

## **DIVERSITY STATEMENT**

The Faculty of Medicine at Memorial University of Newfoundland (Memorial) is committed to the equitable selection of a diverse student body in keeping with the mission and vision of our medical school:

### **OUR MISSION**

“Working in the spirit of partnership and respect, the Faculty of Medicine is committed to delivering integrated excellence in education, research and evidence informed care; meeting the unique health needs of our rural, remote and urban communities; and advocating for health, equity, Indigenous health and healthy populations.”

### **OUR VISION**

“Through excellence, we will integrate education, research and social accountability to advance the health of the people and communities we serve.”

and to align with the Future of Medical Education in Canada (FMEC) collective vision:

“Given the broad range of attitudes, values, and skills required of physicians, Faculties of Medicine must enhance admissions processes to include the assessment of key values and personal characteristics of future physicians—such as communication, interpersonal and collaborative skills, and a range of professional interests—as well as cognitive abilities. In addition, in order to achieve the desired diversity in our physician workforce, Faculties of Medicine must recruit, select, and support a representative mix of medical students.”

To fulfill our social responsibility with respect to the health care needs of our province, we have three priority areas:

- Aboriginal peoples
- Students from rural and remote areas
- Socioeconomically disadvantaged students

We strive to:

- be inclusive by using a holistic approach to select the best qualified students to provide a diverse medical student body;
- consider, along with an applicant’s academic history, the personal characteristics including the educational, socioeconomic and geographic background, in the selection process;
- assess the academic and personal components on an individual basis, taking into consideration the personal circumstances and potential disadvantaging factors;



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- offer several opportunities during the process for applicants to disclose any information they would like considered;
- have broad representation on the Admissions and Interview Committees including representatives from Aboriginal communities, rural communities, general public, medical students, clinicians, biomedical scientists, university, administration, provincial medical association and provincial departments of health.

As a Faculty of Memorial, we are governed by the Memorial [Equity, Diversity and Inclusion in Employment Policy](#).

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