

LSUHSC New Orleans Radiology
Diversity and Inclusion Policy Statement

Broadly, the LSUHSC New Orleans Radiology Department is committed to diversity and inclusion as outlined by our LSU School of Medicine intuitional policy, which states:

The Louisiana State University School of Medicine at New Orleans believes that diversity among leadership, faculty, and learners is essential to fulfilling the institution's academic mission. The contributions of individuals with diverse backgrounds and perspectives enriches the educational experience for all learners, enables us to better address health care inequities, increases cultural competency in clinical care, improves service to our community, and expands the scope of our scholarship. A diverse environment also fosters learner understanding, and effective delivery of care to individuals of diverse backgrounds, which is integral to the mission of the school. As an inclusive community, we embrace the full range of human difference: race, gender, ethnicity, age, culture, national origin, religious belief, physical ability, sexual orientation, gender identity, socioeconomic class, and political convictions....cont. at:

https://www.medschool.lsuhs.edu/faculty_affairs/docs/Diversity%20Policy%20SOM%208-16.pdf

Specifically, as it applies to diversity and inclusion as a Radiology department, we are astutely aware that Radiology remains one of the least diverse specialties, falling behind to other specialties when it comes to women and Under Represented Minorities (URMs). We are steadfast in our commitment to make diversity and inclusion a priority in our department and training programs in tandem with the American College of Radiology (ACR)'s Commission for Women and Diversity (<https://www.acr.org/Member-Resources/Commissions-Committees/Women-Diversity>)

We will accomplish by 1) establishing a diverse recruitment team that will participate in Residency Planning Day and other outreach events and interest groups; 2) leveraging ERAS to identify high quality female and URM candidates during application and interview season; 3) Displaying a diverse and inclusive interview team during Residency interview days, and allowing the candidates to meet and interact with the entire residency group and not just a select few residents.

As it pertains to Faculty and staff recruitment and retention, again we adhere to the LSUHSC School of Medicine policy when posting any positions for hire - : "The LSUHSC School of Medicine in New Orleans encourages women and minority candidates to submit applications for this position. LSU Health is an Equal Opportunity Employer for females, minorities, individuals with disabilities and protected veterans." Furthermore, we have begun using a "Gender decoder" website when writing our advertisements for faculty positions. This website, <http://gender-decoder.katmatfield.com/> tells you if your ad is masculine, feminine or neutral. We ensure that all of our recruitment ads are neutral before posting them.