



Do No Harm

Comments from Do No Harm on “Diversity, Equity and Inclusion Standards” at Indiana University School of Medicine

May 14, 2022

Faculty Steering Committee
Indiana University School of Medicine
410 West 10th Street, Suite 2100
Indianapolis, IN 46202

To the members of the Faculty Steering Committee:

This letter is in response to a request for feedback on the Committee’s Proposed Diversity, Equity, and Inclusion (DEI) Standards. Do No Harm is a non-profit organization committed to protecting and promoting a healthcare system that provides every patient with the personalized, world-class care they deserve.

Division, discrimination, and political litmus tests have no place in medical education. Yet the “Diversity, Equity and Inclusion Standards” for promotion and tenure you are considering adopting would deliberately embed these concepts in the IU School of Medicine. These standards should be abandoned immediately, before they lower the standard of education for which IUSM is known.

As a former associate dean at University of Pennsylvania’s Perelman School of Medicine, I can personally attest that it is inappropriate to require that candidates for promotion and tenure demonstrate their loyalty to the DEI doctrine. Far from being a value-neutral concept, DEI is inherently ideological. Forcing candidates to declare their support for DEI when so many of them undoubtedly oppose it would compel dishonesty. Forcing candidates to show a track record of involvement in DEI would compel participation in and

allegiance to a belief system. All of this is deeply illiberal and violates IUSM's own professed commitment to academic freedom.

DEI is rooted in non-scientific and non-medical political ideas such as "Critical Race Theory" and the ironically named "Anti-Racism," which many believe compels people to think of others as mere exemplars of groups and their conflicts, rather than as unique individuals with their own identities. IUSM's proposed standards would compel faculty to not only say they support these radical schools of thought, but also participate in activities that advance them.

Moreover, DEI demands discrimination. To achieve "equity," which is the absence of disparities between different (often arbitrarily defined) populations, DEI requires that populations be treated differently. Under this view, the individual is no longer important and has no right to be free from racial discrimination. In the medical profession, that means providing certain groups with preferential access to care or generally prioritizing some populations over others. This is irreconcilable with medical ethics and law. As the Supreme Court recently held, "Government action that classifies individuals on the basis of race is inherently suspect and carries the danger of perpetuating the very racial divisions the polity seeks to transcend." *Schuetz v. BAMN*, 572 U.S. 291, 308 (2014).

Additionally, the standards will incentivize faculty to engage in racial discrimination in who they hire, promote, mentor, and to whom they provide scholarships and grants. Similar standards at other institutions have directly led to discrimination.

If you proceed with these standards, the IU School of Medicine will suffer. You will harm IUSM's reputation for apolitical excellence. You will stifle your faculty's ability to teach and research at the highest level. Most disturbingly, you will worsen the education on which your students depend, hurting their careers and the patients they will soon serve.

I am sure the people of Indiana, whose tax dollars fund the IU School of Medicine, and their elected representatives would not support the ideological corruption of the state's leading medical school. For the sake of your faculty, your students, and the institution you lead, it is imperative that you abandon these proposed DEI standards without delay.

Sincerely,

Stanley Goldfarb

Chairman, Do No Harm