A Diversity and Inclusion Framework for Medical Education

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Relevance

- Diversity in organizations can lead to increased innovation and less biased decision making; it has a positive effect on key business indicators.[1] Thus, *diversity is essential for academic medicine*.
- For the true benefits of diversity to be realized, diversity must be at the core (not the periphery) of academic medicine.[2]
- Creating a **culture and climate** that values diversity and inclusion will help support this shift.[3,4]
- While academic medicine is making significant progress in advancing diversity and inclusion, there remains the need for a comprehensive assessment of climate and culture.[5]
- The Association of American Medical Colleges (AAMC) developed the Diversity 3.0 framework to provide academic health centers with a guide to assess their culture and climate in order to promote a culture of inclusion.
- A comprehensive, inclusive assessment of organizational culture and climate allows for evidence-based interventions that will improve and enhance medical education.

> **Culture:** the values and beliefs of an institution
> **Climate:** perceptions, attitudes, and behaviors reflecting those beliefs

Diversity 3.0 Background and Terminology

- Diversity 3.0 is a diversity and inclusion framework spanning from Diversity 1.0 (diversity as a fairness issue competing with excellence) to Diversity 3.0, which integrates diversity into the core of an institution and acknowledges that diverse people, perspectives, and backgrounds do not compete with excellence, but instead drive it.
- Diversity embodies **inclusiveness**, **mutual respect**, and **multiple perspectives** and serves as a catalyst for change resulting in health equity. In this context, diversity includes all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability, and age, among others.[6]
- Inclusion is a core element for successfully achieving diversity. Inclusion is achieved by nurturing the culture and climate of the institution through professional development, education, policy, and practice. The objective is creating a climate that fosters **belonging**, **respect**, and **value for all** and encourages **engagement** and **connection** throughout the institution and community.[6]

The Diversity 3.0 Framework
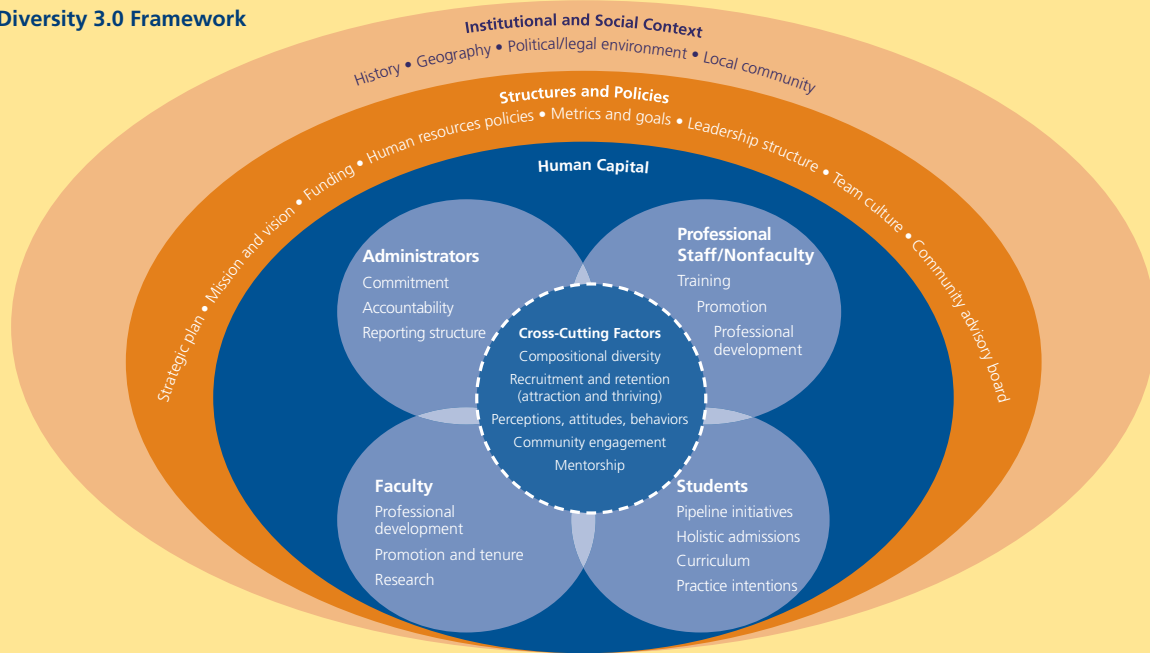
What makes the Diversity 3.0 framework unique?

- It moves beyond a sole focus on compositional diversity to a broader definition of diversity.[5]
- It is inclusive of all human capital groups—administrators, faculty, and professional staff as well as students.
- Finally, the framework addresses diversity and inclusion across the various levels of the organization.

References:
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