

## DIVERSITY & INCLUSION

The URMC HPM Fellowship welcomes fellows of every race, ethnicity, country of origin, gender identity, sexual orientation, and religion. Fellows are expected to be welcoming to other fellows and trainees, patients and family members of all backgrounds without discrimination on the basis of any of these factors.

Below are the racial and ethnic distribution of Palliative Care inpatients seen at UR's Strong Memorial Hospital, based on a 2-year sample of consecutive adult patients and 1-year sample of pediatric patients. These numbers are consistent with the demographics of the Greater Rochester Region.

### Adult Palliative Care Inpatients at SMH (N=2,657/2 years)

RACE/ETHNICITY	PERCENT
Asian	2%
Black or African American	13%
White or Caucasian	81%
Other or Unknown	4.0%
Hispanic or Latino	5%

### Pediatric Supportive Care Inpatients at SMH (N= 345/1 year)

RACE/ETHNICITY	PERCENT
Black or African American	17%
White or Caucasian	69%
Hispanic or Latino	6%
Asian	6%

The Great Rochester Region homes a diverse population, including urban, suburban, and rural patients with a wide variety of backgrounds. In particular, there is a robust refugee resettlement program in Rochester, allowing fellows to participate in the care of patients from many countries who speak many languages. Upstate New York also has a large Mennonite and Amish population.