

Diversity, Equity, Inclusion and Cultural Safety Statement

In keeping with our shared Values and based on the principles of diversity and equity defined in the policies of Western University <http://www.uwo.ca/hr/diversity/index.html> we have adopted a definition of diversity which includes all facets and any differences which define how individuals perceive themselves. Based on this definition, we have chosen our diversity statement as:

At the Schulich School of Medicine & Dentistry, we commit to providing a welcoming and accommodating environment for all. We recognize that diversity is a source of strength which promotes a culture of excellence, innovation, flexibility and adaptability that thrives based on the contributions of all our members. We embrace, nurture, value and celebrate this diversity.

Our Mission:

The Schulich School of Medicine & Dentistry provides outstanding education within a research-intensive, distributed learning environment where tomorrow's physicians, dentists, researchers, scholars and staff learn to be socially responsible leaders in the advancement of human health locally, regionally and globally.

(Strategic Plan 2011-21) <http://www.schulich.uwo.ca/strategicplan/>

Our Values:

- Social responsibility and accountability
- Innovation and scientific excellence in all that we do
- Learning experiences which foster academic leadership, critical inquiry and a passion for life-long learning
- Compassionate, patient- and family-centred care
- **Diversity**
- Collaboration and partnership

(Strategic Plan 2011-21) <http://www.schulich.uwo.ca/strategicplan/>

We work in the context of a University fully committed to principles and programs for diversity, equity and inclusion. At the core is our mandate to maintain and improve an environment in all programs, research and patient care of mutual respect and understanding, free of discrimination.

In alignment with Western University <http://www.uwo.ca/hr/diversity/index.html> we strive to:

- Maintain an environment of fairness, mutual respect and inclusiveness where all may work, learn and share their perspectives free of discrimination
- Recruit and retain learners, faculty & staff who reflect the diversity of Canadian communities
- Ensure our programs prepare our graduates to meet the needs of, and provide quality care for, the diverse populations they will serve
- Develop and support leaders who can work in a diverse society with the evolving identities of our members and communities.

Our 2011-21 Strategic Plan <http://www.schulich.uwo.ca/strategicplan/> has reaffirmed our commitment to diversity, equity and inclusion as key factors for fulfilling our social responsibility. We have identified the following diversity categories to guide recruitment and retention of our learners, faculty, senior academic and educational leadership, and relevant members of our academic community.

These categories are challenged by health inequity and underrepresentation in Canada's healthcare workforce and in our region:

For our learners:

1. Indigenous populations
2. Females
3. Lower socioeconomic status
4. Rural communities

For our faculty, senior academic and educational leadership and relevant members of our academic community:

1. Indigenous populations
2. Females
3. Rural communities

Programs and initiatives to support our commitment to diversity, equity and inclusion include:

Learners

- Recruit, select and retain learners who reflect the diversity of our region and Canada.
 - Diversify our application pool by enhancing our early enrichment and intervention programs for regional secondary schools and post-secondary education institutions to reach out to the priority diversity categories

- Diversify our admission pool by program streams (support Indigenous positions, create avenues to increase rural & lower socioeconomic status populations)
- Use directed scholarships
- Innovate and deliver curriculum that addresses and supports learner competency in cultural safety including cultural awareness, sensitivity, responsiveness and humility. We aim to train life-long learners who:
 - Respond appropriately and effectively to people of diverse backgrounds and identities
 - Demonstrate attitudes and skills which enable effective cross-cultural interactions and support of patients and their health
 - Demonstrate cultural humility through understanding culture; self-reflecting on own assumptions and practices; and recognizing power imbalances
 - Demonstrate flexible, non-judgmental practice which takes into account a patient-view of their health needs
 - Demonstrate a person-centered approach to interactions based on attitudes of respectful curiosity & empathy
 - Demonstrate respect for all who are or may appear to be different or have different perspectives from their own
 - Engage in lifelong reflection on practice based in self-awareness of own perspectives and behaviors and how they impact others
- Support socially accountable/diversity related learner Special Interest Groups, such as:
 - Aboriginal Health Advocacy Group (London and Windsor)
 - Help for the Homeless (London)
 - Hungry for Change (London)
 - MedPALS (Windsor)
 - Medical students for Choice
 - Newcomer Health Project (London)
 - Open Meds Ally Group
 - Rural Medicine in Action
 - Student-Led Clinic Interest Group (London and Windsor)
 - Windsor Health Club (Windsor)
 - Youth Action Center (YAC) (London)

Faculty & Relevant Members of Academic Community

- Recruit, select and retain faculty and relevant members of academic community who reflect the diversity of our region and Canada.
 - Diversify our application pool by enhancing the priority diversity populations

Senior Academic and Educational Leaders

- Recruit, select and retain leaders who reflect the diversity of our region and Canada.
 - Diversify our application pool by enhancing the priority diversity populations
- Maintain and improve an environment throughout all aspects of the Schulich community of mutual respect and understanding, free of discrimination