



*NYU Grossman School of Medicine
NYU Long Island School of Medicine
NYU Langone Hospitals
Family Health Centers at NYU Langone*

*Effective Date: 12/10/13
Reissue Date: 01/14/20*

*Issuing Department:
Graduate Medical Education*

Diversity and Inclusion Policy

Page: 1 of 5

I. INSTITUTIONAL STRATEGIC MISSION ON DIVERSITY & INCLUSION

NYU Langone Health is a world-class academic medical center that offers exceptional patient-centered care by integrating cutting-edge advances in biomedical research with excellence in clinical care and medical education. As one of the nation's premier medical institutions, NYU Langone Health's tripartite mission to serve, to teach, and to discover is seamlessly coalesced by creating an atmosphere of distinction and dedication to outstanding patient care, excellence in undergraduate and graduate medical education, and leading innovative scientific discovery.

As an institution that prides itself on performance, respect, integrity, and excellence, diversity is one of the core values of NYU Langone Health. Diversity as a core value embodies inclusiveness, mutual respect, and the appreciation of multiple perspectives. Inclusion is a critical element for successfully achieving diversity. Inclusion is achieved by nurturing the climate and culture of the medical center through professional development, education, policy, and practice. The objective is to create a climate that fosters belonging, respect, and value for all and to encourage engagement and connection throughout the institution. In this context, we are mindful of all aspects of diversity including, but not limited to: socioeconomic status, race, ethnicity, sexual orientation, gender, gender identity, spiritual practice, geography, disability, career goals, familial educational attainment, and age.

We believe that diversity enhances the institution's educational and academic climate. Moreover, the constantly changing local, regional, and international demographics make it imperative that our medical center create a workforce for the future that is capable of understanding, communicating, and providing service to individuals from the most varied backgrounds. In this way, diversity enhances creativity and thoughtfulness in our patient care and research, and serves as a catalyst for change which will ultimately lead to better solutions to the healthcare needs of the populations we serve. To that end, we strive to create an environment that reflects the diversity in the communities we serve resulting in greater health care equity and a reduction in health care disparities by recruiting academically talented and diverse faculty members, physicians in training, medical students, and staff.



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Page: 2 of 5

II. GME RATIONALE

The office of Graduate Medical Education at New York University Grossman School of Medicine and NYU Long Island School of Medicine is committed to recruiting diverse physicians and dentists to our residency and fellowship programs, and creating and sustaining an environment that is equitable, respectful, and free from prejudice for students, faculty, staff, patients, families and members of our community. In this context, we are mindful of all aspects of diversity including, but not limited to: socioeconomic status, race, ethnicity, sexual orientation, gender, gender identity, spiritual practice, geography, disability, career goals, familial educational attainment, and age.

We are committed to increasing and sustaining the diversity of our House Staff Officers and our faculty in our Training Programs for the years to come, and ensuring the success of our trainees. Based on census data and the demographics of our patient populations, our focused, significant, and sustained programs that aim to recruit and retain suitably diverse members in graduate medical education, will ensure that the diversity of medical and dental trainees aligns with the diversity of the patients we serve. We believe that a diverse group of House Staff Officers will best support our mission to serve the New York as well as the global community.

III. GRADUATE MEDICAL EDUCATION SUBCOMMITTEE ON DIVERSITY

The Graduate Medical Education Committee (GMEC) at New York University Grossman School of Medicine is chaired by the Associate Dean for Graduate Medical Education who has approved the formation of a GMEC subcommittee on diversity and inclusion. This committee was formed to expand and enhance opportunities within NYUGSOM for all residency and fellowship programs for all individuals from all backgrounds.



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Page: 3 of 5

A. Committee Charge Overview¹

1. Review the compositional diversity of House Staff within accredited and non-accredited training programs annually.
2. Review, develop and implement strategies, initiatives, and programs for recruitment and retention of diverse House Staff Officers and share best practices across departments including successful strategies for responding to challenging situations.
3. Develop and implement training that addresses health disparities and promotes cultural humility and structural competency for all House Staff Officers.
4. Promote house staff research projects on healthcare disparities.
5. Develop and disseminate strategies to promote inclusion across residency programs, promote and support wellness in house staff.
6. Periodically review census data and the demographics of our patient population, at least every (3) years, to ensure that our focused significant and sustained programmatic efforts are aimed towards the appropriate groups.

B. Membership

The committee at NYUGSOM will be chaired by a dual appointment: one will be a member of the Office of Diversity Affairs and the other a designee from Office of Graduate Medical Education. Members serving on the committee to execute the charge of the committee will be program and fellowship directors, and house staff selected by the residency program directors and fellowship program directors of the training programs under the supervision and academic direction of the NYU faculty and attending physicians.

IV. **DEFINITIONS** (if applicable)

¹ The NYULISOM does not have a GMEC subcommittee on diversity. The responsibilities are handled by the NYULISOM's GME Office.



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Page: 4 of 5

- A. **House Staff Officer** - a physician or dentist who is enrolled in an accredited or non-accredited NYUSOM or NYULISOM Training Program for a clinical specialty or subspecialty this includes all Residents and Clinical Fellows.
- B. **Training Program** – a specialty or subspecialty graduate medical or dental training program at NYUSOM, or NYULISOM or NYU Langone Hospitals, which may be either an Accredited or Non-Accredited Training Program.

V. POLICY ENFORCEMENT & OUTCOMES

The GMEC Subcommittee on Diversity and Inclusion and the GME Office will encourage each training program within the NYUGSOM or NYU Langone Hospitals to participate in the subcommittee and to incorporate best practices for diversity and inclusion.

The ACGME Common Program Requirements I.C. indicates that *“The program, in partnership with its Sponsoring Institution, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents, fellows (if present), faculty members, senior administrative staff members, and other relevant members of its academic community.”*

The programs will include an assessment of their efforts to recruit and retain a diverse workforce in their Annual Program Evaluation. In addition, the GMEO will routinely collaborate with the SOMs to develop and implement academic activities for faculty development on topics related to Diversity and Inclusion.

Joseph Ravenell, MD
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Page: 5 of 5

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