



## **EXECUTIVE ORDER**

**2006-12**

### **Diversity and Inclusion Policy**

San Juan Bautista School of Medicine is committed to fostering a diverse, inclusive, and equitable environment that supports the success and well-being of all students, faculty, staff, and community members. We are firmly committed to eliminating unlawful discrimination, harassment, and barriers faced by individuals with disabilities, in accordance with legislation and our institutional values.

To uphold these principles, the school will:

- Provide equal access to education, employment, and opportunities without discrimination based on race, color, national origin, gender, gender identity, sexual orientation, religion, disability, or any other protected characteristic.
- Create support systems, mentorship programs, and resource groups for individuals from underrepresented or marginalized communities to ensure their success and well-being.
- Promote transparent, accountable, and inclusive policies and practices in both educational and administrative processes, thereby nurturing trust and collaboration between leadership, faculty, staff, and students.
- Incorporate diversity and inclusion topics into the curriculum to better prepare students for delivering culturally competent care and addressing health disparities. We strive to ensure that all perspectives are represented in teaching, clinical experiences, and research.
- Ensure all members of the school are aware of their rights and responsibilities and have access to resources and channels that foster a safe and supportive environment.

Achieving these goals requires the ongoing commitment and cooperation of all members of the San Juan Bautista School of Medicine community. The President, as Chief Executive Officer, holds ultimate responsibility for ensuring compliance with all relevant legislation, with the support of the Dean of Students Affairs and the Dean of Administration/Human Resources.



## **Diversity Categories**

Accredited medical schools are expected to determine their expectations regarding diversity across their academic community. These expectations should be reflected in specific categories of diversity that guide the school's efforts in fostering inclusion. These categories must align with the school's mission and be responsive to the needs of the diverse communities it serves. In alignment with its Diversity and Inclusion Policy, the San Juan Bautista School of Medicine has established clear categories of diversity for its students, faculty, and senior administration to ensure a focused and strategic approach to promoting inclusivity.

### **Student Diversity Categories**

The San Juan Bautista School of Medicine's mission includes not only the commitment to educate a culturally and linguistically diverse generation of physicians and other health professionals. The school's special interest is centered on community health, conducting research on translational community medicine, and on graduating physicians and other health professionals who are responsive to the health needs of underserved and medically vulnerable populations.

Central to this commitment is the recruitment, retention, and advancement of a student body that more accurately reflects the diverse communities we serve. Students from these varied backgrounds enrich the educational experience by broadening their peers' understanding of health disparities and challenges faced by underrepresented populations. Moreover, their participation in the medical school's academic programs is expected to have a positive impact on healthcare services in their communities. Based on these objectives and available data, the following designated categories have been identified:

- First generation students: An individual both of whose parents did not complete a baccalaureate degree; or in the case of any individual who regularly reside with and received support from only one parent, whose only such parent did not complete a baccalaureate degree.
- Economically Disadvantaged Students - As defined by the federal standards and who qualify for Need-based Scholarships.
- Traditionally Underrepresented students in health science careers with attention to those Hispanic – Non – Puerto Rican background
- Gender



### **Faculty and Senior Administrative Staff Diversity Categories**

Achieving a diverse faculty and senior administrative staff is essential to reflecting the communities we serve. This is accomplished by actively recruiting, retaining, and developing faculty and academic leaders from diverse backgrounds, including those from underrepresented groups. By fostering this diversity, we create a richer academic environment and strengthen our commitment to inclusivity.

While all employees are subject to the non-discrimination policies and open recruitment practices outlined by the university's human resources system, it is in the school's best interest to advance its mission by prioritizing the recruitment of researchers, basic scientists, clinicians, and qualified staff who bring diverse perspectives. Appointing faculty and staff from these diverse groups to leadership positions will not only enhance our research agenda and academic environment, but also provide students with role models who reflect the diversity of the communities they will one day serve.

Therefore, based on available data, the following are the designated categories:

- Gender

### **Governance Structure**

The San Juan Bautista School of Medicine will initially establish a Diversity and Inclusion Committee that will be responsible to carry out the purposes of this policy. Its president, based on his/her credentials and commitment to diversity and health disparities, will be appointed by the President as the Diversity Chair for the institution.

The Committee will directly respond to the President and will oversee all issues pertaining to diversity and inclusion at the institution. This means involvement with recruitment, retention and quality services for students, faculty, and academic administrators belonging to the diversity categories so described. As such, this Committee will be responsible for the development and implementation of a Diversity and Inclusion Strategic Plan.

As part of the Plan, the following activities and responsibilities will be prioritized:

- Ensure that all students, faculty, and senior administrative staff are fully informed about the Diversity and Inclusion Policy.
- Foster a culture of inclusiveness, respect, open communication, and a deep understanding of diversity throughout the school community.
- Collaborate with relevant offices to develop targeted recruitment programs and enrichment initiatives aimed at facilitating the admission of qualified students from diverse backgrounds.



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- Create programs, in partnership with the appropriate offices, to support the academic advancement and success of students, faculty, and senior administrative staff from underrepresented groups.
- Integrate cultural competence and diversity-related topics into the curriculum and Faculty Development Program to ensure ongoing education in these areas.
- Promote research agendas that address health disparities, with a focus on those issues aligned with the goals of this policy.
- Actively shape student selection committees and faculty recruitment processes to reflect the school's commitment to diversity and inclusion.
- Collaborate with the school's administrative structure and departments to systematically track and collect demographic data on students, faculty, and senior administrative staff. This data will capture key attributes, such as educational background, sexual orientation, and service record, which will be used to refine and strengthen the policy. By gaining a comprehensive understanding of our community's diversity, we will be better equipped to meet its needs and enhance our commitment to inclusivity.

**VALIDITY:** This policy will be valid upon approval.

YOCASTA BRUGA MENA  
President/Dean

APPROVED: August 2, 2016  
August 2019  
July 2024