

“The Efforts to Diversify Faculty Within Their Departments: A National Survey of Emergency Medicine Department Heads”

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Introduction

- There is growing evidence that clinician bias, racism, inequality, stereotyping, and discrimination contribute to health inequities.
- These variables have been proven to have negative effects on patient care and health outcomes.
- Countless studies show that diversifying the physician workforce can produce better patient outcomes and decrease health disparities.
- Patients are more likely to report a higher level of care satisfaction when treated by health professionals who share their racial, ethnic, or cultural background.
- Although many health centers, hospitals, and divisions are determined to promote diversity among their faculty and staff, minority representation has made very little progress.
- This study looks at how diversity is viewed and promoted among Emergency Medicine department heads across the nation.

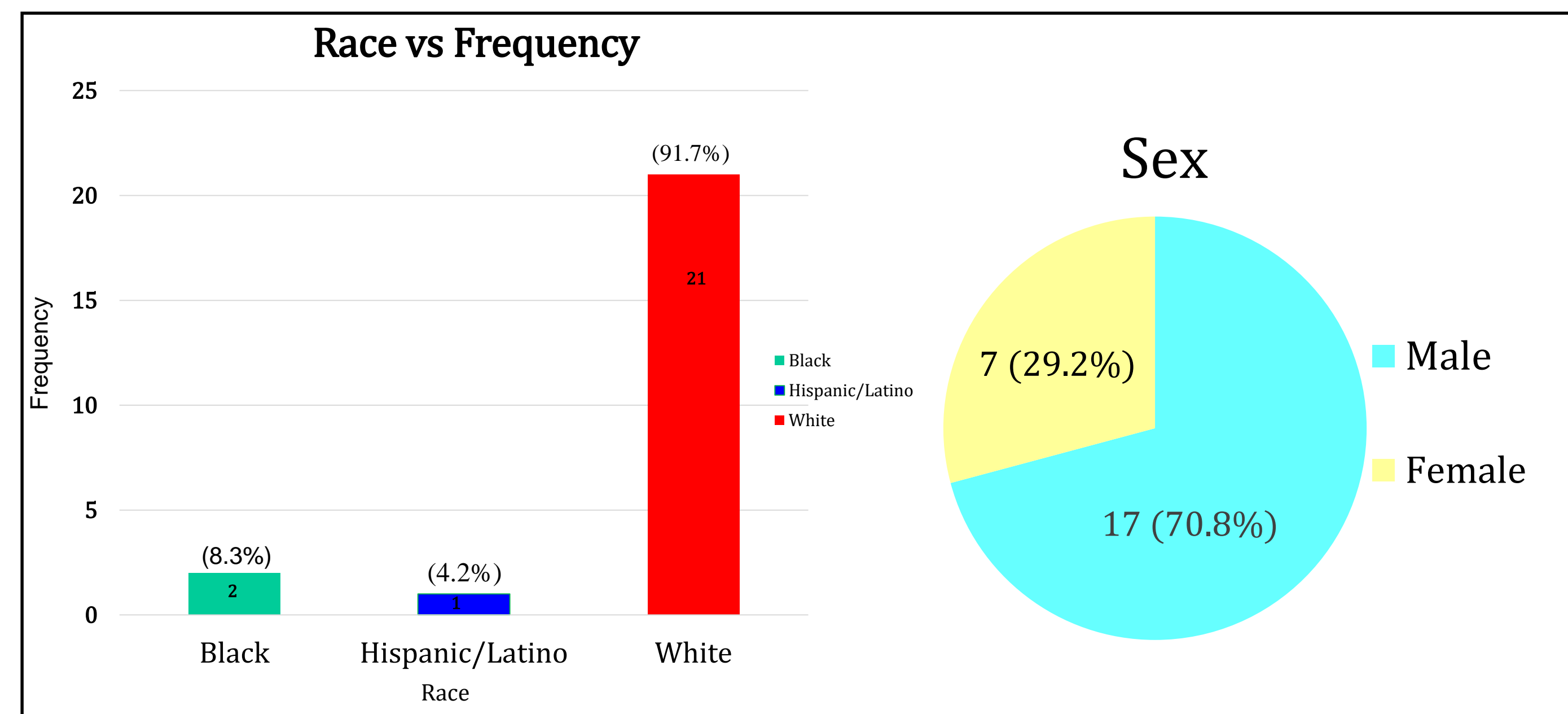
Objectives

1. How diverse Emergency Medicine departments are nationwide.
2. How is diversity being promoted by department heads.
3. How effective are those methods of promoting diversity.

