

# Advancing Diversity and Inclusion through Accreditation

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# Accreditation Overview



Voluntary



Nongovernmental organizations



Educational “gold standard”



Sustains and enhances quality

# Does Accreditation Matter?



[JAMA](#). 2018 Dec 4; 320(21): 2267–2269.

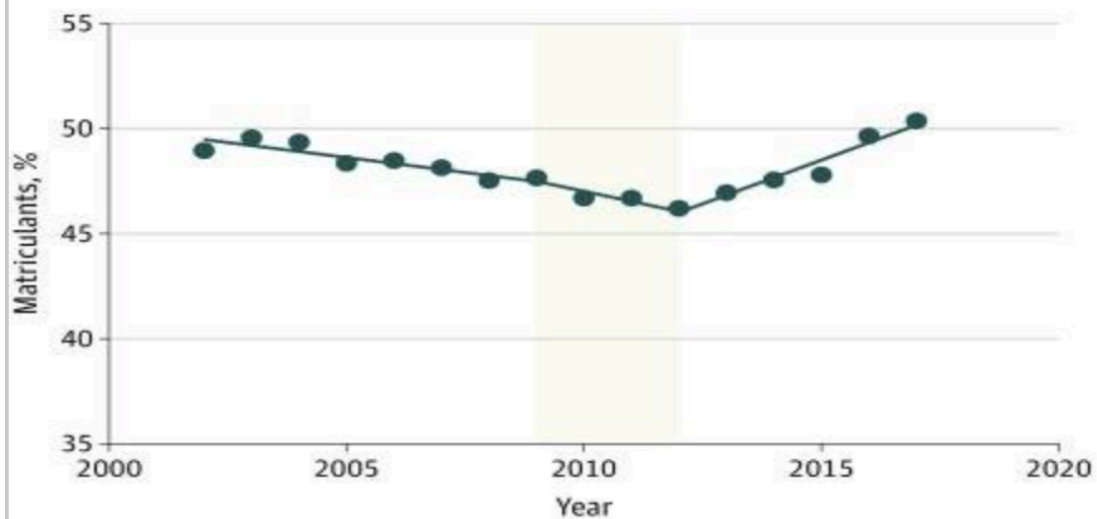
PMCID: PMC6583477

Published online 2018 Dec 4. doi: [10.1001/jama.2018.13705](https://doi.org/10.1001/jama.2018.13705)

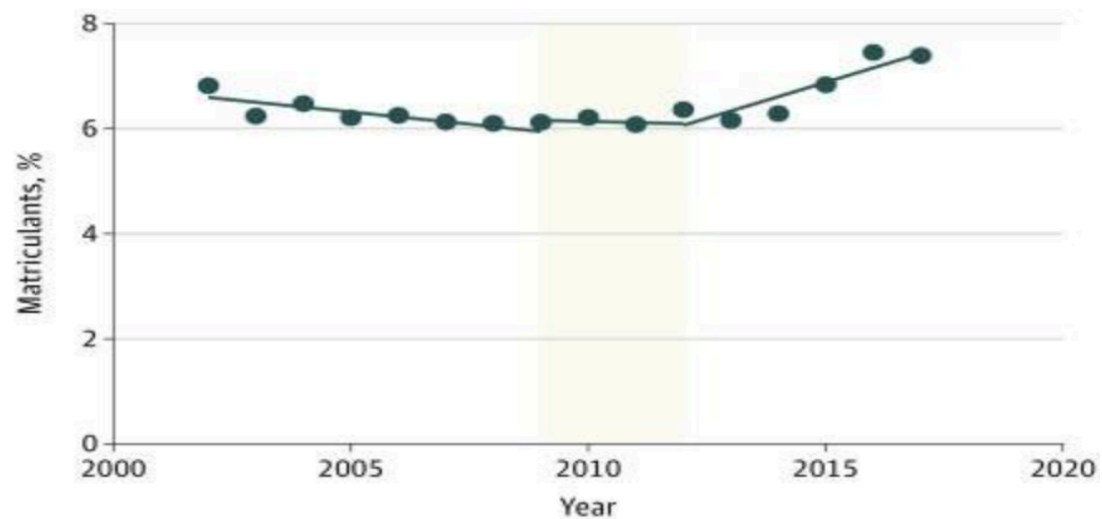
PMID: [30512090](https://pubmed.ncbi.nlm.nih.gov/30512090/)

## Association Between the Liaison Committee on Medical Education's Diversity Standards and Changes in Percentage of Medical Student Sex, Race, and Ethnicity

