

# **Charles R. Drew University of Medicine and Science**

## **Diversity and Inclusion Statement**

At Charles R. Drew University of Medicine and Science, diversity is a commitment to embrace and support the collective mixture of similarities and differences; this includes educating capable citizens, expanding knowledge, whole person development, serving our local and global communities, promoting individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors of our students, faculty, staff, and community.

We believe that diversity is also a commitment to uphold social justice and educational quality, which creates positive respectful communities that maximizes the potential of all students, faculty, staff, and the community.

Inclusion is the achievement of an environment in which all individuals are treated fairly and respectfully; having equal access to opportunities and resources, and successfully contributing fully to the organization's mission, vision, and values successfully. Inclusion involves more than just acknowledging and/or tolerating differences - we are committed to consciously practicing both diversity and inclusion.

### **Commitment to Diversity**

Charles R. Drew University of Medicine and Science has the distinction of being:

- Recognized by the Department of Education under Title III Part B as a Historically Black Graduate Institution.
- The University is a charter member of the Hispanic-Serving Health Professions Schools, a national nonprofit dedicated to improving the health of Hispanic people through research initiatives, training opportunities, and academic development.

### **Diverse Student Body, Faculty, and Staff**

#### **Students**

- Minority students represent over 67 percent of our total enrollment.
- African American student enrollment is more than double the national average (32 percent CDU compared to 14 percent nationally).
- Hispanic student enrollment is above the national average (17 percent CDU compared to 14 percent nationally).
- Women make up 65 percent of the student population.

#### **Faculty**

- More than 40 percent of our full-time faculty members are African American compared to 6 percent nationally.
- We employ more than the national average of Hispanic faculty members (4% in the nation vs. 5.5 percent at CDU).
- CDU has nearly three times the national average of Asian faculty members (9% national vs. 27 percent at CDU).
- We have a nearly even Male to Female ratio of faculty members (141 Male: 123 Female in 2013).

#### **Staff**

- Our staff members also reflect the diversity of our community.
- We employ three times the national average of African- Americans (36.1 percent vs. 9.4 percent), almost four times the amount of Hispanic or Latino (16.2 percent vs. 4.9 percent) and almost three times the percentage of Asian staff members (8.9 percent vs. 3.3 percent).