



NYU Langone Health

POLICY ON DIVERSITY AND INCLUSION		
EFFECTIVE DATE: April 2019	REVIEWED DATE:	REVISED DATE:

**I. 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

NYULISOM is committed to developing “pipeline” programs to increase the numbers of these individuals in the regional and national applicant pool (for medical school, residency, faculty, and administrative staff positions) as well as ensure that support systems will be in place to ensure retention.

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

**III. SCOPE:** This policy applies to all NYU Long Island School of Medicine’s students, faculty and administrative staff.



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**IV. DEFINITIONS:** N/A

**V. POLICY AUTHOR(S):**

- Office of Students and Diversity

**VI. RELATED POLICIES**

Please review NYULISOM’s policy on Affirmative Action/Equal Opportunity and New York University’s Anti-Discrimination policy.

**VII. PROCEDURE(S):** N/A

**VIII. REFERENCES** (LCME references, Functions and Structures of a Medical School March 2020)

3.3 Diversity/Pipeline Programs and Partnerships

A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.

3.4 Anti-Discrimination Policy

A medical school has a policy in place to ensure that it does not discriminate on the basis of age, disability, gender identity, national origin, race, religion, sex, sexual orientation or any basis protected by federal law.

**IX. TYPE OF POLICY:** Administrative

**X. APPROVALS:** Faculty Council

**XI. POLICY MANAGEMENT**

Responsible Executive: Dean of the School of Medicine  
 Responsible Officer: Associate Dean of Students and Diversity  
 Responsible Office: Office of Students and Diversity