



UC Davis School of Medicine
Promoting excellence through diversity

UCDAVIS
SCHOOL OF MEDICINE

At UC Davis School of Medicine, we seek students who possess the ability to be great physicians. We select students who are determined to achieve great things – students who will serve as the next generation of physician leaders and improve health and health care for all members of our society.

Learning the science of medicine is only one part of becoming a physician. Our roles as medical students and health professionals also challenge us to advocate – both directly and by daily example – for health care that is equitable, accessible and effective.



Inclusion and diversity are central to our efforts to provide culturally appropriate health care, eliminate health disparities and advance social justice. We welcome students from all walks of life and offer a culturally and socially relevant education, with emphasis on programs that help meet the needs of medically underserved communities.

Some of UC Davis' unique advantages include:

- The excellence and academic rigor of UC Davis Health System, where clinical practice, teaching and research converge to advance human health;
- A medical school and teaching hospital consistently ranked among the nation's best by *U.S. News and World Report*;
- A national reputation for contributions to society and a demonstrated dedication to diversity and inclusion;
- A uniquely collaborative and interprofessional educational model;
- Location in the capital of one of the nation's largest, most diverse and most progressive states; and
- The extraordinary diversity of Sacramento itself, labeled one of America's most integrated cities by *Time* magazine and the Civil Rights Project at Harvard University in the early 2000s.

The result is an exceptionally rich and diverse academic environment where ideas thrive, successful professional careers begin and our graduates are empowered to act on their principles.



Our Mission and Principles of Community

Our commitment to diversity and inclusion begins with UC Davis Health System's strategic plan – our roadmap for the future. Diversity is a cornerstone of the plan, which envisions a healthier world through bold innovation and outlines our mission to improve lives and transform health care.

Of the plan's eight formal strategic goals, three in particular embrace inclusiveness and diversity:

- **Social Responsibility and Leadership**, with an underlying focus on advancing social justice and ensuring health equity
- **Excellence in People**, emphasizing the importance of diversity in faculty, students and staff
- **Collaborative Organizational Culture**, promoting a collaborative, diverse and effective organization at all levels and celebrates diversity as a competitive advantage.

Principles of Community

The UC Davis Principles of Community are another powerful statement of our commitment to an inclusive, intellectually vibrant community woven of many faiths, cultures, ethnicities, races and orientations.

We celebrate these principles annually with lectures and workshops, including an Inclusion and Diversity Faire. UC Davis recently celebrated the anniversary of the principles' creation by publicly reaffirming the university's commitment to promoting freedom of expression, confronting acts of discrimination, appreciating our differences, and continuing to build an inclusive campus community based on civility and respect.

Diversity

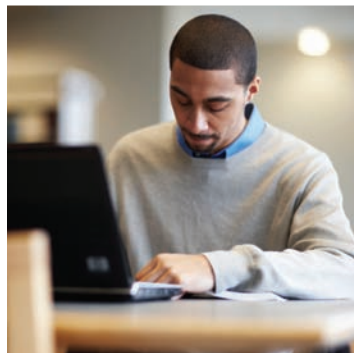
UC Davis and UC Davis Health System are proven leaders in furthering diversity in our region and state. We embrace and promote diversity at the highest levels of our health system leadership, and provide robust, formal support throughout the organization to advance diversity goals and expand diversity among students, faculty and staff.

An associate vice chancellor of diversity and inclusion provides dedicated, unified leadership in diversity activities across all UC Davis Health System operations, and the Office of Diversity, Inclusion and Community Engagement coordinates implementation of a comprehensive Framework for Diversity plan that supports continued integration of diversity, inclusion and community engagement. The 52-page plan and executive summary are available on the school's website.

"We affirm the inherent dignity in all of us, and we strive to maintain a climate of justice marked by respect for each other... confront and reject all manifestations of discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, and religious or political beliefs."

~ UC Davis Principles of Community





On average, 22 percent of incoming first-year medical students between 2008 and 2011 identify with groups historically underrepresented in medicine. Female students exceeded males in each class.

Students

The Office of Student and Resident Diversity expands and nurtures our tradition of cultural, racial, ethnic, sexual-orientation and gender diversity. The office coordinates recruitment and support of diverse students, advocates for curriculum related to diversity and cultural competency, fosters opportunities to create a more welcoming and inclusive climate and more.

UC Davis medical students learn to perform culturally appropriate care for underserved populations through both our regular curriculum and unique service programs. Curriculum is reflective of today's societal issues, such as physician-patient communication, ethics, clinical reasoning, end-of-life care, self-knowledge and the human side of illness. Examples include:

- Courses that expose medical students to cultures, beliefs and values different from their own, and emphasize how culture may play a role in health-care decisions.
- “Delivering Health Care to Underserved Populations,” a pioneering course that has been offered and updated for more than 25 years.
- Lesbian, gay, bisexual, transgender, questioning and intersex (LGBTQI) lectures, which review community-specific medical conditions and health issues.
- The Dean's Lecture Series, which brings diverse and dynamic thought leaders to present on topics such as racial and ethnic health disparities and linking medicine and culture.
- The Summer Institute on Race and Health, developed to help first-year medical students understand culturally appropriate approaches to care and empower them to eliminate racial disparities.

