

COOPER UNIVERSITY HEALTH CARE

Graduate Medical Education Policies and Procedures

Supersedes: 07/14/2020
Reviewed: 04/22/2021

Section: Policies and Procedures
Subject: Diversity and Inclusion for
Recruitment -GMEC

Notice: The official version of this Policy is contained in Cooper Policy Network and may have been revised since the document was printed.

I. PURPOSE:

- A. To affirm a commitment to the recruitment and retention of a diverse workforce. It is the goal of the Graduate Medical Education department to increase the number of underrepresented minorities in medicine into housestaff (residents/fellows), faculty and leadership positions and create an environment that is welcoming and respectful of diversity of all.

II. DEFINITIONS:

A. Underrepresented in Medicine (URM):

1. The Association of American Colleges (AAMC) defines URM status applicants as “those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.”
2. The Graduate Medical Education Committee (GMEC) defines URM status applicants as “Black/African American, Hispanic/Latino and of Gender Equity populations that are underrepresented in the medical profession and is reflective of the surrounding community.”

III. ACCOUNTABILITY:

- A. The Program Directors and Core Faculty must develop and implement programs for a diverse housestaff. Programs must make concerted efforts to invite and interview candidates who match this purpose.
- B. The program’s annual program evaluation must include an assessment of the program’s efforts to recruit and retain a diverse workforce.
- C. Institutional Leadership must work with the DIO to ensure institutional policies and practices are in place to ensure inclusion and retention of a diverse workforce at the hospital administrative level.
- D. In collaboration with CMSRU, the Departmental Chairs each have a Diversity Plan to promote recruitment and retention of a diverse faculty.
- E. The Graduate Medical Education Department is committed to ensuring a safe and inclusive community where any person (or group) can be and feel welcomed, respected, supported, and valued to fully participate:

COOPER UNIVERSITY HEALTH CARE

Graduate Medical Education Policies and Procedures

| | | | |
|-------------|------------|----------|---|
| Supersedes: | 07/14/2020 | Section: | Policies and Procedures |
| Reviewed: | 04/22/2021 | Subject: | Diversity and Inclusion for Recruitment -GMEC |

1. The department promotes engagement through a variety of events, programs, community partnerships, and educational resources to create a welcoming environment for all.
2. All our program faculty receive training in how to support equity, foster inclusion and develop awareness to improve implicit biases.
3. The GMEC Subcommittee on Wellness focuses on self-care and creating a welcoming environment for all, cutting across all barriers, be they socioeconomic, racial, gender, sexual orientation, religious, or cultural.
4. The Housestaff Diversity Council's purpose is to promote a supportive climate at Cooper University Hospital that allows all members of its academic community to thrive and succeed, regardless of race, creed, ethnicity, sexual orientation, gender identity, ability, or age. The Diversity Council seeks to provide to both recruitment outreach for housestaff (residents/fellows) and faculty who identify with marginalized groups, as well as education regarding racism in medicine, community volunteering, medical student mentorship, inclusivity, access and equity through implicit bias training, and engagement within the Camden community.

IV. POLICY:

- A. The GMEC, in alignment with Cooper Medical School of Rowan University (CMSRU), adheres to the core values of diversity, collaboration, and mutual respect. We embrace the philosophy that excellence in medical education, research and clinical practice is best achieved through promoting diversity in its broadest definition and maintaining an academic and work environment free of discrimination.
- B. Regardless of an applicant's characteristics, they are considered in the same competitive pool using the standard applications required by the Graduate Medical Education Department.
- C. Each program must have practices in place that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents fellows, faculty members, administrative staff members, and other relevant members of its academic community.

V. MONITORING AND COMPLIANCE:

- A. The Cooper Health System and CMSRU provides a training curriculum which promotes cultural understanding and cultural competency for all faculty and housestaff.

COOPER UNIVERSITY HEALTH CARE

Graduate Medical Education Policies and Procedures

Supersedes: 07/14/2020
Reviewed: 04/22/2021

Section: Policies and Procedures
Subject: Diversity and Inclusion for
Recruitment -GMEC

- B. The annual program evaluation must include an assessment of the program's efforts to recruit and retain a diverse workforce.
- VI. RELATED POLICIES: This policy is consistent with CUH institutional employment policies.
- A. CMSRU Diversity Policy

APPROVED BY:

Antoinette Spevetz, MD
Designated Institutional Official

Martha S. Matthews, MD
Chair, GMEC

Robin L. Perry, MD, M.Ed. FACOG
Chair, Policies and Procedures Subcommittee of GMEC

Danielle Parker-Mangum
Administrative Director, Graduate Medical Education