

Benchmarks for LGBT Inclusion in Medical Education

For a detailed institutional self-assessment tool regarding LGBT needs in medical education, contact UCSF's LGBT Center (below). To view the AAMC's GLBT Recommendations, visit www.aamc.org/members/gsa/glb_t_recommendations.pdf. For more information about institutional LGBT equity beyond medical education, see reverse.

- Institutional prohibition of discrimination on basis of sexual orientation and gender identity, and equal benefits for faculty, staff, and students
- Curriculum infusion and evaluation (details about UCSF curriculum inclusion available from UCSF LGBT Center, below)
- Development of or support for LGBT elective
- Regular extra-curricular presentations on LGBT health and general issues
- Networking opportunities for LGBT students (e.g., welcome dinner)
- Mentoring for LGBT faculty and students via “Out List “ and targeted events
- Proactive attention to LGBT faculty equity issues in recruitment, retention, and advancement
- Training in LGBT issues for faculty, counseling staff, and other staff as needed/requested
- Inclusion of LGBT people/issues in admissions process
- Inclusion of LGBT people/issues in orientations to school and profession
- Inclusion of LGBT people/issues in diversity events and discussions
- Dean's advisory committee on LGBT issues
- Dean-level award or other recognition for LGBT leadership
- Student LGBT group(s)
- Staff LGBT group(s)
- Staff member designated as school's LGBT point-person (preferably fulltime)
- Development and dissemination of LGBT educational brochure
- Focused training in transgender issues for multiple units (e.g., registrar, ID issuers, health services, counseling staff, front-line staff, relevant deans)
- Awareness of and support for student and faculty involvement in relevant external organizations/events (e.g., Gay & Lesbian Medical Association, Women in Medicine, AMSA's LGBT People in Medicine listserv/caucus, local LGBT clinics)
- Library purchase of relevant journals and titles

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