



MAY 16-19
HYATT REGENCY, ORLANDO



SUBMISSION PREVIEW

Submission ID: 263241

Factors Associated with Racial and Ethnic Diversity among U.S. Emergency Medicine Residency

Programs

Submission Type: Abstract

Submission Status: Complete

Author(s)

Martina T. Caldwell, M.D., M.S.

Clinical Lecturer

University of Michigan, Robert Wood Johnson Foundation / VA Clinical Scholars Program

Role: Author

Guideline Agreement

I agree

Linda Camaj

Research Assistant

University of Michigan, Robert Wood Johnson Foundation Clinical Scholars Program

Role: Author

Guideline Agreement

I agree

Ayana Robinson, MPH

Medical Student

University of Michigan

Role: Author

Guideline Agreement

I agree

Timothy Guetterman, PhD

Assistant Professor

University of Michigan

Role: Author

Guideline Agreement

I agree

Sheryl L. Heron, MD, MPH

Professor/Vice Chair/Assistant Dean

Emory University School of Medicine

Role: Author

Guideline Agreement

I agree

Disclosure:

Disclosure Status: Complete

Disclosure: Nothing to Disclose

Signed: *Sheryl Heron* (9/13/2016, 6:45 PM)

No financial relationships or conflicts of interest.

Adrienne Haggins, MD, MS

Clinical Assistant Professor

University of Michigan

Role: Author

Guideline Agreement

I agree

Gail D'Onofrio, MD, MS

Chair & Professor

Department of Emergency Medicine at Yale School of Medicine

Role: Author

Pr

Guideline Agreement

I agree

Disclosure:

Disclosure Status: Complete

Disclosure: Nothing to Disclose

Signed: *Gail D'Onofrio* (9/14/2016, 12:20 PM)*No financial relationships or conflicts of interest.***Federico E. Vaca, MD, MPH**

Professor and Vice Chair

Yale University School of Medicine

Role: Author

Guideline Agreement

I agree

Disclosure:

Disclosure Status: Complete

Disclosure: Nothing to Disclose

Signed: *Federico Vaca* (9/11/2016, 10:13 PM)*No financial relationships or conflicts of interest.***Ava E. Pierce, MD**

Associate Professor

UT Southwestern Medical Center

Role: Author

Guideline Agreement

I agree

Disclosure:

Disclosure Status: Complete

Disclosure: Nothing to Disclose

Signed: *Ava Pierce* (9/14/2016, 2:05 AM)*No financial relationships or conflicts of interest.***Dowin Boatright, MD, MBA**

Clinical Instructor

Yale University

Role: Author

Guideline Agreement

I agree

Category

Education

Abstract

Background: Emergency medicine has lower representation of historically under-represented minority (hURMs) physicians compared to other specialties. A 2013 survey of 110 US EM residency programs showed significant variation in the proportion of hURMs, ranging from zero to 39% (median 9%).

Objective: To characterize salient processes, initiatives and institutional cultural factors that enable successful recruitment and retention of hURM residents.

Methods: Based on the 2013 survey, we sampled program directors from EM residency programs in the top and bottom quartiles for proportion of hURM residents. Semi-structured interviews were conducted using a piloted interview guide. Interviews were transcribed, de-identified, iteratively coded and compared to resolve disagreements until data saturation was achieved. Two primary analysts coded the dataset using a qualitative codebook. Inter-coder agreement was set at 80%. Inductive thematic text analysis was conducted.

Results: We completed 25 interviews (16 from top quartile and 9 from bottom quartile programs), representing 20 EM residency programs. Participants in both groups acknowledged challenges to increasing diversity and generally felt that their programs valued diversity. Themes that emerged among top quartile programs included: 1) tangible support for diversity efforts, such as funding, from institutional leaders, 2) processes to intentionally recruit and retain hURM residents and faculty, 3) holistic review of residency applicants, 4) involvement in pipeline programs targeting hURM students, 5) broadly defining diversity to include women, LGBTQI, international medical graduates, etc. and 6) presence of formal and informal mentorship, social and academic support for current hURM residents. Themes that emerged among bottom quartile programs included reduced efficacy or comfort when addressing diversity and the impact of their institution's social, political and geographic landscape on recruitment and retention.

Conclusion: While both groups experienced barriers to diversity, programs with higher proportions of hURM residents implemented deliberate strategies in order to recruit and retain diverse residents. By understanding key characteristics associated with diverse residencies, EM program directors can harness strategies to improve the diversity of their respective programs.

Keywords

Diversity, graduate medical education, residency, qualitative research, equity

Additional Details

Regional Meetings
New England, Midwest

Guidelines

SAEM Financial Disclosure and Guidelines
I agree