

A large group of skydivers in various poses and colors falling against a clear blue sky. The skydivers are scattered across the frame, some in freefall, some in formation, and some in more dynamic poses. The colors of their suits range from dark blues and blacks to bright reds, yellows, and greens. The background is a solid, clear blue sky.

Diversity among applicants to  
rural and urban programs:  
establishing where we are so we  
know how to move forward

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# Objectives

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- Understand the need to track diversity within the residency interview process
- Discuss new data on applicant diversity within rural and urban family medicine programs in a large regional network
- Demonstrate how to extract diversity data from ERAS for their own program

# Why Tracking Applicant Demographic Data is Important

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- Healthcare outcomes improve when the diversity of the workforce matches the diversity of the patient population
- Reduce bias in the interview and rank process
- ACGME requirement to address DEI
- Association of Family Medicine Residency Directors (AFMRD) Diversity and Health Equity (DHE) Committee indicated 50% of family medicine program directors were not confident implementing the common program requirement change pertaining to diversity

Jetty A, Jabbarpour Y, Pollack J, Huerto R, Woo S, Petterson S. Patient-physician racial concordance associated with improved healthcare use and lower healthcare expenditures in minority populations [published online ahead of print January 5, 2021]. *J Racial Ethn Health Disparities*. 10.1007/s40615-020-00930-4

Takeshita J, Wang S, Loren AW, et al.. Association of racial/ethnic and gender concordance between patients and physicians with patient experience ratings. *JAMA Netw Open*. 2020;3(11):e2024583.  
Chen FM, Fryer GE Jr, Phillips RL Jr, Wilson E, Pathman DE. Patients' beliefs about racism, preferences for physician race, and satisfaction with care. *Ann Fam Med*. 2005;3(2):138-143. 10.1370/afm.282

García JA, Paterniti DA, Romano PS, Kravitz RL. Patient preferences for physician characteristics in university-based primary care clinics. *Ethn Dis*. 2003; 13(2):259-267.

Saha S, Komaromy M, Koepsell TD, Bindman AB. Patient-physician racial concordance and the perceived quality and use of health care. *Arch Intern Med*. 1999;159(9):997-1004. 10.1001/archinte.159.9.997  
Association of Family Medicine Residency Directors. 2020 Annual Quick Hitter Survey. Accessed June 14, 2022. <https://www.afmrd.org/>

# ACGME Requirements to Address DEI

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- I.C. The program, in partnership with its Sponsoring Institution, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents, fellows (if present), faculty members, senior administrative staff members, and other relevant members of its academic community. <sup>(Core)</sup>**

**Background and Intent: It is expected that the Sponsoring Institution has, and programs implement, policies and procedures related to recruitment and retention of minorities underrepresented in medicine and medical leadership in accordance with the Sponsoring Institution's mission and aims. The program's annual evaluation must include an assessment of the program's efforts to recruit and retain a diverse workforce, as noted in V.C.1.c).(5).(c).**

# Diversity, Equity, and Inclusion Competency Milestones

Developed by the Association of Family Medicine Residency Directors' Diversity and Health Equity Task Force  
February 2021



Personnel and Pathway: Residents				
Level 1- Recruitment	Level 2- Community	Level 3- Mentorship	Level 4- Retention	Level 5- Leadership
<p>Data tracking of diversity of applicants to program</p> <p>Holistic Review of applicants</p> <p>Best practices to reduce bias in interview and rank process</p> <p>Integration and recognition of systemic oppression in rank process</p>	<p>On-boarding including diversity training</p> <p>Institutional and retaliation- free system of reporting and addressing micro-aggressions, implicit bias, and other forms of racism.</p> <p>Assessment of all non-core faculty teachers and preceptors to ensure their DEI practices.</p>	<p>Visible and accessible URiM faculty membership</p> <p>Spaces for both informal and formal mentorship around DEI specific issues</p> <p>Anti-Racism reflection/explorations for all residents</p>	<p>Critical assessment and redesign of observation/probation policies through the lens of DEI work (See Evaluation Milestone)</p> <p>Recognition of DEI work as equivalent value to other clinical and scholarly responsibilities</p>	<p>Diversity present in senior management and when important programmatic decisions are made</p> <p>Clear department benchmarks/goals for diversity in the workforce</p> <p>Program leadership works actively with GME leadership/DIO to advance DEI initiatives</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div> Not Yet Completed Level 1 <input type="checkbox"/> </div>				



