A large group of skydivers in various colorful suits (red, blue, green, yellow, black, white) are falling against a clear blue sky. The skydivers are scattered throughout the frame, creating a sense of movement and diversity. The text is centered over the image.

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

Objectives

- 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

- 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

- 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. ^(Core)**

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"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p>				

A dramatic landscape photograph featuring a sunset or sunrise. The sky is filled with dark, heavy clouds, with vibrant streaks of orange and red light breaking through near the horizon. Below the sky, a range of low mountains or hills is silhouetted against the glowing horizon. In the foreground, a dark, flat field stretches across the bottom of the frame, with some tall, thin stalks of grass or reeds visible in the lower right corner. The overall mood is serene and atmospheric.

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
Applications (min, max)	602 (94-1162)	100 (24, 387)
Eligible applications (min, max)	314 (53, 848)	57 (13, 293)
Interviews offered (min, max)	103 (16, 186)	17 (10, 46)
Interviews (min, max)	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
All (overall)	10 (0, 53)		3 (0, 7)		2 (0, 6)		0 (0, 1)	
Core program	9 (2, 53)		3 (1, 7)		2 (0, 6)		0 (0, 1)	
Rural training program	14 (0, 46)	.715	4 (0, 6)	.715	2 (0, 6)	.715	0 (0, 1)	.207
HPSA score 16 or less	8 (0, 43)	.038	3 (0, 5)	.150	2 (0, 5)	.876	0 (0, 1)	.330
HPSA score > 16	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
All (overall)	30 (0, 109)		10 (5, 64)		8 (3, 64)		1 (0, 1)	
Core program	28 (0, 102)		9 (5, 64)		8 (3, 64)		1 (0, 1)	
Rural training program	40 (19, 109)	.273	9 (5, 64)	.715	9 (5, 13)	.855	1 (0, 1)	.305
HPSA score 16 or less	26 (6, 109)		9 (5, 15)		8 (5, 13)		1 (0, 1)	
HPSA score > 16	42 (0, 102)	.150	10 (6, 64)	.150	8 (3, 64)	.863	1 (0, 1)	.049

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

Search | 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

The screenshot displays the ERAS AAMC application interface. At the top, there is a navigation bar with tabs for Dashboard, Applications, Scheduler, Rankings, Reports, Archives, Setup, and Program Messages (0). Below this, there are links for Manage Filters, View Current Results, View Applications, and Exports. The current page is for Idaho State University, with a breadcrumb trail: Idaho State University > All Groups > Family Medicine. A search bar and utility links (Help, Bulk Print Requests, Active Applicants, History) are also visible.

The main content area shows a 'Modify Filter Criteria' section with 'Applicants Type' options: All Applicants and Active Applicants (selected). A 'Criteria Selection' dialog box is open, showing a filter rule: Category: Demographics, Field: Sex, Condition: Equals, and Value: Male. The dialog box includes buttons for 'Add New Criteria', 'Save Criteria', and 'Cancel'. Below the dialog, there are 'Apply' and 'Save' buttons. At the bottom, a status bar indicates 'Results (Active - Male last executed Tue Jan 26 15:55:19 MST 2021)'. The footer contains the address: 555 K Street, NW, Suite 1100, Washington, DC 20004-3808, and contact information.

Filtering Demographics

The screenshot displays the ERAS AAMC application interface. At the top, there are navigation links for 'Electronic Residency Application Service', 'AAMC', 'ERAS', 'AAMC', 'AAMC DRG', 'MY ACCOUNT', 'MESSAGE CENTER (0)', and 'SIGN OUT'. Below this is a main navigation bar with tabs for 'Dashboard', 'Applications', 'Scheduler', 'Rankings', 'Reports', 'Archives', 'Setup', and 'Program Messages (0)'. Under the 'Applications' tab, there are sub-tabs for 'Manage Filters', 'View Current Results', 'View Applications', and 'Exports'. The current page is 'Idaho State University > All Groups > Family Medicine'. A search bar and links for 'Help', 'Bulk Print Requests', 'Active Applicants', and 'History' are also visible.