Culturally competent education compliments our leading-edge scientific, technical and clinical training – preparing our students to offer the highest quality care for underserved populations upon graduation.

Faculty and staff

UC Davis Medical Center received multiple honors for promoting diversity from the Institute for Diversity in Health Management in 2010 – one of only two hospitals honored with three best-in-class distinctions. The medical center was recognized as “Best in Class” for its work to expand leadership diversity, strengthen a diverse workforce and deliver culturally and linguistically competent care. The hospital was also recognized for employing promising practices in engaging the diverse communities it serves.

The Human Rights Campaign Foundation also recognized UC Davis Medical Center in 2011 as a Leader in Healthcare Equality for creating a safe, inclusive and welcoming environment for LGBT patients and employees.



Our Office of Diversity, Inclusion and Community Engagement advances a diverse faculty through multiple activities, including direct recruitment, best practices advice for search committees, and support of mentoring groups underrepresented in medicine and female faculty members.

Patients

We are proud to serve patients from a wide variety of backgrounds in a respectful, culturally sensitive health-care environment. UC Davis Medical Center offers translation services in up to 21 languages to enhance mutual understanding and quality of care, and created a special team of nurses whose sole duties revolve around helping patients with limited English to navigate hospital services.

UC Davis Health System's Center for Reducing Health Disparities is instrumental in enhancing our inclusive environment. The center has created a unique program to train the health system workforce in performing culturally and linguistically appropriate care, and launched an initiative to collect racial, ethnic and preferred language information from patients to enhance their care.

The UC Davis telemedicine program provides specialty medical care to dozens of rural-based clinics and small hospitals in underserved areas around California, while helping manage a statewide project to increase telehealth access.

Inclusion

UC Davis provides an inclusive, supportive environment for all students, empowering them to achieve both their academic objectives and their ambitions to improve social justice.

Student organizations

The medical school includes and supports chapters of several student interest groups that work to increase underrepresented minorities in health and leadership, ensure culturally sensitive medical education and health care, and increase access to quality care in underserved communities.

- The **Latino Medical Student Association** works to increase the number of Latinos and other underrepresented students in medical schools throughout the country.
- The **Student National Medical Association** brings together students committed to the health and well-being of African-Americans and other underserved populations with a focus on clinical care, academic medicine and service.
- The **American Medical Women's Association** promotes women's health and increases the influence of women in all aspects of the medical profession.

UC Davis Health System's Center for Virtual Care offers advanced patient simulators to aid students and other health professionals in learning skills and exploring new procedures. The center is one of a limited number worldwide accredited as a Comprehensive Education Institute by the American College of Surgeons.





Quality of life

California's capital region boasts exceptional quality of life, with a rich urban environment. Sacramento's rich diversity feeds a lively cultural scene with food, music, art and ideas to please any palate. Outdoors enthusiasts such as bicyclists, runners, hikers and kayakers also find the temperate climate ideal for year-round recreation at plentiful nearby parkways, rivers and mountains.

Sacramento offers one of the most affordable housing markets in the state. A variety of reasonably-priced housing options are available for rent in the community around UC Davis' Sacramento campus, as well as in neighborhoods within easy reach by foot, bicycle or public transportation.



- **Filipino-Americans in Medicine** works to promote health awareness about South East Asian and Pacific Islander communities.
- **LGBT People in Medicine** focuses on educating peers about the unique medical and social issues that affect the LGBTQI communities.

Interprofessional education

UC Davis embraces a collaborative learning and work environment, and our faculty encourage students to pull together as family to face the rigors of medical education. To better support our students academically, emotionally and socially, we organize students into four distinct "colleges" that facilitate peer interaction, with formal and informal activities, bringing all four years into frequent collaboration.

UC Davis School of Medicine, the Betty Irene Moore School of Nursing at UC Davis and the university's public and population health programs embrace collaboration to promote interprofessional approaches among our medical, nursing, public health and health informatics programs. While they retain unique identities, the programs share a strong interprofessional ethic that values working in teams of physicians, nurses and other health professionals to find creative answers.

This approach recognizes that achieving population health – and addressing the complex challenges posed by common, chronic and costly health conditions such as Alzheimer's disease or diabetes – require different solutions than those used in the past.

Student support services

Staff, managers and faculty at the Student Affairs Office actively supports students as they navigate medical school's unique challenges, such as difficult career-path decisions or the stress of intensive study schedules.

A director of academic services is responsible for identifying students who need academic support and overseeing programs that include a summer pre-matriculation program, first-year student orientation, workshops on study skills and test-taking, student tutoring, pre-clerkship preparation and preparation for USMLE.

The Career Advising Office provides information, resources and expertise necessary for students to make solid career decisions and be successful in the residency match. Additionally, advisors can help students devise strategies for turning interests and skills into meaningful medical careers.

