

Diversity During Training Policy

Curricular Content

GME faculty will ensure that the graduate medical curriculum provides content of sufficient breadth and depth to prepare graduate medical trainees for entry into the contemporary practice of medicine.

Cultural Competence and Health Care Disparities

GME faculty will ensure that the graduate medical curriculum provides opportunities for residents/fellows to learn to recognize and appropriately address gender and cultural biases in themselves, in others, and in the health care delivery process. The graduate medical curriculum includes instruction regarding the following:

- *The manner in which people of diverse cultures and belief systems perceive health and illness and respond to various symptoms, diseases, and treatments.*
- *The basic principles of culturally competent health care.*
- *The recognition and development of solutions for health care disparities.*
- *The importance of meeting the health care needs of medically underserved populations.*
- *The development of core professional attributes (e.g., altruism, accountability) needed to provide effective care in a multidimensional and diverse society.*

Department of Surgery specifics:

Residency and Faculty

The Department of Surgery endeavors to select a gender-balanced, diverse, and tolerant graduate student body, faculty, and staff. Our priority is to recruit key, value-added, underrepresented in medicine groups that include African-Americans, Hispanics, LGBTQ, and Native Americans/Pacific Islanders. The Department also aims to recruit residents/fellows who are included in the socioeconomically and educationally disadvantaged rural Appalachian population.

Minority Resident & Fellow Resources

The West Virginia University Department of Surgery, is dedicated to creating a supportive and nurturing environment for minorities throughout their academic experience. Excellence and innovation only thrive in an environment in which important challenges are take on by individuals who come together from different life experiences and perspectives. Advancing true diversity and inclusion has become an academic necessity; diversity within a medical school markedly increases the quality of medical education, expands and informs the research agenda, and improves the quality of health care delivered to the surrounding communities.

We strived to offer intellectual, social, and cultural opportunities for all backgrounds through various associations.

- African Student Association <https://wvuengage.wvu.edu/organization/asawvu>

- International Student Association <https://iso.orgs.wvu.edu/>
- Chinese Students and Scholars Association <https://wvuengage.wvu.edu/organization/wvucssa>
- Muslim Student Association <https://wvuengage.wvu.edu/organization/wvumsa>
- LGBTQI+
 - Appalachian Queer Film Festival <http://www.wviff.org/appalachian-queer-film-festival-2019/>
 - Division of Diversity Equity and Inclusion <https://diversity.wvu.edu/>
 - Health Professional Advancing LGBT Equality <http://glma.org/>
 - LGBTQ + Center <https://lgbtq.wvu.edu/>
 - Queer Appalachia <https://www.queerappalachia.com/>
 - Student Healthcare Alliance for Promoting Equality (SHAPE) <https://medicine.hsc.wvu.edu/md-student-services>
 - WVU LGBT Community Building Group – lead by Dr. Nova Szoka nova.szoka@hsc.wvu.edu
 - WVU Spectrum - <https://spectrum.orgs.wvu.edu/>

For other association that fit your interest, please visit the Student Organization list: <https://studentorgs.wvu.edu/>