

Health Sciences Diversity, Equity, and Inclusion Plan

Overview/Purpose

Diversity may exist in many forms including, but not exclusive to disability, religion, race, ethnicity, sexual orientation, gender identity, age, or socio-economic background. It is important for future healthcare professionals to learn about diverse populations and to value equity and inclusion so they can effectively engage and educate patients from these populations in their respective fields. The purpose of the diversity, equity, and inclusion plan is to ensure that students are given opportunities within curricular requirements to achieve these skills.

Completion of this plan, along with other course requirements, will allow students to be introduced to diverse populations and practice values of inclusion and equity in order to address health care disparities.

Outcomes of Diversity, Equity, and Inclusion Plan

The outcomes will be completed through coursework, lectures, discussions, and/or experiential activities in the required components of the program curriculum. By the end of the program students will be able to:

1. Evaluate the role of sociocultural, socioeconomic, and diversity factors, as well as lifestyle choices in contemporary society to meet the healthcare needs of persons, groups, and populations.
2. Recognize the impact of social determinants on health disparities and inequities in access to quality care.
3. Create health and wellness plans that are sensitive to cultural beliefs and practices.
4. Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds.

Achievement of Outcomes

During the health sciences undergraduate curriculum, foundational concepts related to these outcomes are introduced to the students. Through the progression of the health sciences curriculum, concepts and skills are introduced related to the above learning outcomes. During experiential education, students are exposed to several of the above learning outcomes within a healthcare setting. See Table 1 for the list of courses that implement these Diversity, Equity, and Inclusion Plan outcomes.

Monitoring Progress

Although many courses may meet these objectives, relevant activities will be evaluated by the instructor of the course(s). Successful course completion documented in the University course grading system (e.g. Blackboard) will indicate the fulfillment of the learning objective.

Periodically students will be required to update their progress toward meeting the outcomes by submitting self-assessment reflection within their portfolio. This is reviewed and assessed by their faculty mentor. Outcomes of the Diversity, Equity, and Inclusion Plan are assessed summatively through IDEA evaluations.

Table 1

Course Name	Course Objective/Experiential Competencies	Outcome Practiced
Health Sciences Internship I and II HSCI 196/197	Competency: <ul style="list-style-type: none"> Student recognizes that diversity exists among constituents and demonstrates cultural awareness and sensitivity 	1,2,4
Professionalism in Healthcare HSCI 021	Objective: <ul style="list-style-type: none"> Identify the basic elements of therapeutic communication and the effects on interpersonal relationships within a culturally diverse population 	4
Introduction to the U.S. Healthcare System HSCI 025	Objective: <ul style="list-style-type: none"> Identify how access to affordable, quality healthcare may differ based on an individual's characteristics such as socioeconomic status, culture and other demographic factors. 	1, 2
Values & Ethics in Health Sciences HSCI 105	Objective: <ul style="list-style-type: none"> Recognize and appreciate the impact of ethics in health care within a broader societal context. 	1, 3
Culture Care and Health Literacy HSCI 106	Objectives: <ul style="list-style-type: none"> Analyze the relationship between factors that influence individual health and health disparities in specific groups and populations. Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds. Analyze the importance of delivering health services in ways that are understandable and beneficial to health, longevity, and quality of life. Demonstrate sensitivity and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion and disabilities. Value people of diverse cultures and belief systems and demonstrate an understanding of the manner in which they perceive health and illness and respond to various symptoms, diseases and treatments. 	1, 2, 3, 4
Introduction to Epidemiology HSCI 143	Objective: <ul style="list-style-type: none"> Identify the determinants of health. These determinants will include but are not limited to biological, environmental, economic, political, institutional and social factors Explain and give examples of how culture relates to health and apply this knowledge to conversations about health in different settings 	2, 4