicine (JABSOM) embraces diversity and inclusion as part of the school's shared Hawaiian, Asian, and Pacific values. These shared values are responsive to the unique location in the center of the Pacific. JABSOM upholds an environment of inclusiveness, equal opportunity, and respect for similarities and differences, which are grounded in the advancement of the school's strategic priorities of education and teaching, research and discovery, community engagement, clinical healing, and encouraging resource growth.


JABSOM is committed to preparing a culturally competent health and science workforce that meets the needs of the people of Hawai'i. The school recognizes the demographics of the state in the dimensions of geographic origin and socioeconomic background and commits to an equitable learning environment that promotes access, opportunity, and justice for all. This includes representation of individuals from rural and underserved areas of Hawai'i and the Pacific, first-generation college students, and those from economically, socially, and educationally disadvantaged backgrounds. Similar diversity representation is encouraged for faculty members, staff, and senior administrative leadership.

JABSOM values a transformative teaching and learning environment that promotes equitable opportunities for all.

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 by Dean on February 13, 2015

Revision endorsed by JABSOM Faculty Senate on February 13, 2024
Revision approved by JABSOM Executive Committee on March 15, 2024
Revision approved by JABSOM General Faculty Meeting on May 6, 2024

Approved:



Lee Buenconsejo Lum, MD, Interim Dean
John A. Burns School of Medicine
Barry and Virginia Weinman Endowed Chair

____ May 14, 2024 _____
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, the Health Careers Opportunity Program (HCOP), and outreach or mentoring programs conducted by JABSOM's Offices of Medical Education and Admissions. These programs are designed to promote medical student diversity in the dimensions of geographic origin and socioeconomic background, with the goal of having an inclusive student body that can care for the diverse populations of the state of Hawai'i.

Activities & Outcomes to be monitored:

1. The medical school will maintain a 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 above-mentioned 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 are diverse, support equity, and promote learning and working environments where a diverse student body can thrive.

Activities & Outcomes to be monitored:

1. The medical school will refine, as needed, hiring policies and practices that are aligned with the institutional diversity policy.
2. Search committees and human resource processes will utilize search advocates or similar principles, processes, or recruitment strategies to promote recruitment and selection of diverse, qualified applicants.
3. Diversity of the faculty, staff, and administrative leadership of the school along the above-mentioned dimensions will be tracked and reviewed on an annual basis based on data available from the centralized human resources system and/or periodic internal surveys that assess diversity, inclusivity, and work climate.
4. The medical school will monitor and address concerns raised about unsupportive learning and working environments.

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