



WINDSOR UNIVERSITY SCHOOL OF MEDICINE

Windsor University School of Medicine Diversity Policy

Policy Statement:

The Windsor University School of Medicine (WUSOM) is committed to creating a culture that promotes and celebrates diversity and inclusion at all levels of the institution. We support, encourage and facilitate diversity and inclusion in the recruitment and training of highly qualified medical and graduate students to enrich our research and work environments and make WUSOM more attractive to students, faculty and staff from diverse backgrounds. WUSOM strives to create and foster a culturally sensitive campus environment where everyone feels valued and respected. This is in alignment with the mission statement of the WUSOM: "The mission of Windsor University School of Medicine is to improve standards of medical education to the highest professional quality in order to prepare future clinicians for the practice of patient centered medicine; to advance medical knowledge and health care through innovative educational techniques and inspire lifelong learners to become exceptional physicians, researchers and advocates of health care and wellness; this we aspire as an institution by being an affordable international environment for culturally diverse students to gain core competencies required for graduate and post graduate training."

Procedure:

The school of medicine ensure diversity by implementing the policy at the following aspects of the school:

a. Student recruitment, selection and retention

The Office of Admissions in recruiting potential applicants uses a holistic process in reviewing applications to select a diverse student body that will enhance the quality of education, the cultural competency of all students and improve access to quality care for underserved communities.

b. Scholarship and Financial Aid

WUSOM focuses scholarship fundraising efforts on recruitment scholarships to better attract and matriculate a diverse student body including those who are Socio-economically Disadvantaged

c. Educational Program

The WUSOM curriculum trains students to understand the basic principles of culturally competent healthcare and the social determinants of health. Additionally, components of the WUSOM curriculum focus on approaches to address health disparities, decrease health inequalities.

d. Personnel Recruitment, Employment, and Retention

Department Chairs and Senior Administrators recruit a diverse faculty and staff to achieve the goals of the WUSOM.