The background image is a landscape photograph. The sky is filled with dark, heavy clouds, with some lighter patches where the sun is setting or rising, creating a reddish-orange glow. The horizon line is visible in the distance, with some silhouettes of trees and hills. The foreground is a dark, green field, possibly a meadow or a field of tall grass, with some vertical stalks visible in the lower part of the frame.

Let me tell you a  
story about an RTT...

Median applications, eligible applications, interviews offered, and interviews by intern position across FMRN programs

	Overall	Per intern position
<b>Applications (min, max)</b>	602 (94-1162)	100 (24, 387)
<b>Eligible applications (min, max)</b>	314 (53, 848)	57 (13, 293)
<b>Interviews offered (min, max)</b>	103 (16, 186)	17 (10, 46)
<b>Interviews (min, max)</b>	87 (15, 160)	15 (9, 24)

Median applicants and eligible applicants per position by program  
rural designation and HPSA score (independent-samples median test)

	Median total applicants per position (min, max)	P	Median eligible applicants per position (min, max)	P
Core program	83 (24, 290)	<0.001	54 (13, 212)	0.715
Rural training program	287 (143, 387)		60 (18, 293)	
HPSA score 16 or less	75 (24, 387)	0.150	50 (13, 93)	0.150
HPSA score > 16	125 (56, 327)		67 (15, 293)	



## URM Applicants (Medians)

	eligible applicants per position (min, max)	p	interviews offered per position (min, max)	p	interviews per position (min, max)	p	matched per position (min, max)	p
<b>All (overall)</b>	10 (0, 53)		3 (0, 7)		2 (0, 6)		0 (0, 1)	
<b>Core program</b>	9 (2, 53)		3 (1, 7)		2 (0, 6)		0 (0, 1)	
<b>Rural training program</b>	14 (0, 46)	.715	4 (0, 6)	.715	2 (0, 6)	.715	0 (0, 1)	.207
<b>HPSA score 16 or less</b>	8 (0, 43)	.038	3 (0, 5)	.150	2 (0, 5)	.876	0 (0, 1)	.330
<b>HPSA score &gt; 16</b>	14 (4, 53)		4 (1, 7)		2 (0, 6)		0 (0, 0)	

Median per position eligible applicants, interviews offered, interviews and matched URM by measures of by program rural designation and HPSA score (independent-samples median test)

## Female Applicants (Medians)

	Median female eligible applicants per position (min, max)	p	Median female interviews offered per position (min, max)	p	Median female interviews per position (min, max)	p	Median female matched per position (min, max)	p
<b>All (overall)</b>	30 (0, 109)		10 (5, 64)		8 (3, 64)		1 (0, 1)	
<b>Core program</b>	28 (0, 102)		9 (5, 64)		8 (3, 64)		1 (0, 1)	
<b>Rural training program</b>	40 (19, 109)	.273	9 (5, 64)	.715	9 (5, 13)	.855	1 (0, 1)	.305
<b>HPSA score 16 or less</b>	26 (6, 109)	.150	9 (5, 15)	.150	8 (5, 13)	.863	1 (0, 1)	.049
<b>HPSA score &gt; 16</b>	42 (0, 102)		10 (6, 64)		8 (3, 64)		1 (0, 1)	

Median *per position* eligible applicants, interviews offered, interviews and matched females by program rural designation and HPSA score (independent-samples median test)

# Setting Yourself (and ERAS) up for Successful Data Gathering

Electronic Residency Application Service

**ERAS** | **AAMC**

**Dashboard** | **Applications** | **Scheduler** | **Rankings** | **Reports** | **Archives** | **Setup** | **Program Messages (0)**

**General** | **Scheduler**

Idaho State University > All Groups > [Family Medicine](#)  [Help](#) | [Bulk Print Requests](#) | [History](#)

## Dashboard

### Data Filter

Reports

RMS Selection

### Applications

Statuses

Scores

Attributes

### Users

Manage Users

Pre-Verified Users

My Role

### Rankings

Comparison Tool

The Data Filter screens sensitive information from view during the application evaluation process. Data in the Screened box will not be shown in the application, reports or filters. You have the ability to un-screen this information when appropriate (e.g., for reporting or research purposes).

