

Targeted Implicit Bias Educational Sessions Facilitate Sharing of Best Practices and Improvement in URiM recruitment in GME Programs

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Background

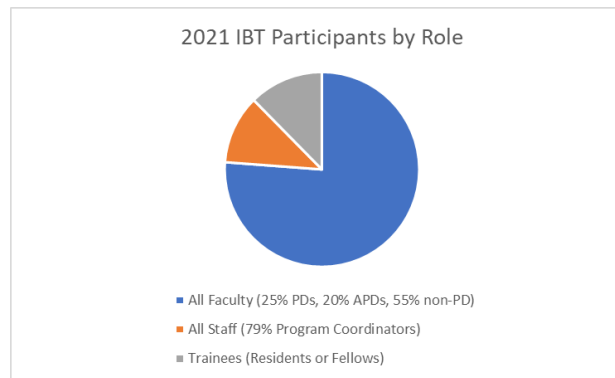
- Recently many national organizations such as the ACGME, AAMC, and AMA have suggested institutions create recruitment strategies to increase the number of underrepresented in medicine (URiM) groups in our Graduate Medical Education (GME) training programs.
- To that end, the DIO at our institution implemented a recommendation that all faculty, staff, and trainees involved in GME recruitment receive Implicit Bias Training (IBT), in alignment with the strategic plan for Diversity Equity and Inclusion (DEI) education that all members of the community engage in IBT as it relates to their respective roles.

Methods

- To create a more targeted IBT session that provides concrete strategies to those involved in GME recruitment, a leader in the School of Medicine DEI Office, who formerly served in a GME leadership position, and the DEI officer specifically tasked to assist program directors (PDs) with recruitment partnered to adapt existing School of Medicine IBT educational session with curated content that not only covered implicit bias definitions and review of the Implicit Association Test (IAT), but also presented research and facilitated discussion of specific strategies and tips on ways to mitigate both personal biases and systemic issues inherent in both application materials and selection and interviewing processes, particularly as it relates to URiM recruitment and selection
- We offered these specialized IBT sessions throughout the recruitment season at various times of day to accommodate physician schedules
- Sessions required registration and were advertised through emails sent to the GME listserv and announced through Program Director meetings
- Pre-session, registrants were sent instructions on how to take several IATs (ones related to race, gender and science, LGBT, and ability)
- Post session, participants were sent an email with an evaluation, links to articles detailing better practices in GME recruitment and holistic review, and recommendation and offer to meet with DEI personnel to review their recruitment practices, rubrics, and other materials.
- Those who could not make one of the previously scheduled sessions were encouraged to schedule department- or program-specific sessions through the existing School of Medicine's IBT request mechanism and note that they wanted a session focused on recruitment.

Results

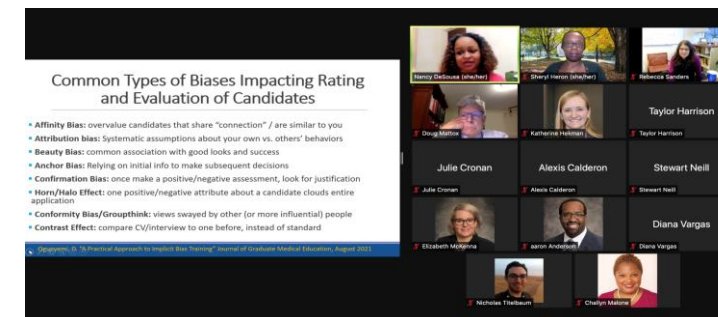
- 2020-2021:
 - A total of 10 IBTs were held between October 2020 and January 2021
 - A total of 128 attendees: 103 faculty members (27 Program Directors (PDs) or associate program directors (APDs)), 11 staff members (6 program coordinators), and 14 trainees.
- 2021-2022:
 - A total of 15 sessions (+4 program-specific sessions) were held between September and November 2021
 - A total of 210 participants: 160 faculty members (72 PDs or APDs), 24 staff members (19 program coordinators), and 26 trainees.
 - 88% indicated being directly involved in GME recruitment
 - 44% had never had IBT before



- In both years, 20 out of 23 of the departments containing ACGME-accredited residency and fellowship programs and almost all core residency programs were represented.
 - All surgery sub-specialties which have historically had less URiM trainees were well-represented
- Post these sessions, our matched cohort in GME programs increased from 19% URiM in 2020 to 25% URiM in 2021.

Implications/Discussion

- By providing a mechanism for all who take part in GME recruitment to attend an IBT session that is focused on recruitment better practices, it highlights the need for all to examine their personal biases, while also providing evidence-based strategies for improving recruitment of URiM groups.
- The targeted approach offers a space for sharing of best practices and common challenges and is part of a comprehensive plan to increase diversity at the GME level. By offering sessions that include individuals from a variety of departments, the diversity leaders have learned from the participants, and participants learn from each other. As best practices are identified, those can be shared within the larger institution, as well as locally and nationally.
- These sessions are part of a multi-pronged approach where post-IBT, PDs are encouraged to review of rubrics and processes and implementation of new plans which include increasing recruitment events and partnering with DEI leadership.
- We plan on replicating these sessions annually and creating more advanced IBT for those who have attended in previous years as well as more program-specific sessions to review materials in real time.
- Through these sessions, we demonstrate institutional commitment to the mission of increasing the diversity of our trainee population and introduce diversity leaders and the services they provide to a wide group of GME program leadership.



Picture 1: Screenshot of GME Recruitment-focused IBT session via zoom; attendees include a Department chair, a Departmental Vice Chair of DEI, a residency Program Director, a Program Coordinator, faculty members, and trainees representing 9 departments