



Diversity and Inclusion Statement

Preamble

Knowledge is power, and the primary purpose of a tertiary educational institution is to uplift humanity through the continuous advancement of the power of knowledge. This is achieved through the creation (research), dissemination (teaching/learning), and application of knowledge in service to humanity. Given that knowledge comes from diverse sources and experiences, diversity is a sine qua non of excellence in tertiary education. Grounded in this fundamental framework, Texas A&M University (TAMU) is deeply committed to a culture that embraces, expands, and celebrates diversity in an inclusive environment where all parties are appreciated, encouraged, and supported. (<https://diversity.tamu.edu/Diversity-Plan>)

The Texas A&M University College of Medicine (TAMU-COM) is committed to producing a pool of life-long-learning scientists and physicians who are equipped and empowered with the knowledge, skills, and attitudes/behaviors necessary for excellence in research, education, and the practice of medicine into the 21st century and beyond. We will train a scientist and physician workforce that will design, educate, and deliver excellent primary, secondary, and tertiary healthcare to the diverse people (especially the underserved and underrepresented) of the state of Texas in both rural and urban settings, and with the capacity for global engagement. To this end, and in accordance with the values of our parent institution (TAMU), we (medical, graduate, and post-graduate students, staff, and faculty) of the TAMU-COM have declared diversity as an essential component of our existential purpose. We believe that diversity in all its ramifications (including but not limited to diversity of race, color, sex, socioeconomic status, religion, ethnicity, experience, age, disability, genetic information, talent, educational background, veteran status, sexual orientation and gender identity) coupled with inclusion will breed the excellence we seek through embodying our **Aggie Core Values of excellence, integrity, respect, leadership, loyalty, and selfless service.**

Diversity Categories

Based on the principles stated above, the TAMU-COM has identified the following underrepresented diversity categories for all our constituent programs:

Medical and Graduate Students/Post-Graduate Students

- Underrepresented in Medicine (URM)*
- Low socioeconomic status
- Rural background
- Military service
- 1st generation undergraduate*

Faculty and Staff

- Underrepresented in Medicine (URM)*
- Military service
- Female

* Note that our URM category represents Hispanic/Latino, Black/African-American, and Native American race/ethnicity; Parameters for Low socioeconomic status include highest educational level, rural background, first generation undergrad, and household income based on AMCAS E01 or TMDAS E02 level. Each of our students' diversity categories has a specific pipeline except for First generation undergraduate category for which diversity is achieved via our holistic admissions process.

Vision statement of the Office of Diversity & Inclusion

Diversity and Inclusion Drive Excellence

Mission

Make TAMU-COM a world center of excellence in diversity studies and practice through:

- Robust community engagement programs
- Recruitment, inclusion, engagement, retention, and progression of a diverse pool of medical and postgraduate students, staff, and faculty that is representative of our diversity categories
- Create a TAMU-COM with a face similar to the Texas population and embracing of global cultures (Glocal)
- Promote/facilitate the attainment of excellence in all things TAMU-COM, including teaching, research, and service.

Additional Areas of Value

Diversity-Inclusion-Engagement-Equity-Transparency-Trust-Team

Strategy

- Continuous student, staff, and faculty development on Diversity and Inclusion (D&I).
- Establish and operate Continuous Quality Improvement (CQI) structures and processes (including periodic reviews) for D&I.
- Build institutional memory and cultivate alumni relations.
- Promote bylaws to support D&I strategies.
- Encourage the formation of a students' D&I special interest group (SIG).
- Form D&I committees (including students, staff, and faculty).
- D&I representatives on all statutory TAMU-COM committees.
- Engage all TAMU-COM clinical affiliates.

Tactics

- Support all ongoing pipeline programs (for student and faculty recruitment).
- Marketing (including improved visibility) of D&I concepts and values.
- Get a D&I rep in all recruitment committees (including students, staff, and faculty recruitment).
- Triannual updates/reviews of TAMU-COM (students, faculty, and staff) diversity, inclusion, engagement, and retention status.
- All year round (and revolving) series of student, staff, and faculty development seminars/ workshops on D&I, including the students' Roundtable.
- Seek internal and external funding/ grants for D&I studies.
- Organize local, regional, and international seminars /conferences on D&I.
- Engage community leaders (political, religious, entrepreneurial, e.tc.) for the goals of D&I.
- Discuss strategies for students, staff, and faculty retention.
- Biannual review of D&I strategy (with institution of appropriate changes).
- Develop and periodically appraise survey instruments for our quarterly and biannual reviews.