Methods

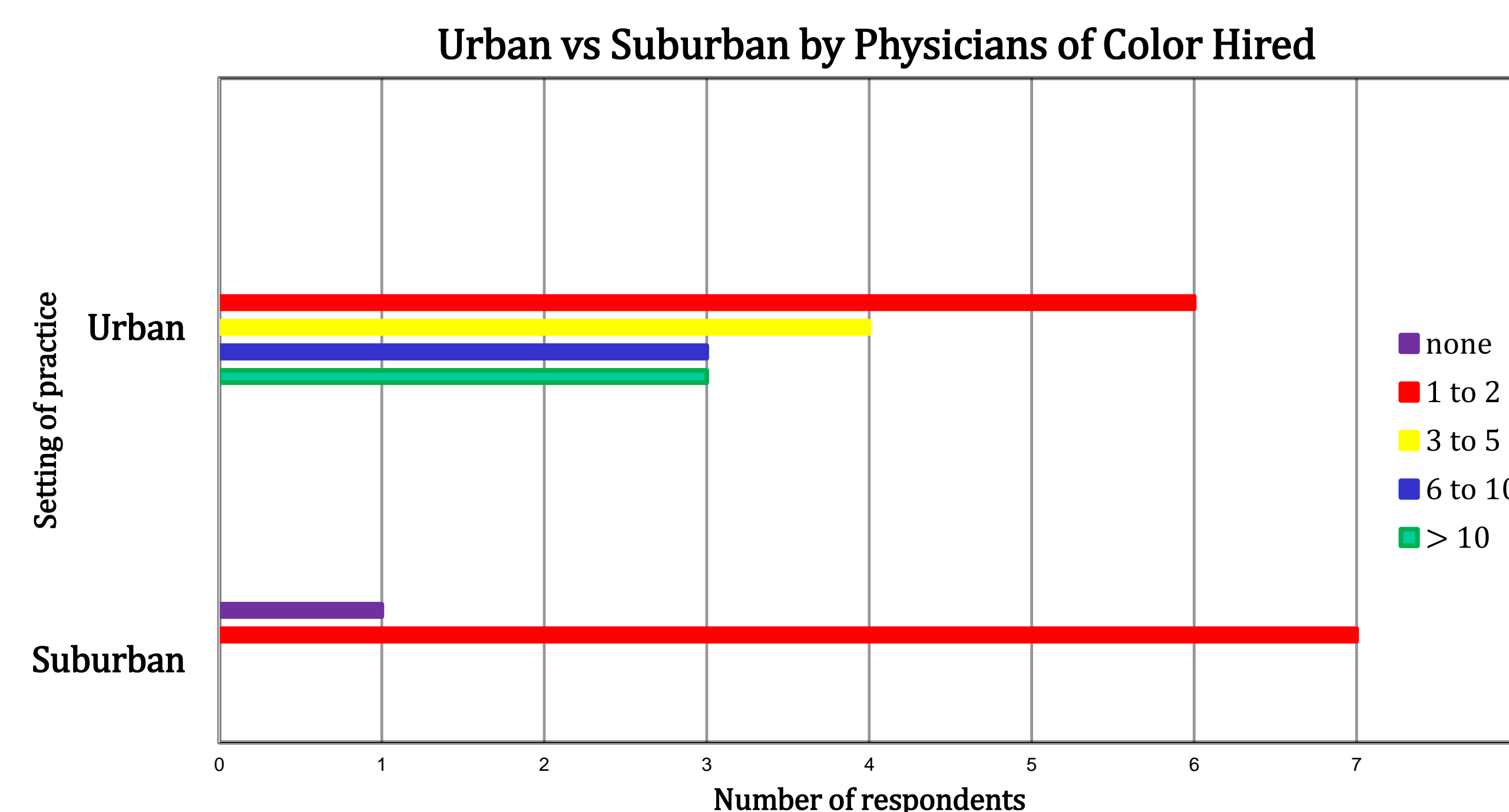
- A national convenience sampling of 263 Emergency Medicine department heads including medical directors, section chiefs, and department chairs.
- A REDCap based questionnaire was developed and distributed to the listserv.
- Participation was tracked and weekly follow-up reminders were sent to participants.
- Interim analysis of the first 24 survey responses.
- Data analysis was conducted utilizing SAS 9.4.
- Fisher’s exact tests were used to assess the associations between variables.

Demographics



Hiring Practices

Race by Physicians of Color Hired						
Race	Physicians of Color Hired					Total
	None	1 to 2	3 to 5	6 to 10	Greater than 10	
Non-White	0 (0.00%)	0 (0.00%)	1 (33.33%)	2 (66.7%)	0 (0.00%)	3 (12.50%)
White	1 (4.76%)	13 (61.90%)	3 (14.29%)	1 (4.76%)	3 (14.29%)	21 (87.50%)
Total	1 (4.17%)	13 (54.17%)	4 (16.67%)	3 (12.50%)	3 (12.50%)	24 (100.00%)



Diversity, Equity and Inclusion Efforts

Resources used to Increase Diversity

Resources to Increase Diversity	Frequency	Percent
Diversity/Unconscious bias training	6	26.09
How to get buy in from my institution	2	8.70
Recruitment assistance: Where to look for diverse candidates	13	56.52
Retention assistance: How to create a culture of inclusion	2	8.70

Retention and Diversity Efforts

Physicians of Color Retention

Physicians of color hired still employed	Frequency	Percent	Are Diversity Efforts Working?	Frequency	Percent
0 physicians of color still employed	2	8.33	Current Efforts Working		
1 to 2 physicians of color still employed	14	58.33	Not at all successful	1	4.17
3 to 5 physicians of color still employed	3	12.50	Not very successful	7	29.17
6 to 10 physicians of color still employed	2	8.33	Partially successful	13	54.17
> 10 physicians of color still employed	3	12.50	Very successful	3	12.50

Results Summary

- Most department heads identify as white males (66.7%).
- 66.7% of non-white department heads hired 6 to 10 physicians of color.
- 61.90% of white department heads hired 1 to 2 physicians of color.
- There is an association between the type of setting practiced and physicians of color hired.
- 58.33% of department heads report that 1 to 2 physicians of color are still employed.
- 3 reported that their efforts were very successful. 20 reported either partially or not very successful.

Conclusion

- There is an association between the type of location they work and the number of physicians of color they hired..
- Need for possible reevaluation of methods to increase diversity.
- Next steps, will be to continue to collect data and see if our initial analysis holds true.