

Diversity

(When?)

The Dilemma:

We have an institutional value about the importance of having a diverse faculty at the School of Medicine, but our faculty is not adequately diverse – this seems to be due in part to the fact that achieving “diversity” is not a leadership activity for which School of Medicine leaders are held accountable. In addition, it is likely that significant diversity of the faculty will only happen if the importance of having a diverse faculty is understood and shared by all members of the School community.

Discussion Questions:

- How can we make achieving diversity everyone’s responsibility?
- How do we help people understand that diversity is in everyone’s best interest at the School of Medicine?
- Some of our colleagues privately argue that in our efforts to meet our diversity goals we may inadvertently invite academic compromise. How can we ensure that this does not happen? What will it take to make this a topic we can discuss openly?