Screened		Viewable
Basis for Work Authorization		Current Work Authorization
Birth Date		Felony Conviction
Self Identification		Hometown(s)
Sex		Limitations
		Misdemeanor Conviction
		Photograph
		Visa Sponsorship Needed
		Visa Sponsorship Sought

**Move these to Viewable column, then hit Apply button.**

↑  
→  
←  
↓

Apply

Cancel

# Filtering Demographics

Electronic Residency Application Service  
ERAS AAMC

Dashboard Applications Scheduler Rankings Reports Archives Setup Program Messages (0)

Manage Filters View Current Results View Applications Exports

Idaho State University > All Groups > Family Medicine

Modify Filter Criteria

Applicants Type

☐ All Applicants ☒ Active Applicants

Criteria Selection

Category: Demographics Field: Sex Condition: Equals ☐ Ask User for value at filter run time

Male

Add New Criteria Save Criteria Cancel

Add Group

Apply Save

Results (Active - Male last executed Tue Jan 26 15:55:19 MST 2021)

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# Filtering Demographics

Electronic Residency Application Service  
ERAS AAMC

AAMC DRG MY ACCOUNT MESSAGE CENTER (0) SIGN OUT

Dashboard Applications Scheduler Rankings Reports Archives Setup Program Messages (0)

Manage Filters View Current Results View Applications Exports

Idaho State University > All Groups > Family Medicine

Modify Filter Criteria

Applicants Type

☐ All Applicants ☒ Active Applicants

Criteria Selection

Category: Demographics Field: Self Identification Condition: Equals ☐ Ask User for value at filter run time

American Indian or Alaskan Native

--- Tribal affiliation

Asian

--- Bangladeshi

--- Cambodian

--- Chinese

--- Filipino

--- Indian

--- Indonesian

--- Japanese

--- Korean

--- Laotian

--- Other Asian

--- Pakistani

--- Taiwanese

Add New Criteria Save Criteria Cancel

Apply Save

ended Tue Jan 26 15:58:26 MST 2021

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# Filtering Application Status

Electronic Residency Application Service

AAMC DRG MY ACCOUNT MESSAGE CENTER (0) SIGN OUT

ERAS AAMC

Dashboard Applications Scheduler Rankings Reports Archives Setup Program Messages (0)

Manage Filters View Current Results View Applications Exports

Idaho State University > All Groups > Family Medicine

Modify Filter Criteria

Applicants Type

☒ All Applicants ☐ Active Applicants

Criteria Selection

Category: Interview Status Field: Invited to Interview Condition: Equals ☐ Ask User for value at filter run time

☒ Yes ☐ No

Add New Criteria Save Criteria Cancel

Add Group

Apply Save

Results (Invited to Interview last executed Tue Jan 26 16:08:21 MST 2021)

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# Filter Combination

Electronic Residency Application Service  
ERAS AAMC

AAMC DRG MY ACCOUNT MESSAGE CENTER (0) SIGN OUT

Dashboard Applications Scheduler Rankings Reports Archives Setup Program Messages (0)

Manage Filters View Current Results View Applications Exports

Idaho State University > All Groups > Family Medicine

Modify Filter Criteria

Applicants Type

☒ All Applicants ☐ Active Applicants

Criteria Selection

✕ Category: Demographics Field: Self Identification Condition: Equals ☐ Ask User for value at filter run time

American Indian or Alaskan Native

✕ Category: Interview Status Field: Invited to Interview Condition: Equals ☐ Ask User for value at filter run time

☒ Yes ☐ No

Add New Criteria Save Criteria Cancel

Results (Invited to Interview last executed Tue Jan 26 16:46:55 MST 2021)

