



## Diversity and Inclusion Plan

2019-2020

### **Program in Experimental and Molecular Medicine Overview:**

The Program in Experimental & Molecular Medicine (PEMM) is a degree-granting program that encompasses three interdisciplinary themes:

- Biomedical Physiology & Immunotherapy
- Cancer Biology, Pharmacology and Molecular Therapeutics
- Neuroscience

PEMM seeks to train the next generation of scientists and physician-scientists to engage in research in genomic, proteomic, cellular, and organ-based systems for the purpose of translating this knowledge into disease treatment and prevention.

Upon program completion, all students will be well versed in the fundamentals of cell biology, molecular biology, physiology and pathophysiology, pharmacology, and human genetics. In addition, there will be special courses on designing, implementing and analyzing clinical trials. Thus, this program is expected to provide students with a broad-based understanding of key biomedical problems and to develop their ability to carry out creative biomedical research.

### **PEMM Community and Diversity**

Education at Dartmouth thrives in a unique rural community of students and faculty who value differences and promote camaraderie and teamwork in order to learn from one another, and PEMM has highly collaborative community of students engaged in graduate education.

Dartmouth, one of the Ivy League institutions, has a long-standing tradition of close student-faculty ties; a tradition that is heartily endorsed by PEMM. As a community and a graduate program, we strive to maintain an environment that supports and maintains diversity among faculty and students. We believe that diversity is not only the inclusion of underrepresented groups (gender, gender identity, sexual orientation, race, ethnicity, socio-economic status, disability, nationality, political or religious views) in our student population, but the practice of recruiting and retaining: supporting and acknowledging the differences and the commonalities of ourselves and the students, faculty and staff from the many countries around the world whom we serve.

## Building a culture of Inclusivity within PEMM

- Actively support equality of opportunity for all persons regardless gender, gender identity, sexual orientation, race, ethnicity, socio-economic status, disability, nationality, political or religious views
- Post the Dartmouth inclusivity language on the school's website
- Make sure that our website is accessible to individuals with disabilities
- Review the ways in which the program can create and maintain an environment that is welcoming and inclusive for students and faculty

## Supporting Diversity: PEMM Staff and Faculty

- Ensure that equal opportunity statements are included in all job descriptions
- Be sensitive and responsive to potential retention risks among all faculty and staff
- Partner with other departments on campus around issues of diversity/inclusion and Office of Institutional Diversity and Equity (IDE) that are specific to faculty and staff
- Encourage faculty and staff to attend implicit bias training provided by IDE
- Work with HR's Talent Acquisition team and/or IDE during the hiring process

## Supporting Diversity: PEMM Students

- Ensure no student will be denied admission or be otherwise discriminated against because of race, color, gender, religion, age, national or ethnic origin
- Strongly encourage applications from students of diverse backgrounds and cultures
- Continue efforts of recruitment at events and in regions with a diverse population such as annual recruiting at ABRCMS
- Be actively engaged with and help recruitment efforts for the ASURE program.
- Partner with other departments on campus around issues of diversity/inclusion and Office of Institutional Diversity and Equity (IDE) that are specific to students
- Require students to attend sensitivity training provided by IDE
- Maintain partnerships across campus to support graduate students - Institute of Writing and Rhetoric, DCAL, International Office, Student Services, Career Services and OVIS
- Ensure appropriate accommodations are provided and supported in PEMM classes and events
- Ensure program administration and leadership are able to address issues of discrimination brought to them in the appropriate manner
- Ensure all students have access to resources provided through the College and Guarini that support diversity

## Future Directions to Increase Diversity

- Increase recruiting efforts at conferences for underrepresented minorities

- Highly encourage our Admissions Committee to attend the annual training provided by IDE that helps them learn how to move to a more holistic review of applications, with the goal of enrolling a strong and diverse cadre of graduate students.

How is success in the areas noted above defined

- Increase number of diverse graduate applications
- Increase number of diverse enrolled students
- Increase retention of enrolled diverse students-engage with support and create a community that they can thrive in

How and when will we track and measure our progress?

- Annually review numbers and data from above
- Survey graduate student climate regularly