

# Office of Diversity, Equity, and Inclusion

In the University of Iowa Carver College of Medicine (CCOM), we are mindful of all aspects of human differences and define diversity in the broadest sense to mean inclusion of all persons, regardless of ethnic and racial background, gender, gender identity, sexual orientation, religious beliefs, ability, language, citizenship status, age, veteran status, socio-economic status, and other attributes, who contribute to a welcoming, inclusive culture across the enterprise.

## Did you know...

Here's a taste of medical triumphs from University of Iowa Health Care, which today includes UI Hospitals & Clinics, UI Stead Family Children's Hospital, and UI Carver College of Medicine.

- First public institution to admit men and women on an equal basis
- Recognized by the Human Rights Campaign as a leader in health equality for serving the healthcare needs of the LGBTQ community
- First university with a program to rehabilitate children with disabilities
- First Big Ten institution to promote an African American to an administrative vice president position (Dr. Philip Hubbard, 1966)
- First state-university to officially recognize the Gay, Lesbian, Bisexual, Trans-gender, and Allied Union (1970)
- First public university in the US to include optional questions on admissions applications regarding students' sexual orientation (2012)
- Granted the first MD to an African American graduate (1903) and first PhD to an African American woman (1980)
- America's first co-educational medical school (1870)

## RANKINGS

Carver College of Medicine

- Among top 100 institutions awarding doctoral degrees to Latinx students by *Hispanic Outlook*

UI Health Care

- One of the "Best Employers for Diversity" by *Forbes*

→ [medicine.uiowa.edu/diversity](https://medicine.uiowa.edu/diversity)

## HOW WE SUPPORT FACULTY

- Welcome and community-building events
- Career coaching and professional development activities
- Diversity and inclusion educational programs
- Recruitment efforts to attract individuals from diverse backgrounds or underrepresented identities
- Monthly DEI events listserv

## TRAININGS

- Implicit Bias
- Bystander Intervention
- Cultural Competence and Culturally Responsive Care
- Sexual Orientation and Gender Identity (SOGI)

Requests can be submitted at:

[medicine.uiowa.edu/diversity/service-request-form](https://medicine.uiowa.edu/diversity/service-request-form)

Changing Medicine.  
Changing Lives.®



## Faculty Resources

### National Coalition Building Institute (NCBI)

NCBI programs enable leaders to develop skills in areas of:

- Prejudice reduction
- Violence prevention
- Conflict resolution
- Coalition building

More information can be found at [diversity-resources@uiowa.edu](mailto:diversity-resources@uiowa.edu).

### University of Iowa Health Care LGBTQ+ OutList

The UI Health Care LGBTQ+ OutList is a voluntary and public listing of members of our health care community who identify as LGBTQ+. The OutList serves as a resource for faculty, staff, resident, fellow, post-docs, & students. The OutList was created to foster an inclusive community and to provide members of the LGBTQ+ community with informal networking & mentoring opportunities.

### Culture Vision™

CultureVision™ is the first comprehensive, user-friendly database that gives healthcare professionals access to culturally competent patient care.

### National Center for Faculty Development & Diversity

The National Center for Faculty Development and Diversity (NCFDD) is an independent faculty development center dedicated to supporting academics in making successful transitions throughout their careers.

For information about UI's Institutional membership, please contact [medicine-diversity@uiowa.edu](mailto:medicine-diversity@uiowa.edu)

### UI Health Care Faculty Councils

The UI Health Care Black and Latinx Faculty Councils promote community building, professional development, mentorship, advocacy and the delivery of equitable healthcare to underserved communities.

For more information –

[medicine.uiowa.edu/diversity/groupsCouncils](http://medicine.uiowa.edu/diversity/groupsCouncils)

### Medical Spanish Course

This course is designed for faculty with an **intermediate to advanced** level of Spanish. This course focuses on Medical Spanish terminology, pronunciation and gaining confidence in obtaining a basic medical history and performing a physical examination of Spanish speaking patients through role playing.

For more information –

[medicine.uiowa.edu/diversity/medspanish](http://medicine.uiowa.edu/diversity/medspanish)

#### Office of Diversity, Equity, and Inclusion

451 Newton Road, 234 CMAB

Iowa City, IA 52242

319-384-2952

[Medicine-diversity@uiowa.edu](mailto:Medicine-diversity@uiowa.edu)