

## Diversity

The University of Iowa's longstanding commitment to social equality finds expression in its strategic plan, *The Iowa Promise*, which recognizes that, "Diversity, broadly defined, is essential to the educational experience and central to all parts of the University's mission." As an integral part of The University of Iowa, UI Health Care has included its commitment to "Create an environment of inclusion where individual differences are respected and all feel welcome" as one of six goals in its 2010-2012 strategic plan.

Iowa is a relatively homogeneous state in cultural terms—more than 94 percent of its residents are white, according to recent U.S. Census estimates. Recruiting underrepresented minority students, faculty, and staff requires UI Health Care to cultivate relationships with minority communities both within and beyond the state's borders. The organization seeks to build on the success it has had in recruitment to the medical doctorate (MD) degree program, where enrollment of underrepresented minorities has ranged from 11 to 16 percent in recent classes. Thus, the enterprise has developed a systematic approach to its diversity efforts and communicated this approach to its various subunits.

Consistent with its academic mission and standards, the UI Carver College of Medicine is committed to achieving excellence through diversity. As a community of faculty, staff and students engaged in research, patient care, scholarship, teaching, and learning, the College of Medicine fosters an environment that is diverse, humane, and welcoming. Efforts are made to provide a supportive environment in which people from a wide variety of backgrounds and cultures may encounter each other in a spirit of cooperation, openness and mutual respect.

Working in collaboration with the UI Carver College of Medicine's associate dean for diversity, who leads diversity efforts across the enterprise, the various departments, programs, centers, and administrative units have set forth clear and measurable goals and appropriate strategies to achieve them. The College's Strategic Plan for Increasing Diversity provides the structure of accountability under which departments measure and document their success in achieving these goals. Measurement tools include demographic data on faculty, staff, and student body composition as well as annual climate surveys and other qualitative instruments.

Departmental efforts address four key areas:

- **Recruitment and pipeline initiatives.** These initiatives seek to increase the diversity of candidate pools for faculty and staff positions and for the various degree programs.
- **Retention, mentoring and professional development.** These efforts ensure that minority individuals can find the personal and professional support they may need to succeed in the work and/or academic environment.
- **Cultural climate and diversity education.** These programs ensure that the social environment is welcoming to all members.
- **Cultural competence and curriculum.** These efforts ensure that faculty, staff, and students meet basic standards of cultural competence and that health care teams can meet the needs of all patients.