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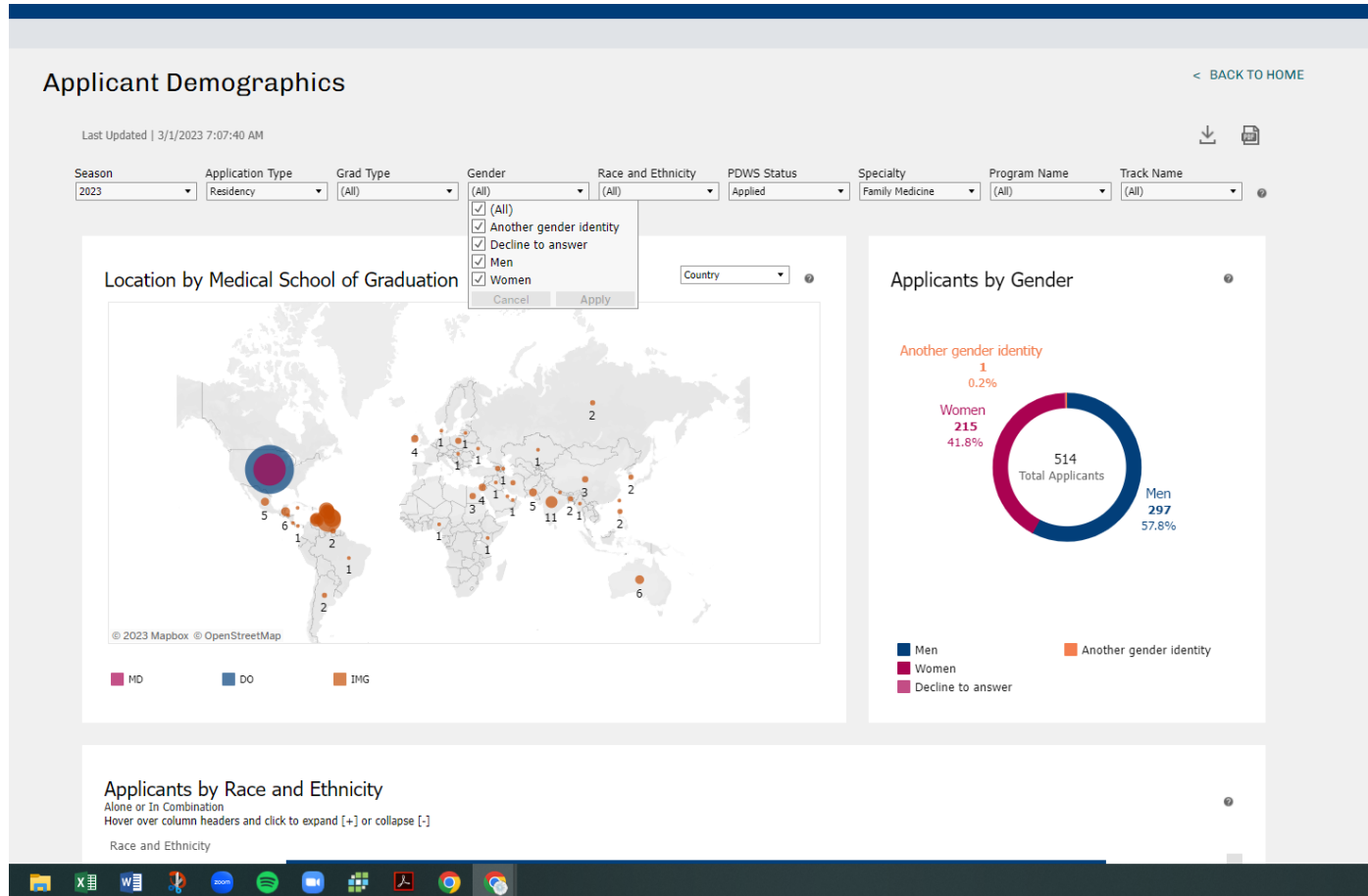
## Interview Stats by Year

[illegible][illegible]

