EQUITY, INCLUSION AND DIVERSITY ACTION PLAN

1. Infuse equity and anti-racism throughout our COM missions
2. Recruit, nurture and retain a diverse and inclusive community
3. Diversify the future physician and scientist workforce of equity advancing leaders
4. Promote the health and wellness of underserved patient populations
5. Build a portfolio of health equity research that is relevant to South Florida

www.med.fau.edu/diversity
MISSION

To advance the health and well-being of our community by training future generations of humanistic clinicians and scientists and translating discovery to patient-centered care.

VISION

To lead innovation in medication education, discovery and community-based care.

VALUES

Collaboration, Innovation, Respect, Compassion, Lifelong learning, Equity

STRATEGIC GOALS

Advance patient-centered research discovery

- Grow the research program through investments in clinical and translational research infrastructure and faculty
- Promote a positive, inclusive research culture to drive this core mission
- Transform the Graduate Education Program by expanding diversity and broadening career preparation of future thought leaders in biomedical science
- Embrace community/patient engagement as fundamental to the research process, from discovery, to quality improvement and comparative effectiveness, to patient-centered outcomes
- Foster a culture of scholarship and research amongst UME and GME trainees and faculty

Promote the health of the population of South Florida through innovative high-quality services and programs

- Engage in strategic recruiting for academic physicians to support the College’s tripartite mission
- Expand FAU Medicine to improve the community’s access to care while building foundation for specialty opportunities
- Provide students, residents, and fellows with innovative clinical learning opportunities within FAU Medicine and support the pipeline for future physicians
- Establish the FAU Medicine Brand as a leader in clinical care through community initiatives

Harness innovation to drive educational excellence

- Strengthen and enhance strategic alignments with our health-system partners
- Attract, nurture, support and retain top caliber students, residents, fellows, and faculty that reflects and promotes the diversity of South Florida
- Elevate the College of Medicine as a regional, state, and national resource for healthcare education
- Broaden the scope of the College of Medicine’s educational mission to enhance the continuum of learning for UME, GME, and all other educational programs

Attract, Retain and Develop a Diverse and Inclusive Community of students, residents, faculty and staff

- Establish the COM as a destination for diverse students, staff and faculty
- Build a culture of inclusion and equity, in which all people feel a sense of belonging and are able to reach their full potential
- Determine a Departmental and Unit Structure that Supports our Mission, Vision and Goals

purple text = reinforcing initiatives with Equity Inclusion and Diversity action plan
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Improving health by leading innovation in education, discovery and community-based care