The 'Modify Filter Criteria' dialog box is open, showing the following configuration:

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

The 'Criteria Selection' dialog box is also open, showing a list of demographic categories. The 'American Indian or Alaskan Native' category is selected. The list includes:

- American Indian or Alaskan Native
- Tribal affiliation
- Asian
- Bangladeshi
- Cambodian
- Chinese
- Filipino
- Indian
- Indonesian
- Japanese
- Korean
- Laotian
- Other Asian
- Pakistani
- Taiwanese

The 'Criteria Selection' dialog box has buttons for 'Add New Criteria', 'Save Criteria', and 'Cancel'. The 'Modify Filter Criteria' dialog box has buttons for 'Apply', 'Save', and 'Cancel'. The footer of the page contains the text: 'Washington, DC, 20001-2399 Contact Us Follow Us © 1995 - 2021 FDWS Terms and Conditions Privacy Statement About'.

Filtering Application Status

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

The screenshot displays the ERAS (Electronic Residency Application Service) interface. At the top, there are navigation links for "AAMC DRG", "MY ACCOUNT", "MESSAGE CENTER (0)", and "SIGN OUT". The main navigation bar includes "Dashboard", "Applications", "Scheduler", "Rankings", "Reports", "Archives", "Setup", and "Program Messages (0)". Below this, there are sub-navigation options: "Manage Filters", "View Current Results", "View Applications", and "Exports". The current page is for "Idaho State University" under the "Family Medicine" group.

The "Modify Filter Criteria" window is open, showing two filter criteria:

- Criteria 1:** Category: Demographics, Field: Self Identification, Condition: Equals. The selected value is "American Indian or Alaskan Native". There is an option to "Ask User for value at filter run time" which is currently unchecked.
- Criteria 2:** Category: Interview Status, Field: Invited to Interview, Condition: Equals. There are radio button options for "Yes" (selected) and "No".

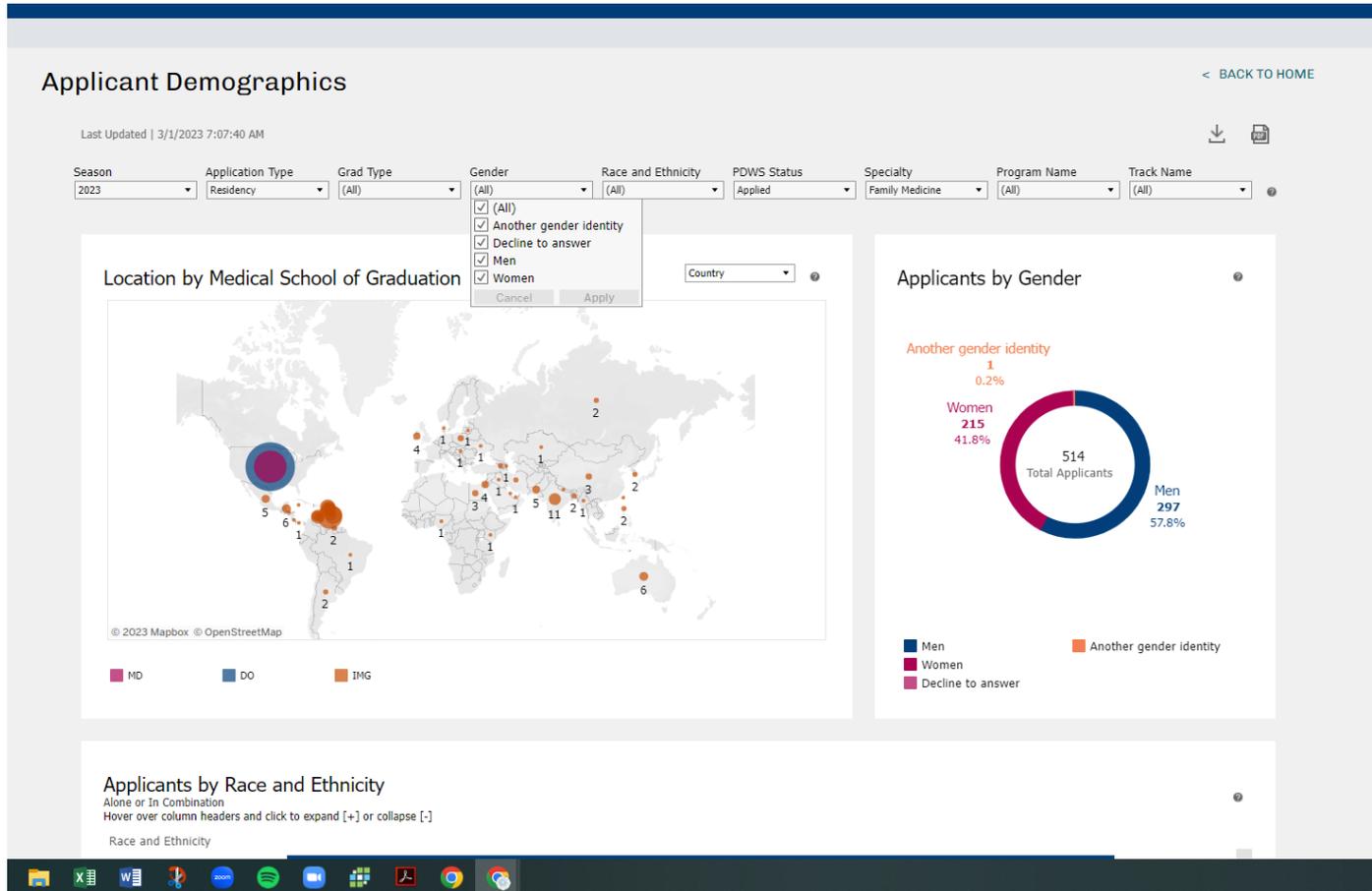
At the bottom of the criteria selection window, there are three buttons: "Add New Criteria", "Save Criteria", and "Cancel". Below the criteria selection, a status bar indicates "Results (Invited to Interview last executed Tue Jan 26 16:46:55 MST 2021)".

