

"INCLUSIVITY MEANS NOT 'JUST WE'RE ALLOWED TO BE THERE,' BUT WE ARE VALUED. I'VE ALWAYS SAID: SMART TEAMS WILL DO AMAZING THINGS, BUT TRULY DIVERSE TEAMS WILL DO IMPOSSIBLE THINGS."

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<https://medicine.osu.edu/departments/internal-medicine/education/residency-programs/internal-medicine-residency/diversity>



WHY APPLY?

Medical center and College of Medicine recognition

- #4 on Forbes list of Best Employers for Diversity in the U.S.
- Named an HRC Healthcare Equality Index Leader for three consecutive years
- #4 ranking for percentage of African-American medical students at a non-Historically Black Colleges and Universities
- INSIGHT into Diversity, the oldest and largest diversity-focused publication in higher education, recognized Ohio State's College of Medicine with the 2019 Health Professions Higher Education Excellence in Diversity Award
- Columbus has a large LGBTQ+ population, ranking in the top 20 for highest population based on national surveys
- Columbus has received the highest possible score for eight years running on the Human Rights Campaign Foundation's Municipal Equality Index (MEI), the only nationwide rating system of LGBTQ inclusion on municipal law and policy.
- The Municipal Equality Index (MEI) quoted, "Columbus is a national leader for LGBTQ Equality."



DIVERSITY IN MEDICINE IS NOT SIMPLY IMPORTANT IN THEORY. LIVES DEPEND ON IT. TEAMS THAT ARE RACIALLY, ETHNICALLY, GENDER, AND ORIENTATION DIVERSE ARE BEST EQUIPPED TO PROVIDE CROSS-CULTURALLY COMPETENT CARE, ENGAGE PATIENTS IN THEIR HEALTHCARE MANAGEMENT, IMPROVE DIAGNOSTIC ACCURACY, AND IMPROVE HEALTHCARE OUTCOMES.



OUR INITIATIVES

IDEA Council (Inclusion, Diversity, Equity and Advocacy)

- A GME founded initiative in 2020
- Goals:
 - Listen (Voices in Humanism, Mistreatment)
 - Learn (Med student education, Resident education).
 - Lead (Mission & Media, Mentorship, Recruitment & Retention, Department/Division Pledges).
- URM residents invited to help with candidate selection for interviews
- D&I Journal Club series: Topics have included LGBTQ Health, Immigrant Health, Systemic Racism in Medicine
- Cases where social inequities may have played a role are submitted for M&M

URM Visiting Student Program (GME wide)

- \$2k stipend, 1 month rotation, meetings with associate dean of DI at OSU COM.
- An Internal Medicine specific URM visiting program also got approved this year with a lot of hard work from our very own Dr. Rossetti!

Anti-Racism Action Plan (GME Wide)

- Committed to improving equity in education and training, employee engagement and advancement, policy and advocacy, population health and community engagement