

### **Culture of Inclusion statement:**

*In concert with and through the embodiment of our values - Excellence, Professionalism, Collaboration, Diversity and Inclusion, and Compassion - the UofSC SOMC is committed to creating and sustaining a Culture of Inclusion, where people experience a palpable sense of belonging enabled by four pillars:*

- a) Appreciation - People are recognized and feel valued for their unique attributes and contributions.*
- b) Safety - People are enabled to feel safe to speak up as well as free to be themselves, including both their identities as individuals and as members of a social group.*
- c) Respect - People are treated with courtesy, politeness and due regard for their feelings, wishes, rights, and traditions.*
- d) Empowerment - People are enabled to participate fully without favoritism. They are treated fairly and given what they need to do their best work and are empowered to pursue opportunities to grow and develop.*

**Long Term Goal:** Imbue a culture in the SOM that embodies best practices in diversity, equity, and inclusion (DEI) and creates a palpable sense of belonging.

#### **Objectives:**

- Majority of SOM faculty, staff and students report feeling a strong sense of community and personal interaction with other SOM members.
- Adapt and adopt the Carolinian Creed and begin socializing it by end of AY 2021-2022
  - Must deliberately engage faculty and staff

#### **Actions:**

- Conduct an annual climate survey for the SOM to assess and monitor progress toward DEI objectives [partnering with Climate Task Force]
- Partner with the UofSC Office of Diversity, Equity, and Inclusion to develop and provide core content for educational activities for students, staff, and faculty.
- Enhance communication of DEI learning opportunities, including establishing a resource page on SOM website, utilizing SOM newsletter
- [Other...]

**Short Term Goal:** Strengthen or introduce processes and practices that will contribute to a more diverse and inclusive SOM student body, faculty, and staff.

#### **Objectives:**

- Establish a Climate and Culture Committee to regularly assess, monitor and recommend strategies to address issues of diversity, equity, inclusion, and civility in the SOM.
- Establish an SOM new faculty and staff orientation (focused on building connection to the SOM and its values and desired culture) to begin Academic Year 2021-2022
- Conduct the inaugural climate survey for the SOM to get a baseline profile of issues identified by the Climate Task Force [anticipated April 2021]
- All faculty and staff participate in at least one DEI-related learning opportunity by end of Academic Year 2022-2023.

**Actions:**

- Consult and partner with the Climate Task Force regarding implementation of SOM-specific climate survey
  - Must coordinate with groups doing related surveys
- Engage SOM leaders in process through which requirements/standards of full participation are set regarding DEI-related learning opportunities (so this is seen as part of who we are, not punitive)