

Diversity Hours FAQ

The Office of Equity, Diversity and Inclusion (OEDI) will now offer a Distinction for Inclusive Excellence, via the earning of Diversity Hours, in recognition of a student's dedication to diversity and inclusion. Students who earn a total of 50 hours will have the designation added to their Dean's Letter upon graduation.

- **What are Diversity Hours?**
 - Diversity Hours are hours earned while pursuing knowledge or taking action on topics such as cultural competency, health disparities, and social determinants of health.

- **How can you earn Diversity Hours?**
 - Diversity Hours can be earned in a variety of ways, including:
 - Attending approved programming offered by OEDI,
 - Hosting an event or workshop that has received approval from OEDI,
 - Attending a conference whose primary focus is a community of color, addressing health disparities, or similar aims,
 - Contributing efforts towards the national chapter of an affinity group (e.g. APAMSA, LMSA, etc.),
 - Other events, workshops, and volunteer opportunities as approved by OEDI.

- **Am I required to earn Diversity Hours to graduate?**
 - No, Diversity Hours are entirely voluntary. Participation in diversity programming outside of the curriculum is not compulsory,
 - OEDI and Student Affairs are offering the Distinction for Inclusive Excellence as a means of students demonstrating a commitment to diversity and inclusion in their medical education.

- **How can I earn the minimum 50 hours?**
 - OEDI is committed to offering, at minimum 10 Diversity Hours per academic year. Most academic years will have an average of 15 opportunities, allowing for flexibility if students' schedules conflict with sessions. In addition to sessions planned in correspondence with the Office of Equity, Diversity and Inclusion's strategic plan, additional sessions and opportunities can and should be sought after by students:
 - **On-demand programming:** these sessions are to be requested by student interest group leaders, the Diversity Representative from Student Government, and the three student-members of the Diversity Committee (one of which is the Diversity Representative). These sessions can be requested if a minimum of 8 attendees have expressed interest in the topic and will attend the session. Interest should be gathered by the student interest group leader or other student leader.
 - Volunteer opportunities, community events, and conferences: Committing to volunteer opportunities or applying for funding for conference travel through OEDI allows students to earn multiple hours towards their diversity hours total. If a student attends 4 sessions at a conference, they're eligible for four diversity hours.

- This applies to volunteer opportunities, community events, and conference sponsored by the Office of Equity, Diversity and Inclusion. The office only approves funding for events with a diversity focus. Diversity Hours cannot be earned for an opportunity that also earned CHIP hours or other distinction qualifications.

- **Where can I find dates and information for eligible programming?**
 - The OEDI newsletter and [OEDI calendar](#) will be the best places to find upcoming programming.
 - Student Interest Groups that receive approval for Diversity Hours may choose to post it on their SIG calendar or on the UACOMPS.org website.

- **What is an example of an eligible program?**
 - Hosted by OEDI: HealthWeek, Fellowship and Mentoring, Dialogue Sessions, Transgender Affirming Healthcare, and approved offerings by student interest groups.
 - Not hosted by OEDI: Service on the national board of SNMA, attendance at a conference discussing the health disparities of individuals facing homelessness, lunch talk hosted by a student interest group pertaining to social determinants of health, etc.
 - Students are able to request a session from the OEDI [menu of offerings, available here](#). These sessions are all eligible for Diversity Hours. Please work with a society and medicine student interest group leader, MSG Diversity Representative, or student Diversity Committee member to request.
 - Eligible programming will have received approval from OEDI **prior** to the event.
 - Mandatory elements of the curriculum are ineligible for Diversity Hours.

- **What is an example of ineligible programming?**
 - Hosted by OEDI: Coffee Hour, patient panels, Unconscious Bias, and Poverty Simulation.
 - Not hosted by OEDI: Meet and greet Happy Hour, lunch talks focused on specialty topics only, and events not approved by OEDI prior to being held.
 - Independent activities: reading books, watching films/documentaries, reading research articles, etc.

- **What if my scholarly project has a diversity focus?**
 - The OEDI encourages and supports students who choose to have a diversity emphasis in their scholarly project.
 - All scholarly project work hours are not automatically eligible for inclusion in Diversity Hours.
 - Students will only be able to earn hours for seminars, workshops, or conferences that support their scholarly project and their general knowledge of diversity, inclusion, SDOH, and related topics.
 - Please contact the OEDI for additional information or clarification on eligibility.

- **How do Diversity Hours differ from other certificates of distinction or dual-degree programs?**
 - Diversity Hours are not currently part of a certificate of distinction and can, therefore, be earned in addition to those distinctions.
 - Hours that are eligible for more than one program/COD (e.g. Global Health and Diversity) **are not** eligible to be recognized for both programs.

- **Who is eligible to start earning Diversity Hours?**
 - For the 2020/2021 academic year, all current MS1, and MS2 students are eligible to receive the Distinction for Inclusive Excellence on their Medical Student Performance Evaluation (Dean's Letter) in the Noteworthy Comments section. Those MS3 and MS4 students who have demonstrated a significant amount of efforts towards diversity in medicine can have this documented in the Noteworthy Comments section of their MSPE if requested and efforts are confirmed by OEDI.
 - Each new academic year, the incoming class of MS1 students will be eligible to start earning Diversity Hours.
 - Pathway student become eligible to start earning Diversity Hours upon successful matriculation into the MD program.

- **How are hours tracked?**
 - Sign in sheets for events hosted by OEDI are automatically updated to a database at the conclusion of the event.
 - Sign in sheets for events not hosted by OEDI, but that received approval prior to the event, must be submitted to OEDI via email and will be updated to the database at that time. It is the responsibility of the hosting organization or individual to provide the sign in sheet and send it to OEDI.
 - Hours tracking began in July 2018.

- **Who can I contact with additional questions?**
 - For questions regarding hours tracking, receiving a sign in sheet, or checking a student's current hours balance, please contact comphx-diversity@email.arizona.edu.
 - For questions regarding the Diversity Hours initiative and inclusion on the Dean's Letter please contact Francisco Lucio, JD, at flucio@email.arizona.edu or Lisa Shah-Patel, MD, at lshahpatel@email.arizona.edu.