



**THE GEORGE  
WASHINGTON  
UNIVERSITY**  
WASHINGTON, DC

**Responsible University Official:** Senior Associate Dean for Diversity and Faculty Affairs  
**Responsible Office:** SMHS Office of Diversity and Inclusion  
**Most Recent Revision:** 7/19/2022

## **POLICY ON DIVERSITY AND INCLUSION**

### **Policy Statement**

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The George Washington University School of Medicine and Health Sciences (SMHS) in partnership with the university and the Vice Provost for Diversity, Equity and Community Engagement will engage in ongoing, systematic and focused recruitment and retention activities to achieve mission-appropriate diversity outcomes among its students, faculty, and senior administrative staff. The term diversity is used to describe individual differences (e.g., life experiences, learning and working styles, personality types) and group/social differences (e.g., race, socio-economic status, class, gender identity, sexual orientation, country of origin, ability, intellectual traditions and perspectives, as well as cultural, political, religious, and other affiliations) that can be engaged to achieve excellence and innovation in teaching, learning, research, scholarship, and administrative and support services.

At SMHS, we are particularly focused on those we believe add particular value to our learning environment and have the potential to address healthcare inequities in our community. These groups are defined and periodically reviewed by the SMHS Office of Diversity and Inclusion and included in the appendix to this document and in our implementation plan.

SMHS will develop programs and partnerships aimed at broadening diversity among qualified applicants for admission. We will continue to enhance the current holistic review process and include educational training in the area of unconscious bias and stereotyping. The SMHS Office of Diversity and Inclusion will monitor these efforts employing outcome metrics.

SMHS will provide institutional resources including scholarship funds and academic preparation to enhance retention of matriculates. These efforts will undergo periodic review and evaluation to determine effectiveness.

SMHS will develop faculty and administrative staff recruitment and practices that broaden the search for diverse applicants. We will develop an educational program to heighten the awareness of bias in the recruitment, hiring, and promotions process, and we will perform periodic assessment of these efforts and their impact. Additionally we will collaborate with the Office of Faculty Affairs to enhance mentorship, and promote advancement and retention.

SMHS Office of Diversity and Inclusion under the direction of the Sr. Associate Dean for Diversity and Faculty Affairs will be primarily responsible for the development, implementation,

and evaluation of each of these programs and for recommending new methods based on evaluation data for continuous process improvement.

### **Reason for Policy/Purpose**

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Disseminate the SMHS policy and practices on diversity and inclusion as related to students, faculty, staff, and curriculum content.

### **Who Needs to Know This Policy**

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All students, residents, fellows, faculty, and staff of SMHS.

### **Contacts**

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### **Who Approved This Policy**

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Executive Committee of the SMHS Faculty Assembly, 7/23/2015

## Appendix to Policy on Diversity and Inclusion

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The following definitions of diversity apply to our medical students:

- Black/African American
- Hispanic/Latinx
- Women
- Economically disadvantaged

The following definitions of diversity apply to our faculty and senior administrative staff:

- Black/African American
- Hispanic/Latinx
- Women