



**Tufts**  
UNIVERSITY

School of  
Dental Medicine  
Department of Public Health and Community Service

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To whom it may concern,

Tufts University School of Dental Medicine (TUSDM) is committed to diversity and inclusion in dental education, clinical care, research, and community engagement. In alignment with Tufts University-wide strategic priorities, TUSDM has administered its first institutional climate assessment focusing exclusively on diversity and inclusion. The purpose of the TUSDM Diversity Engagement Survey (DES) was to assess TUSDM's baseline strengths and areas for improvement by determining the following: 1) degree of engagement by all faculty, students, and staff at TUSDM 2) inclusive characteristics of TUSDM and 3) degree to which diverse groups experience inclusion at TUSDM.

The DES facilitated the analysis of TUSDM's culture for diversity and inclusion and has resulted in the following: 1) formation of a formalized diversity and inclusion subcommittee at TUSDM 2) evaluation of current inclusion programming and 3) development of TUSDM's first Diversity and Inclusion Strategic Plan.

The DES is a validated survey instrument that has been used by academic medical centers across the nation. However, TUSDM is unique in that it is the first dental school to administer the survey.

Thank you for considering the TUSDM DES for the STARS Innovation Credit.

Sincerely,

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