

Capstone for Impact Submission | GY2020

Project Title: Factors Associated with Racial and Ethnic Diversity Among U.S. Emergency Medicine Residency Programs

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Branch: Patient & Populations

Path of Excellence: Health Policy

If this project can be continued by another UMMS student, please include your contact information or any other details you would like to share here:

Summary: An explanatory sequential analysis aimed at characterizing the salient processes, initiatives, and institutional factors that enable recruitment of URM residents.

Methodology: Based on a 2013 survey, PDs/APDs from top and bottom quartiles by URM% were selected for semistructured interviews. These underwent coding and iterative thematic analysis.

Results: Top quartile programs endorsed use of operationalizable strategies, longitudinal support and holistic review of applicants.

Conclusion: Most programs expressed interest in increasing diversity, but bottom quartile programs often expressed low self-efficacy and lack of tangible support to do so.

Reflection/Impact Statement:

You may use the following questions to guide your reflection:

1. How did the process of conducting this research confront any limitations of your prior thinking?
2. Who could potentially benefit from this CFI project over different timescales and how?
3. What actions will you take afterwards to continue the momentum of this project, and maximise the likelihood of the identified benefits being achieved?
4. What advice would you give to another student completing their CFI?