



Strategic Action Plan 2012-2017

Our Mission

The mission of the UVM College of Medicine is to educate a diverse group of dedicated physicians and biomedical scientists to serve across all the disciplines of medicine; to bring hope to patients by advancing medical knowledge through research; to integrate education and research to advance the quality and accessibility of patient care; and to engage with our communities to benefit Vermont and the world.

Statement on Diversity & Inclusion at the College of Medicine

The University of Vermont College of Medicine values diversity as a driver of excellence. We actively seek diversity and inclusion within our academic community of students, faculty, and staff, as well as those we serve through teaching, research, patient care and community engagement.

Recognizing the limited ethnic and racial diversity of Vermont, we will actively seek students, faculty and staff to develop an academic community that is more diverse than the population of our State. We believe the ethnic and racial diversity of our College is an asset in teaching, research and patient care, and we strive to develop culturally competent students and graduates who reflect and understand the increasingly diverse populations they will serve here in Vermont, across the nation and around the world.

In alignment with the mission of the University of Vermont and the College of Medicine to serve the citizens of Vermont, we seek to educate and provide physicians for the state of Vermont. We will work to encourage Vermonters to pursue careers in medicine, and actively recruit and educate Vermonters who are more likely to stay and practice in the state. We aim to provide the opportunity for exposure to a faculty and to patient populations that are more diverse than the population of our state by developing clinical training sites outside of Vermont. We define ethnic and racial diversity in alignment with the University of Vermont ALANA (African, Latino/a, Asian, and Native American) classification.

We embrace diversity in its broadest forms, encompassing and exploring the dimensions of not only racial and ethnic diversity, but also gender, gender identity, sexual orientation, religion, socioeconomic background, and life experience. We strive to provide an education and a culture that is accepting and supportive of this broader diversity. We are guided by the tenets in [UVM: Our Common Ground](#) and are committed to creating a culture that supports and encourages respect for every individual and celebrates our diverse backgrounds.



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At UVM, diversity and inclusion are not only broadly defined and valued, but also mission driven and connect with our strategic planning, policy development and are integral in how we measure our success. We believe that diversity and inclusion supports the cultural competencies that enhance clinical effectiveness, inform research and result in effective interaction in cross cultural situations.

Overarching Goals

1. To actively develop an academic community of faculty, staff and students that is more diverse than the state of Vermont by 2017
2. To strive to provide an education and a culture that is accepting and supportive of this broader diversity as evidenced by > 90% of faculty, staff and students experiencing respect on the biennial climate survey by 2017

In setting these goals, the College reviewed available data, trends, programs and progress to date. To achieve these goals, the following areas of focus are addressed in the Strategic Action Plan.

Areas of Focus

- Develop a common language and understanding of diversity and inclusion as drivers of excellence and implement communication strategies to ensure that all members of the community are aware of our values and missions as they relate to diversity, inclusion, and what we value
- Create a welcoming and inclusive environment by ensuring the breadth and depth of diversity and inclusion programming in all offices throughout the academic medical center
- Ensure access to medical education for a diverse pool of applicants through a holistic admissions process
- Recruit develop and retain a diverse academic and administrative workforce, including diverse leadership, committed to diversity and inclusion in education, research, service and clinical practice
- Develop collaborative outreach programs and partnerships at the pre-and post college levels
- Promote opportunities for the development of inter and intra-cultural competence for all faculty, staff and students, through curricular, professional development programs
- Measure our progress on an annual basis, to determine how well we are meeting our goals