

Task 1: Solicit buy-in and commitment from key stakeholders

Diversity Rationale: University of Louisville School of Medicine

Directions: Review these tips and the example to help you think about and refine your communication around diversity.

Tips from David McIntosh, PhD, University of Louisville School of Medicine

Of note, the statements made in our diversity rationale are grounded in active words (include, welcome, support), so that people cannot simply be a passive vessel and embrace diversity. For diversity initiatives to work, they must compel active participation on the part of each of our college's constituents.

I use the statement below in conjunction with a definition of diversity that calls for “the inclusion, welcome, and support of individuals from all groups, encompassing the various characteristics of persons in our community. The characteristics can include, but are not limited to, age, background, citizenship, disability, education, ethnicity, family status, gender, gender identity/expression, geographical location, language, military experience, political views, race, religion, sexual orientation, socioeconomic status, and work experience.”

Rationale

“Our commitment to diversity allows the School of Medicine to meet the challenge of not only producing medical practitioners and researchers that are ready and able to serve the people of Kentucky, but those who are also prepared to understand and navigate the challenges of social, demographic, and cultural concerns in a dynamic environment. The School of Medicine recognizes the unique contribution based on the background, culture, experiences, and identity of each individual, and seeks to create an environment that is inclusive, welcoming, and supportive of all people.”

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