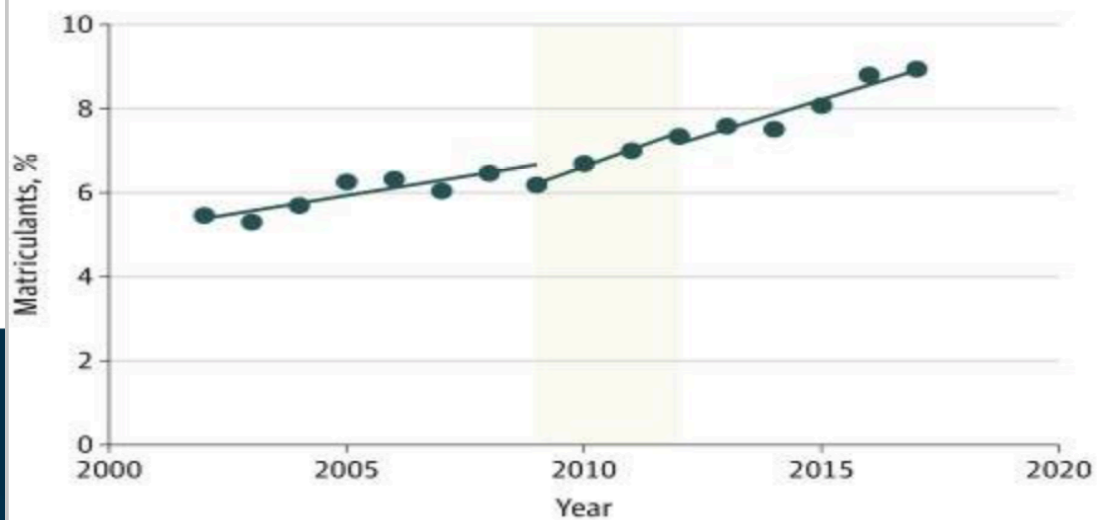
[Dowin H. Boatright](#), MD, MBA, MHS,<sup>1</sup> [Elizabeth A. Samuels](#), MD, MPH, MHS,<sup>2</sup> [Laura Cramer](#), PhD, ScM,<sup>3</sup>

**A** Female matriculants

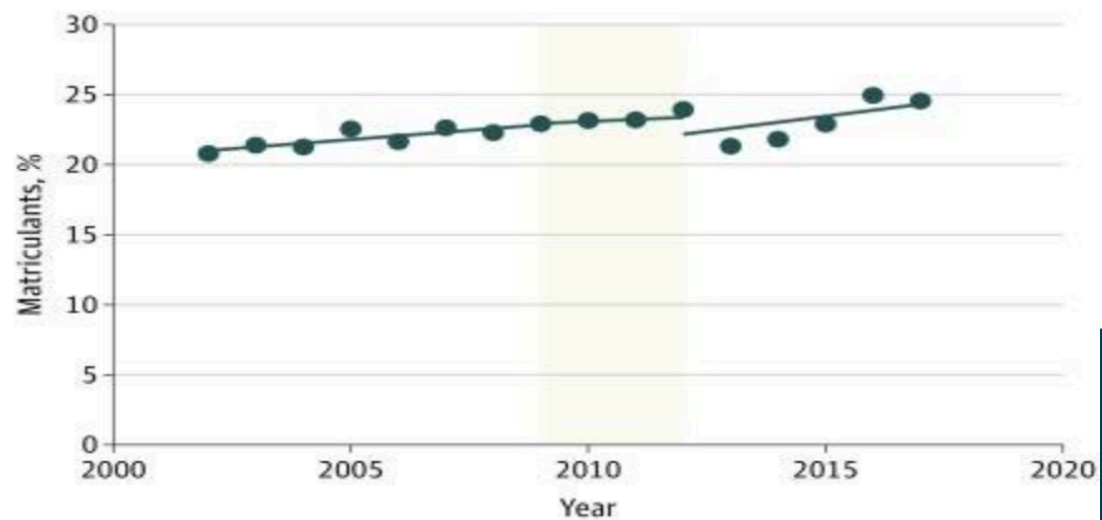
Annual trend, %	-0.28	-0.46	0.83
(95% CI)	(-0.39 to -0.18)	(-0.67 to -0.26)	(0.68 to 0.99)
P Value	<.001	<.001	<.001

**B** Black matriculants

Annual trend, %	-0.09	0.00	0.27
(95% CI)	(-0.14 to -0.04)	(-0.05 to 0.04)	(0.15 to 0.39)
P Value	.001	.84	<.001