At the very bottom of the page, there is a footer with contact information: "655 K Street, NW, Suite 100, Washington, DC, 20001-3399. Contact Us Follow Us © 1995 - 2021 EDWS Terms and Conditions Privacy Statement About".

A photograph of a sunset over a field of tall grasses. The sun is low on the horizon, creating a warm glow of orange and yellow light that transitions into a darker blue and purple sky. The foreground is filled with tall, thin grasses, some of which are in focus. The overall mood is serene and contemplative.

Let's step out for a
real-world example

DIO Analytics - Gender



DIO Analytics - Race

Applicant Demographics

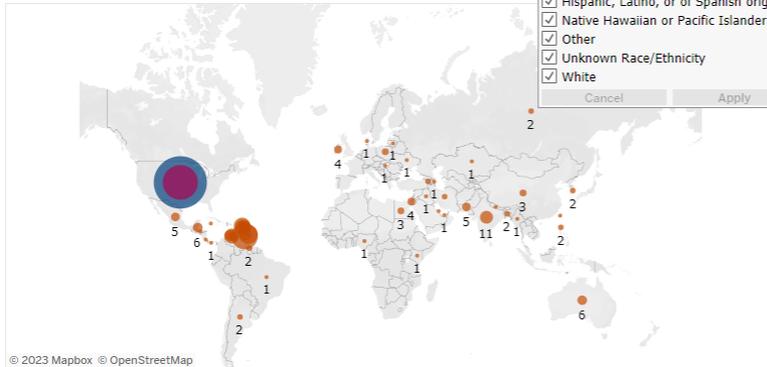
< BACK TO HOME

Last Updated | 3/1/2023 7:07:40 AM



Season: 2023 | Application Type: Residency | Grad Type: (All) | Gender: (All) | Race and Ethnicity: (All) | PDWS Status: Applied | Specialty: Family Medicine | Program Name: (All) | Track Name: (All)

Location by Medical School of Graduation



- (All)
 - American Indian or Alaskan Native
 - Asian
 - Black or African American
 - Hispanic, Latino, or of Spanish origin
 - Native Hawaiian or Pacific Islander
 - Other
 - Unknown Race/Ethnicity
 - White
- Cancel Apply

