University of Alabama School of Medicine
Diversity Policy

The University of Alabama School Of Medicine (SOM) believes that a diverse community of faculty and learners is essential to fulfilling our mission and vision. Including individuals with diverse perspectives and experience enriches the educational experience for all learners, allows us to more effectively address health care inequities and improves the quality of our scholarship and clinical care.

Diversity is defined broadly to include the full range of human difference: race, gender, ethnicity, age, culture, national origin, religious belief, physical abilities, sexual orientation, socioeconomic class, lifestyle preference, and political conviction. We continue to evaluate our diversity using some of these features as they influence the diversity of perspective that creates the excellence that we seek. While we embrace all diversity, our mission and vision informs a fundamental commitment to the recruitment of African-Americans, Native Americans, Hispanic/Latinos at all levels including students, residents, and faculty. Given our obligation to the citizens of the State of Alabama, we also have a commitment to recruit and matriculate medical students from rural areas. Finally, we have a commitment to recruit and develop women faculty members. As we strive to increase our diversity, the means of achieving and promoting this diversity shall remain flexible, and the manner in which race, ethnicity, and gender are to be considered shall meet standards evolving in federal and state law.

Adopted by the UASOM Executive C committee, November 19, 2013