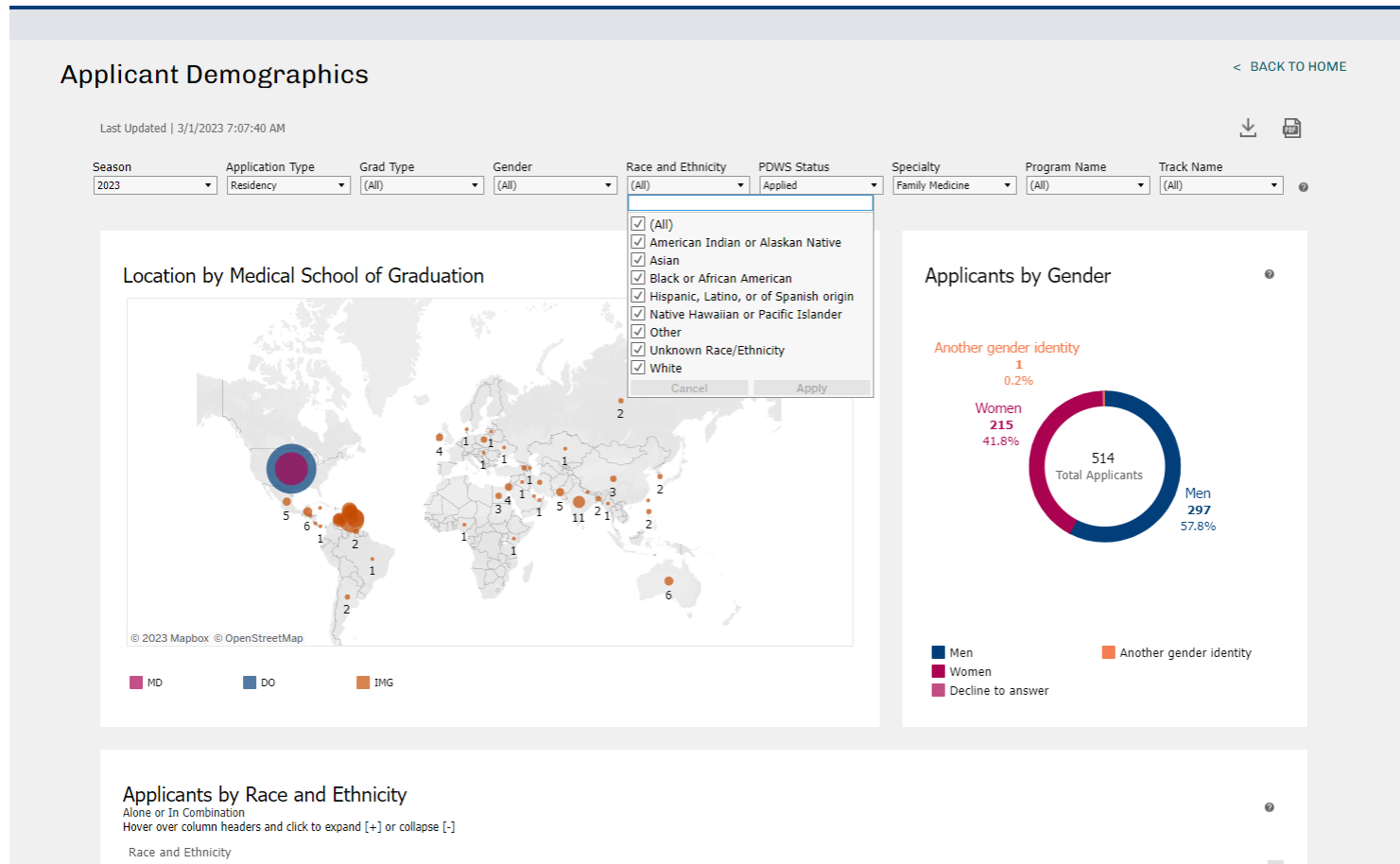
A photograph of a sunset over a field. The foreground is filled with tall, dark grass. The sun is low on the horizon, creating a warm orange and yellow glow. The sky is dark blue and purple. The text "Let's step out for a real-world example" is overlaid in white.

