



**Policy Number: GME 47**

**Policy Title: Graduate Medical Education Diversity**

**Policy Statement:**

OHSU Graduate Medical Education acknowledges that building and sustaining a diverse learning environment through the recruitment and retention of diverse trainees, including underrepresented minorities in medicine and biomedical science, will improve the health of our patients. A diverse workforce in educational settings stimulates broader and deeper learning, benefits research programs, advances patient care and enriches the community.

OHSU GME programs are committed to recruitment and retention of underrepresented minorities by:

- Utilizing a holistic review of all applicants
- Building and maintaining program-specific protocols and procedures
- Collaborating across the institution to cultivate a diverse and inclusive environment
- Understanding, supporting and adapting to the needs of diverse learners through program and institutional engagement and resources
- Providing faculty and staff development in diversity and inclusion
- Collecting and analyzing program data to refine best practices and outcomes

**Policy Owner: GMEC**

**Amendment/Approving Committee: GMEC**

**Additional Resources**

Form/Document	Use	Links
AAMC Experiences-Attributes-Metrics Model	This model will be used to define “holistic review” as noted in the first bullet of the policy	<a href="https://www.aamc.org/system/files/c/2/358700-hrp2-pager.pdf">https://www.aamc.org/system/files/c/2/358700-hrp2-pager.pdf</a>
School of Medicine Diversity Policy	Reference	<a href="https://ohsu.app.box.com/file/623260994318">https://ohsu.app.box.com/file/623260994318</a>

**Version control**

Version	Effective Date	Author	Description of Change
1.0		GMEC Diversity Subcommittee	Original



**School of Medicine Policy**

Policy Number: GME 47  
Effective Date: 2/20/2020