

Diversity Equity and Inclusion



Equity and inclusion are core values at the University of Rochester Medical Center. Bringing these values and our institution's vision to fruition requires an ongoing commitment to ensuring an inclusive, welcoming, and supportive environment for everyone within our community.

Our motto is "Meliora", which means "Ever Better", and we're proud to put those words into action. In 2020, the Medical Center unveiled a five-year Equity and Anti-Racism Action Plan (EARAP) with a goal to help people, no matter their identity or ability, feel welcome, safe, supported, and able to do their best work here.

The ambitious plan was a direct response to student-led calls for justice after several high-profile deaths of Black men by police in 2020. Protests on campus also highlighted the need to end systemic racism in medicine. The EARAP has five major goals further enhanced by a mission to:

- Expand academic and professional opportunities that attract and retain people from historically excluded groups
- Cultivate a diverse, culturally humble and responsive medical center community where all can thrive

Equity and Anti-Racism Action Plan

BUILD
an anti-racism
infrastructure

RECRUIT
diverse learners,
faculty, & staff

NURTURE
a respectful
learning & work
environment

EXEMPLIFY
inclusion in
places & digital
spaces

ENGAGE
in equitable
healthcare

- Pursue excellence in anti-racist and inclusive health care delivery, informed by cutting-edge health equity science

The plan puts talk into action, identifies accountable leaders, measures progress, and assures transparency through regular reports. The University of Rochester Medical Center CEO, Mark Taubman, MD, has called this plan a “moral imperative”, and adds that greater inclusivity and diversity in medicine leads to better science and patient outcomes.

The medical center is committed to fostering an inclusive and diverse learning environment for our trainees and students through a variety of means, including but not limited to:

- Mentoring and networking programs for trainees, including the Association of Minority Residents and Fellows (AMRF).
- Affinity and support groups (for example: Latino Medical Student Association, Student National Medical Association, Spectrum).
- Pathway Programs: We have a number of programs and resources for high school thru medical school students, some of which are focused on increasing physicians and scientists who have diverse social, ethnic, and socioeconomic backgrounds.

We value our connection with student and affinity groups and partner with them to help us develop our pipeline of prospective students. These groups also serve as a resource to new students when it comes to facilitation of mentoring relationships.

Reach out to us if you have any questions.
We would love to hear from you!



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