



## Joint Program in Medicine Disability Inclusiveness mission statement

The Joint Program in Medicine (JPM) is a collaboration between Western Sydney University (WSU) and Charles Sturt University (CSU) medical schools to co-deliver the Doctor of Medicine (MD) program. The JPM is a five-year undergraduate degree that qualifies students to become medical interns in Australia and New Zealand. Successful applicants study their degree either in the Greater Western Sydney region at WSU's Campbelltown campus or at Charles Sturt Orange campus and rural clinical schools.

The mission and objectives of the medical program have been shaped and driven by our commitment to our students, staff and the communities we serve, as well as by the desire by these communities for a socially accountable medical course. In addition, the partnership between WSU and Charles Sturt will ensure that we continue to work towards reducing health disparities.

Staff and students at both universities come from diverse population groups and backgrounds. We celebrate and promote this diversity and acknowledge the great value it brings to our communities. A diverse population is better served by a diverse workforce that has had similar experiences and understands their needs. Diversity, equal opportunity, and inclusion are key values of the JPM to ensure that current and prospective students feel welcome, valued and supported. The inclusion of diverse populations in the medicine student cohort enables all students to develop an appreciation in the value of studying with others that have a different ethnicity, background, gender and age to their own.

Disability is as an essential component of diversity across all population groups. The inclusion of people with disability in medicine is important for creating a better and more equitable health system by embedding individuals with lived experience in it. We firmly believe people with a disability are valued for their contribution to patient care, the community and to the profession, and that no person should be excluded from studying or practising medicine on the basis of disability alone.

Thus, WSU and Charles Sturt medical schools are committed to facilitating an inclusive and supportive environment for students with disability by conducting fair, flexible, and equitable medical school admission and selection processes, and by actively fostering supports and accommodations to ensure that real or perceived barriers to success are addressed.

It is important to recognise that relevant adjustments due to a disability will be highly variable according to individual circumstances. It will require one on one discussions early in the medicine program with regular meetings throughout the course and particularly before being placed in a clinical environment.

The School of Rural Medicine at CSU and the School of Medicine at WSU in conjunction with the wider university community will endeavour to support student's well-being, whether the disability pre-exists or develops during their medical studies.