

Academic medicine and the health professions recognize the significant advantages of having a diverse workplace. Diversity is considered an institutional driver of operational excellence. Institutions are seeking high-impact tools to inform diversity and inclusion decisions that can bring about desired change. At the same time, leaders in academic medicine, health care, education, and business have been challenged to identify validated metrics to advance their culture and climate goals. The Diversity Engagement Survey (DES) was created to address this need.



The Diversity Engagement Survey (DES) and its supporting documents are the result of a collaborative effort between the University of Massachusetts Medical School and the Association of American Medical Colleges.

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today!**

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# Diversity Engagement Survey (DES)

Building an Engaged  
and Inclusive Academic  
Medical Center and Health  
Professions Workplace



Association of  
American Medical Colleges



## Why use the DES?

- Assess baseline strengths and areas for improvement related to inclusion and diversity efforts.
- Measure the level of workplace engagement among specific demographic groups.
- Identify data-driven strategic directions for inclusion and diversity change efforts.
- Determine progress toward inclusion goals, such as for an institutional diversity plan or for a regulatory agency.

The DES has been administered at more than 40 academic health centers and other health professions schools. For more information, visit [aamc.org/DES](http://aamc.org/DES).

*“The DES provided crucial insights into the concerns, perspectives, and attitudes of all members of UAB School of Medicine. It allowed us to identify areas of strength on which to build and growth areas to target for future development. The survey served as a rigorous and important tool not only for assessment but for mapping our strategic evolution into the future. We plan to implement the DES in the coming years as we continually assess and cultivate key initiatives in diversity and inclusion.”*

**—Mona Fouad, MD, MPH**

University of Alabama School of Medicine

## About the DES

The DES is a 22-item survey that can be administered to students, faculty, and staff. The DES has the option to add customized, institution-specific questions. The standard report provides validated inclusion metrics scores by 11 demographic categories, along with comparison benchmarking data.



*“The DES is an invaluable tool for helping us give a voice to diverse populations at our academic health center and hospitals, including learners, faculty, and staff. As a basis for informing our diversity and inclusion strategic plan, it will ultimately assist us in fulfilling our mission to improve the health and well-being of the people of New Mexico.”*

**—Valerie Romero-Leggott, MD**

University of New Mexico  
Health Sciences Center