

**Policy Title:**  
FIU HWCOC Diversity and Inclusion Policy

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## POLICY

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**Policy Statement:**

Florida International University Herbert Wertheim College of Medicine (HWCOC) strives to educate students who understand their culture and the cultures of others, and who appreciate the complexities and diversity of our global society. Exposure to and interaction with people whose talents, beliefs, and backgrounds differ from one's own broadens one's capacity to accept differences in others and to understand cultural factors crucial for optimal health care delivery and patient participation. Hence, HWCOC embraces diversity and adopts policies and practices that support a culture of acceptance, respect, and inclusion.

***Diversity among students.*** HWCOC admissions processes consider criteria beyond the standard metrics of grade point averages and exam scores, emphasizing the importance of personal attributes and experiences that enhance the college's learning and working environments. HWCOC invests in pipeline programs and activities that foster development of students from diverse backgrounds, including economically disadvantaged, women, students from Florida and out-of-state, and students whose race or ethnicity is considered underrepresented in medicine (Hispanic/Latino, Black/African American). These pipeline programs aim to help participants become competitive applicants to medical school and other health professions programs.

***Diversity among faculty, staff, and administrators.*** Instilling cultural competence in the future health care workforce is an important aspect of the HWCOC educational mission, and is best accomplished through interaction with diverse role models and mentors. Thus, processes for recruitment of faculty, staff, and administrators strive to attract qualified applicants in categories often underrepresented in medicine (Hispanic/Latino, Black/African American), and to ensure that all applicants are treated fairly and equitably. An Associate Dean for Diversity and Inclusion works with human resources staff to establish diverse pools of applicants to be considered in hiring processes. An Associate Dean for Women in Medicine and Science promotes gender equality in recruitment, retention, and advancement, and develops programs emphasizing mentoring and leadership.