



**Title:** CUSDM Diversity, Equity and Inclusion Policy  
**Source:** Office of Diversity, Equity and Inclusion  
**Date:** 11/23/2021  
**Effective Date:** 1/01/22  
**Applies:** All CUSDM Programs

## **UNIVERSITY OF COLORADO SCHOOL OF DENTAL MEDICINE DIVERSITY, EQUITY AND INCLUSION POLICY**

The School of Dental Medicine (SDM) is committed to fostering and supporting a culture of diversity, equity and inclusion. Our diverse and unique learners, educators, researchers, staff and patients are respected and embraced for their race, color, national origin, ethnicity, ancestry, age, socioeconomic status, religion, spiritual beliefs, creed, (dis)ability, sex, gender, gender identity, gender expression, sexual orientation, pregnancy, genetic information, military status, veteran status, political affiliation, political philosophy, and perspectives. Because diversity is at the core of innovation, we recognize and celebrate that each member of the SDM community brings individual differences, experiences, knowledge, talents and capabilities to help advance and innovate in learning, patient care and research at our school, our campus, our community and beyond.

The Integrated Value Thread of Diversity, Equity and Inclusion impacts the four SDM Mission Areas:

- I. EDUCATION: STUDENT SUCCESS AND RESILIENCE
- II. RESEARCH: INQUIRY AND COLLABORATIVE SCIENCE
- III. PATIENT CARE: PERSON-CENTERED CLINICAL ACTIVITIES
- IV. COMMUNITY ENGAGEMENT: POPULATION HEALTH

The overarching goals of this commitment are:

1. Cultivating a sense of belonging for each member of the community through respectful communication and collaboration
2. Ensuring a diverse and inclusive community through recruitment, holistic admissions and hiring practices
3. Achieving and sustaining an environment that supports our diverse groups of learners, educators, researchers, staff and patients by embedding an equity perspective in all CUSDM functions, operations and clinical care
4. Promoting an inclusive and accountable climate through cultural and DEI training in our curriculum, and programming for faculty and staff
5. Incorporating health equity, cultural competency, and increasing access to care in education, systems and the community to positively impact patient outcomes

All members of the SDM community have a responsibility to treat others with dignity and respect, and are expected to exhibit conduct that reflects inclusion at all times. The entire SDM community is required to regularly attend and complete diversity, equity and inclusion trainings and activities to enhance their knowledge to fulfill this responsibility. When harm occurs, we are committed to addressing and repairing that harm as a community with inclusive and restorative practices. The SDM will systematically evaluate the comprehensive strategies for reaching the five overarching goals of this commitment through the SDM Institutional Effectiveness Plan monitoring activities.

The SDM initiatives include, but are not limited to:

- 1) A Diversity, Equity and Inclusion Action Agenda
- 2) An Institutional Effectiveness Plan that includes Diversity, Equity and Inclusion goals
- 3) A Student Success Team dedicated to examining cultural and structural issues that impact students
- 4) A Student Equity for Success Initiative 10 Point-Plan