The Office of Student Wellness helps students achieve and maintain optimal physical and emotional health, developing measures to improve wellness with guidance from a student-faculty advisory council. The office plans educational events, such as an annual lecture and wellness workshops, and enriches the mental health resources available to students.



Community Engagement

UC Davis Health System faculty and medical students are fully engaged partners with the diverse communities we serve throughout Northern California. Through hands-on programs that unite education and public service, students gain insight into the underlying dynamics of health disparities so they are better prepared to respond in the future.

Advocacy

Because health care is tightly linked to insurance and policy, advocacy in government can be just as important as caring for patients. Our students become voices for underserved communities; as physicians, they will be in a position to speak for those who otherwise might not be heard.

Few medical schools are as well-positioned to advocate as UC Davis, located in the capital city of one of the nation's largest states. Through activities such as organized visits to the state Capitol, UC Davis students have the unique opportunity to meet legislators and personally weigh in on health policy decisions.

International service

UC Davis students, faculty and alumni have a strong tradition of advancing health in other parts of the world, whether they are donating time to treat children in third-world nations or performing medical services for displaced migrants and refugees.

Students may have the opportunity to participate in international rotations or programs such as the highly successful MEDICOS or MEDical InterCultural Opportunities for Students program. This student-founded organization encourages students and medical faculty to travel to international locations in need of medical assistance, as a way to experience and promote medical careers in developing nations and underserved communities.

Local programs

Closer to home, UC Davis Rural-PRIME and San Joaquin Valley PRIME programs train medical students for fulfilling careers in rural communities. Students emerge ready to engage in a new model for non-urban health-care practice that uses technology to disseminate advanced health knowledge, while still preserving the personalized services characteristic of smaller, more remote clinics.

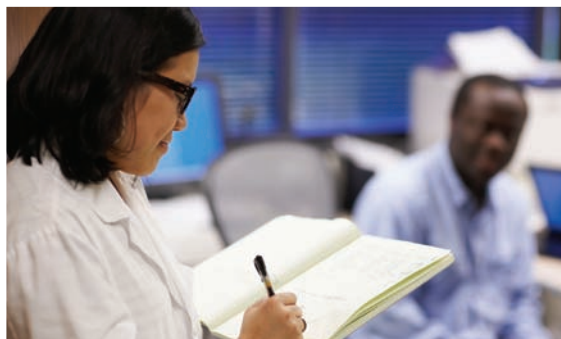
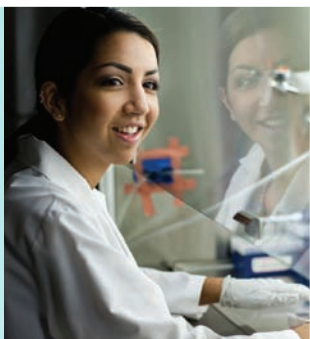
For residents, the Transforming Education and Community Health (TEACH) program trains internal medicine residents in well-coordinated, evidence-based, culturally competent care for chronically ill patients who visit Sacramento County primary-care clinics. Primary-care residents gain additional understanding of the obstacles faced by uninsured and safety-net patients by delivering clinical care in a local, federally qualified health center.

Volunteer opportunities

For more than 35 years, UC Davis students have volunteered hundreds of hours a year in clinics in Sacramento's inner-city neighborhoods, delivering free, culturally sensitive health-care services for uninsured, low-income and other underserved populations. Such clinics offer many patients their only access to health care, while student volunteers gain hands-on experience and learn about the obstacles and rewards of patient services and community care.

A variety of outreach programs coordinated through the Office of Student and Resident Diversity focus on preparing and motivating students for college and medical school. For example, the Saturday Academy connects high school students with medical student mentors and information they need to consider careers in health care.

Students are actively encouraged to participate in a myriad diversity-related events, including Black History Month, a Bayanhian Appreciation Dinner, Medicos Fall Bal, Ulezi Fair and Cultura Sana and Paul Horn Health Fair.



Honors for quality, service and diversity

UC Davis Health System and UC Davis are widely recognized for excellence, diversity and a commitment to serving and improving society. Some highlights:

- UC Davis ranks among *Washington Monthly's* top 10 U.S. universities based on our contributions to society and the public good, including social mobility, research and service.
- *U.S. News and World Report* consistently ranks UC Davis School of Medicine and UC Davis Medical Center among America's best.
- UC Davis Health System received multiple "Best In Class" honors from the Institute for Diversity in Health Management in 2010 for expanding diversity and delivering culturally competent care.
- The Human Rights Campaign Foundation recognized UC Davis Medical Center in 2011 as a Leader in Healthcare Equality for creating a safe, inclusive and welcoming environment for LGBT patients and employees.
- The National Hispanic Health Foundation presented a 2009 Hispanic Health Leadership Award to Claire Pomeroy, vice chancellor of Human Health Sciences at UC Davis and dean of the UC Davis School of Medicine, for efforts to improve the health of Hispanics and other underserved populations.
- The National Center on Minority Health and Health Disparities honored the UC Davis-based Asian American Network for Cancer Awareness Research and Training with its Health Disparities Leadership Award.



Office of Student and Resident Diversity

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