STRATEGIC PLAN FOR
DIVERSITY & INCLUSION

www.musc.edu/muscdiversity

We are committed to creating an inclusive experience for the lives we touch.
MESSAGE FROM THE PRESIDENT

MUSC’s inaugural Strategic Plan for Diversity and Inclusion is a significant milestone for the organization. The Plan provides a framework for implementing enterprise-wide goals and strategies, which address diversity and inclusion across five specific domains.

This document demonstrates and expresses MUSC’s commitment to the promise of a brighter future and greater opportunities for every member of our community. Whether providing patient care, educating students, or making new research discoveries, we must make ALL of those who touch MUSC in some way, feel that they are in the right place and they belong here!

We respectively acknowledge our past and actively embrace a future that engages a diverse community with limitless potential and a bright outlook. Our work reinforces our values and mission as a public academic health care organization. A diverse community breeds innovation and innovation is the key to better health care. This approach fosters the development of acceptance and open-mindedness and strategically shapes MUSC’s vision to become a leading and transformative academic health center.

I appreciate all of the work that has gone into the development of the Plan by hundreds of employees from across the organization. I fully commit to the implementation of MUSC’s Strategic Plan for Diversity and Inclusion, and you have my assurance that this is a top priority for our institution. I look forward to working with all MUSC partners, both internal and external, as we continue to change what’s possible at MUSC.

WARM REGARDS,

DAVID J. COLE, MD, FACS
President | Professor of Surgery
Medical University of South Carolina
OUR PURPOSE

Our purpose is to create an academic healthcare community where every member is respected and valued by leveraging differences in ways that allow people to understand and be understood.

We work together productively to change what’s possible.

Inspired by the mission and values of the Medical University of South Carolina, diversity and inclusion are integral to the fabric of the MUSC family. These values establish the Diversity and Inclusion Strategic Plan’s foundation of introspection, awareness, understanding and mutual respect.

We embark on a journey to that end.

DIVERSITY

Diversity is the richness of human differences, which includes race/ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability status, age, individual aspects (personality, learning styles, and life experiences), and socioeconomic status.

Socioeconomic status refers to employment status (work)/role, social status, and economic status.

INCLUSION

Inclusion refers to active, intentional, and ongoing engagement with diversity.

Inclusion is achieved through professional development, education, policy, and practice. The objective is to create and nurture a climate and culture that fosters a sense of belonging; respect; value for all; participation; engagement; and connection throughout the institution and community.
OBJECTIVES:

1. Attract and recruit diverse students.
2. Attract and recruit diverse members of the workforce.
3. Attract and recruit diverse members of the leadership and management team.

RECRUITMENT AND PIPELINE

Identifying and actively recruiting diverse and talented individuals, through sustainable pipelines, that add to the richness of our culture and bring new energy and synergy to accomplish our mission.

“By promoting and appreciating diversity, we will build the morale and skills of MUSC employees. This is a foundation to making MUSC a more inclusive workplace, and thereby a more comfortable environment for all.”

- Helena Bastian, Medical Center HR Director

“Diversity and Inclusion are priorities for the MUSC community. The bar has been set high for those who are working and implementing strategies for the future of MUSC. By entertaining new ideas and innovative concepts, we will provide a vital guide for the next generation who will continue to “Change What’s Possible” in health care.”

- Kelli Jenkins, Program Coordinator, Student Programs and Student Diversity
EDUCATION AND TRAINING

Enhancing diversity and inclusion education and professional development to ensure every member of the community develops an appreciation for the richness that our diversity brings and demonstrates a commitment to our culture of inclusion.

“We formed these work groups because we want every individual who walks on this campus to know that they are valued because of who they are, not tolerated in spite of who they are.”

- Kathleen White, RN, Patient/Family Ed Coordinator

“We are most proud that we developed an innovative, meaningful, doable teaching plan for disseminating what it means to appreciate diversity and practice inclusion.”

- B. DaNine Fleming, EdD, Director of Training & Intercultural Education

OBJECTIVES:

1. Develop and implement a core curriculum on diversity & inclusion for every member of the MUSC community.
2. Create and optimize ongoing educational diversity and inclusion opportunities for learning and development.
3. Develop and implement educational strategies to equip leaders with the ability to manage, support, and foster a culture of diversity and inclusion for every member of the MUSC community.
ENGAGEMENT AND INCLUSION

Developing ongoing processes of engagement and inclusion, which reflect both recognition of the past and promise of a brighter future, and both encourages and recognizes the contribution and value of everyone in the community.

“The diversity of the MUSC community brings richness and vibrancy to our institution – each individual is a valuable member of our organization.” - Michael Vanderhurst, Equal Employment Coordinator, ADA Student Coordinator

“Our employees, students and trainees are engaged across all of our missions – and it is because of their engagement and the diverse viewpoints they bring to the discussion that we are able to thrive as an institution.” - Jennifer Nall, Assistant Dean for Academic Affairs, College of Medicine

OBJECTIVES:

1. Encourage a diverse and inclusive environment for our workforce, students, patients and visitors.

2. Enhance and sustain a supportive and inclusive community that embraces and respects all cultures for our workforce, students, patients and visitors.

3. Build upon an environment supportive of open and honest dialogue with all communities, which acknowledge areas to improve on and celebrates our successes.
COMMUNICATION AND OUTREACH

Increasing awareness of our diversity and inclusion mission through community engagement and effective communication strategies.

“We are excited to put this plan into action and increase awareness of MUSC’s diversity and inclusion mission internally and externally through effective communication and meaningful community partnerships.”

- Kerry Burke, Physician Communication, Office of the Medical Director

“It is our pleasure to be a part of a concerted effort to embrace diversity and inclusion to gain various perspectives to change what’s possible here at the Medical University of South Carolina.”

- Latecia M. Abraham, DHA, Instructor

OBJECTIVES:

1. Increase organizational awareness of our diversity and inclusion mission.
2. Increase community awareness of our diversity and inclusion mission.
3. Establish and enhance organizational and community partnerships to demonstrate MUSC’s commitment to diversity and inclusion.
OBJECTIVES:
1. Obtain a baseline understanding of the organization’s climate of diversity & inclusion.
2. Provide critical feedback to support the goals of each diversity and inclusion working group.
3. Foster communications and data-driven decisions by creating and maintaining a centralized, institution-wide repository of results on metrics related to diversity and inclusion goals and objectives.

MEASURING OUR PERFORMANCE

Supporting the success of the diversity and inclusion mission through the evaluation of existing data, the development of recommendations for data capacity, reporting and analysis, and the establishment of measurable milestones and attainable outcomes.

“Our Diversity and Inclusion Strategic Plan represents the work of the entire MUSC family pulling together in the same direction, for the purpose of creating an organization where everyone feels valued.”
- Willette S. Burnham, PhD, Executive Director, Student Programs and Student Diversity

“This is more than an initiative or plan. This is really about how we embed diversity and inclusion into the DNA of this organization.”
- Anton J. Gunn, MSW, Executive Director of Community Health Innovation, Chief Diversity Officer the Medical Center
Imagine Changing What’s Possible at MUSC