



The DEI Bureaucracy in Tennessee's Medical Schools

Woke ideologies are reshaping medical education in the Volunteer State

Executive Summary

Do No Harm's report titled *The DEI Bureaucracy in Tennessee's Medical Schools* examines publicly available information about diversity, equity, and inclusion (DEI) initiatives that influence the policies, curriculum, and activities at medical schools in the Volunteer State.

The following are examples of DEI-related activities and programs at each medical school included in the report.

Vanderbilt University School of Medicine

VUSM expresses its strategic commitment to achieve health equity and “to eliminate structural racism, promote justice, and establish racial equity in all endeavors.”

VU Office of Equity, Diversity, and Inclusion (OEDI):

- The OEDI works to make Vanderbilt an institution “where equity, diversity, and inclusion are inseparable from institutional excellence.”
- Students are encouraged to participate in social justice webinars and events that segregate them based on race, and can access “anti-racism resources” like *11 Things You Can Do to Help Black Lives Matter End Police Violence*.

VU Annual EDI Report (2021-2022):

- “Accomplishments” include creation of the *Gender Affirmation Toolkit for Vanderbilt Employees* and special programming for faculty centered on racial equity, implicit bias, and microaggressions.

MD Admissions and Curriculum:

- The “Second Look Weekend” schedule suggests clustering of students by identity group is encouraged.
- Students can earn a “Health Equity Certificate,” which includes a 2-month “immersion experience in health equity.”

VUMC/VUSM Health Equity and Inclusive Excellence:

- Separate from the VU OEDI, and encompasses three additional DEI offices.
- Published the *Diversity, Equity, and Inclusion Toolkit*, which encourages staff members to “leverage your privilege” to embed DEI into their work.

University of Tennessee Health Science Center College of Medicine

Pass/fail grades and virtual coursework (including labs) are accepted for courses taken during the COVID-19 pandemic.

Admissions, Financial Aid, and Scholarships:

- Members of the Admissions Committee are tasked with giving “additional consideration” to applicants from underrepresented groups.
- Three \$10,000 scholarships “are given preferentially to students from diverse backgrounds.”
- Do No Harm filed a federal civil rights complaint against the College of Medicine's *Underrepresented in Medicine M4 Rotations Scholarship* for violating Title VI of the Civil Rights Act of 1964.



The DEI Bureaucracy in Tennessee's Medical Schools

Woke ideologies are reshaping medical education in the Volunteer State

UTHSC College of Medicine continued -

- 🏠 **Office of Inclusion, Equity, and Diversity (OIED):**
 - The OIED is involved in developing affirmative action plans, overseeing identity-based awards, and DEI educational programming.
 - \$3,000 grants are provided to faculty, staff, and students to promote DEI in recruitment and retention efforts.
- 🏠 The *Diversity Matters Newsletter* and OIED Notes offers information such as:
 - The *Inclusive Engagement Program* for “intersectional and experiential learning” in DEI and social justice.
 - *Strategies for Diversifying Faculty Hiring*, including “at least one” DEI-related question during final candidate interviews.
 - *White Coats for Black Lives: Demonstration of Solidarity Held at UTHSC* on June 5, 2020.
 - *Student Social Justice and Diversity Healthcare Leadership Award*, a \$500 stipend to use toward activism, implicit bias, or other DEI-related topic.
- 🏠 **UTHSC College of Medicine Office of Diversity and Inclusion** is a separate entity created to align with AAMC’s *Collective Action Initiative on Advancing DEI*.
- 🏠 **UTHSC Library** recommends a book to first-year med students that declares “a biological concept of race is a myth that promotes inequality.”

East Tennessee State University James H. Quillen College of Medicine

QCOM claims a 1:1 student-to-faculty ratio and 100% residency placement.

- 🏠 The Admissions Committee asks applicants how they will “foster an environment of change” in the context of “social justice, systemic racism, and equity for all.”
- 🏠 The QCOM *Diversity and Inclusion Policy* aligns with LCME and AAMC guidelines for diversity outcomes and efforts to define who is “underrepresented in medicine.”
- 🏠 The MD curriculum’s “guiding principles” consider social contexts to reduce bias and “promote health equity for all.”

Meharry Medical College

MMC has a vision to “be a leader in data-driven, health equity-focused research.”

- 🏠 MMC is currently on probationary status from the LCME “to address some notable areas of concern.”
- 🏠 The Bloomberg Scholarship Fund provides up to \$100,000 in student debt relief based on demographic information from the admissions process.

DeBusk College of Osteopathic Medicine at Lincoln Memorial University

DCOM’s diversity statement says that DEI concepts “govern how LMU-DCOM operates.”

- 🏠 The LMU-DCOM Office of Diversity, Equity, and Inclusion sponsors monthly DEI-related events and has posted pictures promoting inflammatory social justice messages such as “Demilitarize the Police” and “Black Lives Matter.”