



Residential Medical staff- Policy and procedure

204 Policy for retention of diverse residents and fellows

1. All residents and fellows will be given the option to self designate race, ethnicity and sexual orientation and gender identity when completing their employment forms.
2. The Office of Student and Resident Diversity will provide a presentation at new resident and fellow orientations to discuss the services offered and events hosted by the office.
3. The Office of Student and Resident Diversity will contact all house staff that self-designate as URM (African American/Black, Latino/ Non-White Hispanic, Native American/American Indian) or LGBT to further elucidate services offered by both the Davis and Sacramento campuses.
4. The Office of Student and Resident Diversity will maintain list serves that facilitate the notification of self-designated URM and LGBT house staff when pertinent social events, mentoring opportunities and or educational events occur.
5. The Office of Student and Resident Diversity in conjunction with the Office of Graduate Medical Education will survey the graduating class of URM and LGBT house staff annually to evaluate the learning climate and the effectiveness of services offered.
6. The Office of Student and Resident Diversity in conjunction with the Office of Graduate Medical Education will analyze the survey data annually with the goal of improving the learning climate for all communities.
7. A designee of the Office of Student and Resident Diversity will be a **non-voting** member of Graduate Medical Education Committee.