

*The document that follows pertains to Element 3.3, Diversity/Pipeline Programs and Partnerships. It was created by the LCME in an effort to assist schools in understanding what the LCME considers important when it makes judgments related to diversity in the learning environment. This information is provided as a guide for those who are working in this important area. It is important to understand that, like all accreditation issues, there will be evolution over time, and that these guidelines should be taken as just that - guidelines. The LCME retains the ability to make individual judgments related to this and all standards and elements in the full context of the medical education program leading to the MD degree.*

## **LCME CONSENSUS STATEMENT RELATED TO SATISFACTION WITH ELEMENT 3.3, DIVERSITY/PIPELINE PROGRAMS AND PARTNERSHIPS**

**March 31, 2015**

### **A. Statement of Satisfactory**

Medical education programs will be found to be satisfactory with Element 3.3 when they have all of the following:

- A mission-appropriate diversity policy with identification of diversity groups for students, faculty and senior administrative staff.
- Ongoing systematic recruitment and retention activities, e.g. pipeline programs and partnerships, to achieve mission-appropriate diversity outcomes in its students, faculty and senior administrative staff.
- Methods to evaluate the effectiveness of activities to achieve the mission-appropriate diversity outcomes.
- Evidence of effectiveness of the diversity efforts, including offers made and numbers reflecting progress in achieving mission-appropriate diversity outcomes. Evaluation of the sufficiency of the numbers may consider the context of the institution, reasonable timelines for achieving measurable mission-appropriate diversity outcomes, and other supporting data indicative of success in achieving mission-appropriate diversity outcomes.

### **B. Statement of Satisfactory with a Need for Monitoring**

Medical education programs will be found to be satisfactory with a need for monitoring with Element 3.3 when they have satisfactory findings for most areas listed in section A above, but may have one or more of the following:

- Appropriate policies and/or activities so recent as to not yet have demonstrable results.
- Evidence of effectiveness in recruiting and retaining identified diversity groups for students, faculty, and senior administrative staff including offers made and numbers reflecting early progress. Monitoring is necessary to assess the longer-term effectiveness of practices.

### **C. Statement of Unsatisfactory**

Medical education programs will be found to be unsatisfactory with Element 3.3 when they LACK one or more of the following:

- A mission-appropriate diversity policy with identification of diversity groups for students, faculty and senior administrative staff.
- Ongoing systematic recruitment and retention activities, e.g. pipeline programs and partnerships, to achieve mission-appropriate diversity outcomes in its students, faculty and senior administrative staff.
- Methods to evaluate the effectiveness of activities to achieve the mission-appropriate diversity outcomes.
- Evidence of effective recruitment and retention programs including the offering and acceptance of positions to qualified student, faculty, and staff applicants who are in the school's diversity groups.
- Sufficient progress toward attaining the numbers of students, faculty, and senior administrative staff from the school's diversity groups to meet its mission-appropriate diversity outcomes.