



The Office of Health Sciences Diversity exists to create an inclusive environment within the Schools of the Health Sciences at the University of Pittsburgh. Sustaining access and opportunities from pre-matriculation through academic and clinical practice, the Office of Health Sciences Diversity fosters an inclusive environment for students, trainees, and faculty within the health professions schools. Our goal is to increase the number of well-trained professionals who are underrepresented in the health professions.

Our Philosophy

Diversity embodies acceptance and respect for dimensions of race, ethnicity, gender, sexual orientation, gender identity, socio-economic status, age, physical abilities, religious beliefs and political perspectives. Diversity thrives best when these differences are visible and thriving in a safe, positive, and nurturing environment – transitioning from tolerance to embracing the richness diversity achieves. It is the fundamental core for holistic health care and serves as a catalyst for mobilizing an effective health professions work force.



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School of Dental Medicine
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School of Health and Rehabilitation Sciences
<http://www.shrs.pitt.edu>
School of Medicine
<http://www.medschool.pitt.edu>
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Office of Health Sciences Diversity

“Excellence in Health Professions Education”



"Whether in the academy, laboratory, or clinic, diversity is a driver of progress. We are committed to providing an environment where diversity of background, thought, and approach are acknowledged, valued and honored."

Arthur S. Levine, MD, Senior Vice Chancellor for the Health Sciences



While great strides have been made to diversify the health professions, there are still very disproportionate numbers of individuals from underserved groups entering in the health professions. Research has shown that health professionals from underserved groups choose disproportionately to practice in underserved communities. Tangible efforts to increase diversity in the health care work force are necessary to begin working toward eliminating health disparities.

Programs and Initiatives



Diversity Speaker Series

www.healthdiversity.pitt.edu/programs/SpeakerSeries.php

The goal of the Diversity Speaker Series is to engage the University of Pittsburgh Health Sciences' community in discussions on a range of topics focusing on diversity and cultural competence in the health professions, education, and clinical practice.

COACH *Creating Opportunities & Access to Careers in Health*

www.healthdiversity.pitt.edu/programs/COACH.php

COACH is an undergraduate program that engages University of Pittsburgh pre-health students in the process of becoming competitive applicants for health professions schools. Regardless of health professions interests, students will get the competitive edge by participating in COACH.

UPIRTA – *University of Pittsburgh Intramural Research Training Award*

www.healthdiversity.pitt.edu/programs/UPIRTA.php

UPIRTA is a post-baccalaureate research program that pairs underrepresented students with biomedical researchers in antibiotic-resistant infectious diseases and autism. Scholars who successfully complete the program will be positioned for consideration for admission to a health sciences doctoral program at the University of Pittsburgh.

Recruitment and Retention

Our recruitment and retention strategic plan expands the definitions of groups currently underrepresented in the biomedical, clinical, behavioral, and social sciences, which includes:

- individuals from underrepresented racial, cultural, and ethnic groups,
- individuals with disabilities,
- individuals from socially, culturally, economically, or educationally disadvantaged backgrounds, and
- targeted audiences of underrepresented groups benchmarked on an institutional or national basis.

To achieve our recruitment and retention goals for students, trainees, and faculty our philosophy includes a five-pronged approach, which includes:

- starting early in the pipeline;
- working along multiple segments of the pipeline;
- cross-collaboration among health science schools;
- developing mentoring programs for faculty and students
- leveraging and integrating partnerships; and
- culture development to increase retention of faculty, staff, and students.