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Diversity Policy

Office of Accountability:	Dean (Faculty of Medicine & Dentistry)
Office of Administrative Responsibility:	Vice-Dean (Education)
Approver:	Faculty Council
Scope:	Compliance with this Faculty policy extends to all members of the University community.

Overview

The University of Alberta *Employment Equity Program* and the *Discrimination, Harassment and Duty to Accommodate Policy* commit the University community to fairness and merit in its hiring and retention practices to achieve a diverse, respectful, and inclusive working, teaching and learning environment. The University has provided (1998) and is currently reviewing, guides on how to achieve diversity and equity in employment. In its previous plan titled "Opening Doors: A Plan for Employment Equity at the University of Alberta", the groups identified by these programs were women, Aboriginal people, members of visible minorities, and persons with disabilities. These University policies provide guidance on matters relating to faculty and staff employment. However, they provide little formal guidance to Faculties which manage curriculum content, admission policy, and must teach in a learning environment that is diverse and equitable. The Faculty of Medicine & Dentistry has created its own policy relating to these issues of equity and diversity.

This Faculty of Medicine & Dentistry *Diversity Policy* incorporates the University's standards, but adopts the broader view towards defining diversity encapsulated within the LCME/CACMS accreditation standard IS-16 and as articulated by the *2010 Task Force on Diversity in Medical School*. In addition, the Post-Graduate Medical Education (PGME) program will be held accountable for providing resident training that develops an appreciation of diversity in the Canadian context. Finally, it incorporates an earlier *2005 Draft Equity Policy* as well as recent University policy regarding discrimination and harassment [*Discrimination, Harassment, and Duty to Accommodate Policy (May, 2012)*].

In addition to defining a Policy on Diversity, we also outline Procedures for implementing the Policy and monitoring its adoption.

Purpose

The Faculty of Medicine & Dentistry believes its faculty, staff and students will be best able to serve diverse populations, if their own personal backgrounds and training create an understanding and appreciation of the diversity of human experience. This policy will:

- Create a community of teachers and students who are reflective of diversity in Canadian society
- Support an environment free of discrimination and harassment, supportive of accommodation, and respectful of different perspectives on life
- Prepare our graduates to meet the health care needs of all people in Canada and around the world

Policy

Definition: The Faculty of Medicine and Dentistry defines diversity using two broad criteria. We are committed to supporting **compositional diversity** in our Faculty and to providing all faculty members, support staff and **students** with a **diversity of interactions**. Through these actions we will promote **inclusion** and **cultural competence** in all members of the Faculty. The policy *does not* promote quotas, however, all else being equal the Faculty recognizes that our community gains much through establishing recruitment policies that value diversity in life experiences and backgrounds.

Compositional Diversity-The Faculty is committed to achieving **compositional diversity**, wherein the diversity of Alberta and Canada is reflected in faculty members, support staff and students. Our community welcomes varied backgrounds and life experiences that will encompass, but are not limited to

- geographical origins (e.g. rural or urban, Canadian or immigrant)
- educational experiences and alternate career paths
- socio-economic status
- ethnic diversity
- personal challenges (e.g. disabilities)
- sexual orientation
- religious and cultural affiliation.

Diversity of Interactions-The Faculty of Medicine & Dentistry actively promotes a “diversity agenda”, by providing students with opportunities to experience a diversity of interactions. The Faculty’s curriculum will help students understand and promote diversity throughout all levels of training. The goal will be to ensure that people of all backgrounds feel welcome within the Faculty of Medicine & Dentistry, and that all have an opportunity to contribute their experiences to the collective educational process. Moreover, students will be provided with opportunities to interact with diverse communities of health care users in Alberta, and through that process gain additional insights into the obligations of health care providers in a regional context.

Specific Focus: The Faculty of Medicine & Dentistry operates in a region of Canada where certain communities present specific health care challenges and educational needs. While recognizing the importance of the many factors that define diversity as noted above, this policy identifies three groups as deserving priority attention by the Faculty:

- Indigenous peoples of Alberta and Canada
- Economically disadvantaged persons in Alberta
- Residents of Alberta’s rural communities

Review: This policy shall be reviewed (and if necessary revised) by the Faculty every 4 years in advance of the accreditation full survey.

DEFINITIONS

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use. [\[▲Top\]](#)

Compositional diversity	The numerical and proportional racial/ethnic/gender <i>composition</i> of an organization's members and in this policy referring to the diversity of the Faculty's faculty members, support staff and students that reflects the context of the population of greater Alberta and Canada.
Cultural competence	Involves acknowledgment and incorporation—at all levels—of the importance of culture, assessment of cross-cultural relations, vigilance toward the dynamics that can result from cultural differences, expansion of cultural knowledge and adaptation of services to meet culturally unique needs. (Betancourt JR, et al)
Diversity of interaction	Refers to offering faculty members, support staff and students, a broad range of possible and potential interpersonal and learning experiences.
Inclusion	Values all people for their unique talents and takes an active role in promoting practices that support diversity, inclusion and cultural competence
Students	All students in undergraduate, professional undergraduate, graduate, resident physician and fellows in the Faculty of Medicine & Dentistry.

RELATED LINKS

Should a link fail, please contact MedIT, Faculty of Medicine & Dentistry [\[▲ Top\]](#)

Links required to:

- Employment Equity Program <http://www.hrs.ualberta.ca/About/Dept/HRCS/EmploymentEquity.aspx>
- Future of medical education - Postgraduate project http://www.afmc.ca/future-of-medical-education-in-canada/postgraduate-project/pdf/FMEC_PG_Final-Report_EN.pdf
- Opening Doors: A Plan for Employment Equity at the University of Alberta (University of Alberta) <http://www.hrs.ualberta.ca/About/Dept/HRCS/~media/hrs/AboutUs/Departments/OpeningDoors.pdf>
- UAPPOL Discrimination, Harassment, and Duty to Accommodate Policy (University of Alberta) <https://policiesonline.ualberta.ca/PoliciesProcedures/Policies/Discrimination-Harassment-and-Duty-to-Accommodate-Policy.pdf>.