Let's step out for a  
real-world example

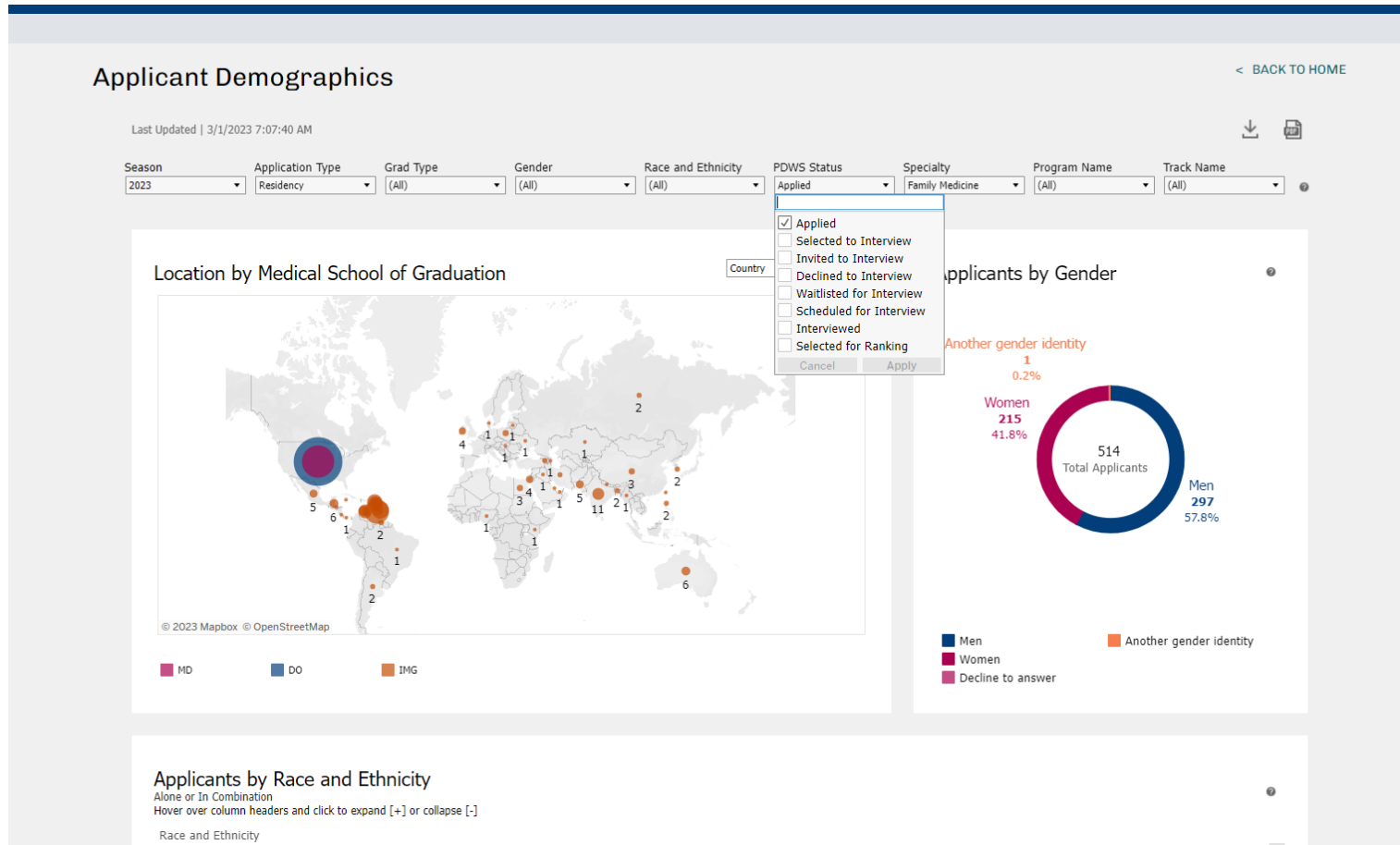
# DIO Analytics - Gender



# DIO Analytics - Race



# DIO Analytics – Status





# Resources



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