

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

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### Diversity at University of Massachusetts Medical School

**Directions:** Review this example to help you think about and refine your communication around diversity.

#### UMMS Diversity Statement

Diversity is inherent in University of Massachusetts Medical School's mission to advance the health and well-being of the people of the Commonwealth and the world. As a leading academic health sciences center, we are preparing tomorrow's physicians, nurses and scientists to serve and relate to a multicultural society by

- building an inclusive culture characterized by civility and respect;
- increasing numbers of underrepresented groups in student, faculty, and staff positions;
- improving the cultural competence of our workforce through diversity education and programming; and
- advancing health equity by making a significant impact on reducing disparities through research, service and practice.

Diversity at UMMS is fully embraced and fundamental to its institutional excellence.

**Vision:** Diversity compels UMMS to lead in the development and implementation of innovative approaches to health sciences education, research, and public service.

**Mission:** Through consultation, regulation, education, and collaboration, the Diversity and Inclusion Office (DIO) is a catalyst for an inclusive academic medical health sciences center comprised of a diverse faculty, staff and student body who possess the cultural competencies necessary to serve the people of the commonwealth and the world.

**Core Values:** Civility, mutual respect, and multiple perspectives

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