

FA020 Diversity, Equity, and Inclusion Policy

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Responsible Administrator: David Sakala,
Director, Continuing Medical Education, Office of
Faculty Affairs
Responsible Office: Faculty Affairs

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Approved by:



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Definitions

Diversity: Refers to the identities we carry. There are many kinds of diversity, based on race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical or cognitive abilities, or other characteristics. Valuing diversity means recognizing differences between people, acknowledging that these differences are a valued asset, and striving for diverse representation as a critical step towards equity.

Equity: Refers to fairness and justice and is distinguished from equality. While equality means providing the same to all, equity requires recognizing that we do not all start from the same place because power is unevenly distributed. The process is ongoing, requiring us to identify and overcome uneven distribution of power as well as intentional and unintentional barriers arising from bias or structural root causes.

Inclusion: Refers to how our defining identities are accepted in the circles that we navigate. Belonging evolves from inclusion; it refers to the extent to which individuals feel they can be authentic selves and can fully participate in all aspects of their lives. Inclusion is a state of being valued, respected and supported. At the same time, inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills and perspectives of every employee; uses employee skills to achieve the agency's objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility and fairness.

Statement of Purpose

The purpose of this policy is to outline the Kirk Kerkorian School of Medicine ("SOM") at UNLV Continuing Medical Education Program's commitment to fostering and advancing a learning environment dedicated to the principles of diversity, equity, and inclusion ("DEI") in accredited continuing education.

Entities Affected by This Policy

All SOM individuals affected are required to understand and comply with this policy. A record of this policy will be kept accessible to all individuals affected and made available upon request.

Required Acknowledgement

All entities affected are required to acknowledge they have read and understand this policy.

Policy

The SOM is committed to fostering and advancing an accredited continuing education learning environment dedicated to the principles of DEI and that reflects the values and diversity of the SOM, UNLV, and Southern Nevada. The SOM follows the UNLV Statement on Diversity in the University Community.

The SOM will actively seek out opportunities to advance initiatives and educational content that incorporate diverse experiences, expertise, and perspectives from faculty, planners, speakers, and others involved in accredited continuing education.

The SOM will actively work to engage diverse learner audiences in accredited continuing education and foster an environment that encourages and respects all learners.

The SOM will actively work to deliver content and resources that address important topics associated within DEI, including health disparities, implicit biases, social health determinants, and other topics to support equitable care across diverse patient populations.

The SOM will regularly review and update, as needed, educational content and other resources to reflect the most recent evidence-based practices and DEI principles. It will also create, plan, and provide resources that broaden and support the delivery of DEI content in accredited continuing education.

The SOM will conduct regular assessments in collaboration with the office of diversity, equity, and inclusion to review and measure the effectiveness of DEI efforts and to make improvements and updates as needed.

As part of its ongoing commitment to DEI, the SOM will incorporate DEI into all aspects of its strategic planning.

Related Documents

[Diversity, Equity, and Inclusion | Diversity | University of Nevada, Las Vegas \(unlv.edu\)](#)

[Diversity, Equity, and Inclusion | Kirk Kerkorian School of Medicine at UNLV | University of Nevada, Las Vegas](#)

[Diversity, Equity, and Inclusion Resources | ACCME](#)

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