

**NYU LONG ISLAND SCHOOL OF MEDICINE  
POLICY AND PROCEDURE MANUAL**

<b>POLICY:</b>	POLICY ON DIVERSITY AND INCLUSION
<b>EFFECTIVE DATE:</b>	MARCH 2018
<b>SUPERSEDES:</b>	
<b>CROSS REFERENCE:</b>	
<b>APPROVED BY:</b>	FACULTY COUNCIL

**I. PURPOSE:**

This policy addresses student, faculty and senior administrative staff diversity and inclusion policies and procedures at NYU Long Island School of Medicine (NYULISOM).

**II. POLICY:**

NYULISOM is committed to creating a diverse and inclusive learning environment that includes students, faculty, and staff. The NYULISOM policy for diversity is built upon court rulings that recommend the identification of groups of people who are relatively absent from the learning environment and that their presence would contribute value. In addition, these groups are identified because they are highly represented among patients served by NYULISOM, and enhance our ability to address the nation’s disparities in health care quality and access to health care for all. After a review of the existing learning environment, the NYULISOM identified the following groups:

Medical Students	Faculty	Senior Administrative Staff
African American	African American,	African American,
Hispanic/Latino (Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race)	Hispanic/Latino (Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race)	Hispanic/Latino (Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race)
First generation college/low socioeconomic status	Gender/Female	Gender/Female

The NYULISOM is committed to developing “pipeline” programs to increase the numbers of these individuals in the regional and national applicant pool as well as ensure that support systems will be in place to ensure retention.