**C** Hispanic matriculants

Annual trend, %	0.18	0.40	0.35
(95% CI)	(0.11 to 0.25)	(0.35 to 0.46)	(0.25 to 0.45)

**D** Asian matriculants

Annual trend, %	0.26	0.15	0.44
(95% CI)	(0.18 to 0.35)	(0.10 to 0.20)	(-0.20 to 1.08)

## Diversity and Inclusion in Accreditation Standards

Accrediting Body	Student Diversity	Faculty Diversity	Academic Leadership Diversity	Pipeline Programs	Student Training	Faculty Training
ACEN	-	-	-	-	Yes	-
ACPE	Yes	-	-	-	Yes	-
ARC-PA	Yes	Yes	-	-	Yes	-
CACMS	Yes	Yes	Yes	-	Yes	-
CCNE	-	-	-	-	Yes	-
CNEA	-	Yes	-	-	Yes	-
COCA	Yes	Yes	Yes	-	Yes	Yes
CODA	Yes	Yes	-	-	Yes	-
LCME	Yes	Yes	Yes	Yes	Yes	-

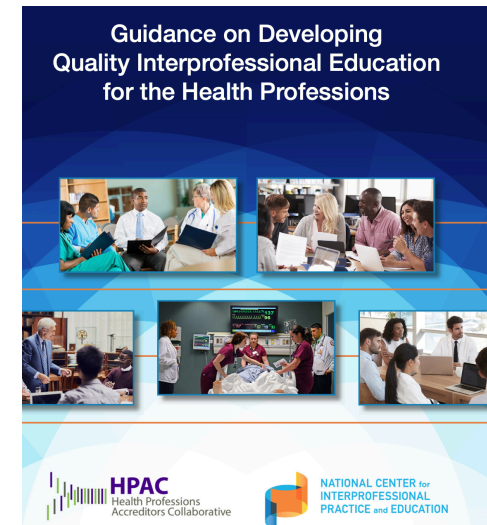
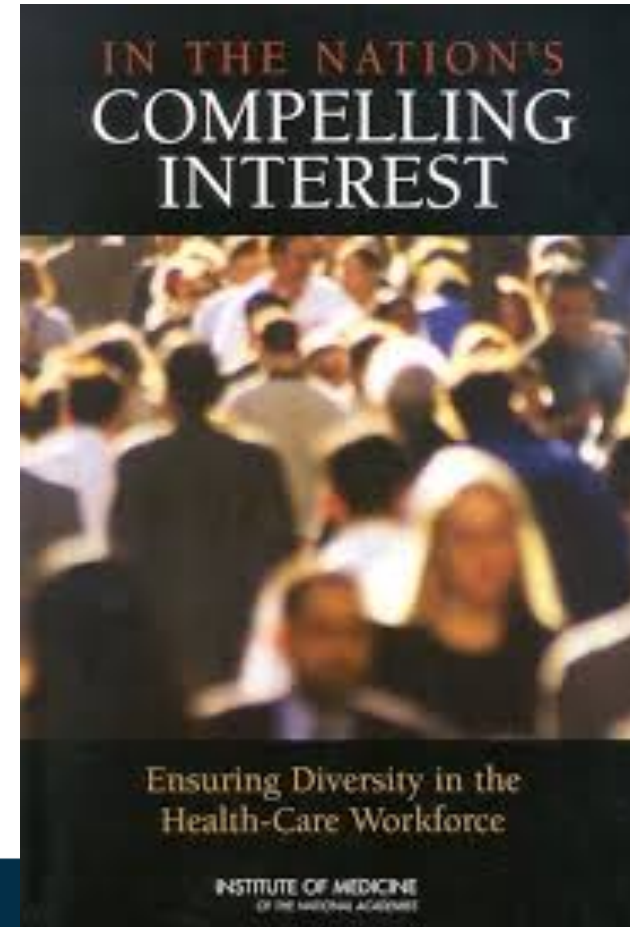
# Sample Diversity Standards

LCME 3.3: *A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve **mission-appropriate diversity outcomes** among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.*

ARC-PA 1.11: *The sponsoring institution must demonstrate its commitment to student, faculty and staff diversity and inclusion by: a) supporting the program in **defining its goal(s) for diversity and inclusion**...d) making available, resources which promote diversity and inclusion*

# Next Steps

- Beyond Curriculum and Students
- Interprofessional, Multistakeholder Approach
- Governmental Considerations



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