Applicants by Gender

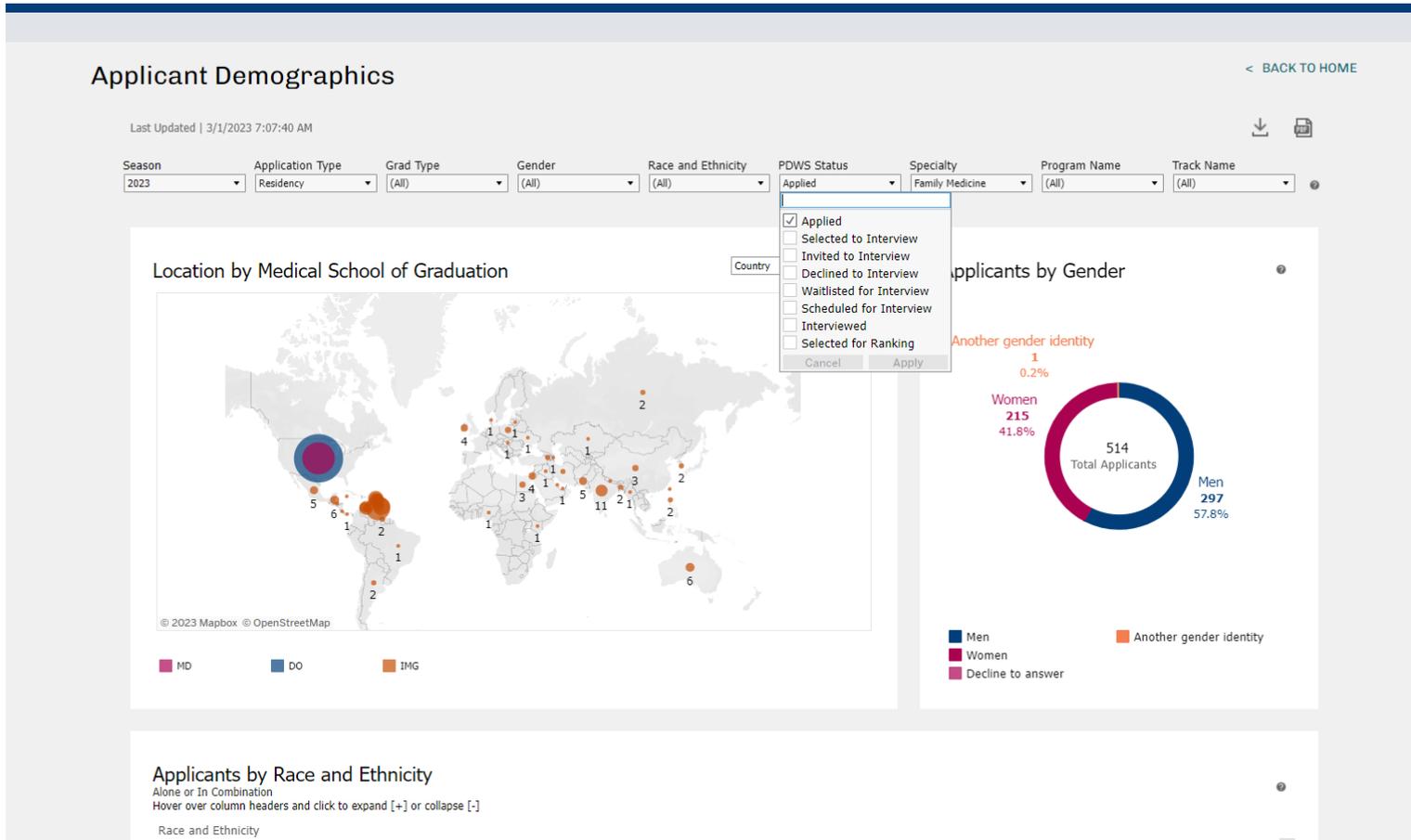


Applicants by Race and Ethnicity

Alone or In Combination
Hover over column headers and click to expand [+] or collapse [-]

Race and Ethnicity

DIO Analytics – Status



Resources



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