

UTHSCSA Graduate Medical Education Policies

Section 2	General Policies & Procedures	Effective:	May 2020
Policy 2.1.3	Diversity and Inclusion	Responsibility:	Designated Institutional Official
<b>Diversity and Inclusion</b>			
Purpose	<p>The University of Texas Health Science Center at San Antonio Joe R. and Teresa Lozano Long School of Medicine (LSOM) is accredited by the Accreditation Council on Graduate Medical Education (ACGME) as a Sponsoring Institution (SI) for Graduate Medical Education (GME) Programs. The SI is committed to compliance with the Institutional and Common Program Requirements (CPRs) of the ACGME and is committed to providing the oversight of its constituent GME programs to allow them to be compliant with the Common Program and Specialty Specific Program Requirements.</p> <p>The purpose of this policy is the delineation of processes to ensure substantial compliance with CPR I.C. in the revised CPRs of 7/1/2019 which states: “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 the academic community.” Compliance with the CPR I.C. will advance the <i>mission</i> of the Office for GME to “Improve health by advancing the quality of resident physicians’ education.”</p>		
Policy	<p>The Office for GME will collaborate with the Office for Inclusion and Diversity and the Office for Faculty to create strategies to enhance compliance with CPR I.C. with respect to recruitment and retention of a diverse and inclusive workforce of residents and fellows. The Office for GME will liaison with the LSOM Dean, the Office for Inclusion and Diversity and the Office for Faculty to create strategies to enhance recruitment and retention of diverse and inclusive faculty and senior administrative staff members.</p> <p>The LSOM embraces a mission-appropriate diversity policy aligned with the medical profession’s obligation—meeting the health needs of all populations in an ever-increasing heterogeneous society. To that end, the Office for GME is committed to recruiting residents and fellows that reflect the increasingly multicultural and diverse patient population of South Texas in its mission to improve health and well-being and to address health disparities. The Office for GME is mindful of all aspects of human differences, both at the individual-level (e.g., life experiences, learning and working styles, personality types) and group-level or those that are instantaneously recognizable and used to</p>		

categorize individuals into discrete social categories, such as socioeconomic status, race, ethnicity, language, nationality, cisgender identity, sexual orientation, religion, geography, disability, and age.

While recognizing the importance of diversity in all its dimensions, the SI and its sponsored residencies and fellowships will specifically focus on the recruitment and retention of individuals from groups that have been historically underrepresented in medicine (UIM). These UIM groups, defined and periodically reviewed by the Office for Inclusion and Diversity, include those racial and ethnic populations that are underrepresented in medicine, specifically in residency and fellowship programs, relative to their numbers in the general populations

Each residency and fellowship program will create a program-specific policy to enhance recruitment and retention of UIMs by November 1, 2020. Those policies will be reviewed by the Office for GME and approved by the GMEC. Programs will track the number of UIMs offered interviews, interviewed, and matched on an annual basis. Those data will be part of each program's New Innovations Annual Program Evaluation submission.

#### Identification of Bias

Identifying forms of explicit and implicit bias that have led to the current challenges in the recruitment of UIM residents and fellows is critical to the success of diversifying GME programs. Resources and training will be offered to mitigate bias. In addition, consideration of involving others outside program leadership in application screening (e.g., non-program director faculty, residents, coordinators) to allow a closer evaluation and to offer varying perspectives will be explored. The use of ERAS filters to search for specific applicant qualities other than traditional metrics should be undertaken.

#### Recruitment

The goal is to identify optimal strategies implemented by residency and fellowship programs with a mission-driven, evidence-based approach in (1) expanding the pool of prospective applicants who are underrepresented in medicine; (2) adopting a holistic review of each applicant, identifying and assessing each applicant's capabilities by which balanced consideration is given to experience, attributes (e.g., questions about family background and disadvantage status and non-cognitive strengths), and academic metrics, by which these factors are considered in combination with how the individual might contribute value as a future physician; (3) standardizing the interview process within each specialty, (4) deliberate messaging of the program's commitment to diversity and inclusion on interview days, and, (5) increasing involvement of faculty champions of diversity on interview days.

Ongoing institutional programs to enhance recruitment and diversity

1. Diversity in Medicine Visiting Elective Program

The goal of this program is to enhance the exposure of students considering careers in academic medicine to LSOM, while promoting cultural diversity on campus. Students in good academic standing at their respective LCME-accredited or AOA-accredited schools in the United States, who are members of groups underrepresented in medicine or who are socioeconomically disadvantaged along with other set criteria, are eligible to participate in a four-week elective. Expected launch date is July 2020. Visiting UIM students will also have the opportunity to engage in programmatic activities and networking events with residents and fellows, as well as fourth year LSOM medical students sponsored by the Office for Inclusion and Diversity.

2. Housestaff Emerging Academy of Leaders (HEAL)

In March 2018, a newly developed collaboration between the Office for Inclusion and Diversity and UT Southwestern Medical Center, implemented the Housestaff Emerging Academy of Leaders (HEAL) Plus Program which serves as a faculty recruitment pipeline by enhancing and preparing future leaders in academic medicine. HEAL Plus is a networking and professional development program designed for individuals underrepresented in medicine, primarily targeting Black/African Americans and Hispanics/Latinos. In 2019, - five residents were selected to participate.

3. On-going Out-reach

On an annual basis, the Office for Inclusion and Diversity will host several social events, recruitment activities, and opportunities on campus, as well as participate in various annual national meetings sponsored by UIM-focused medical organizations and conferences.

4. Focus Groups

In partnership with the Office for Inclusion and Diversity, the Office for GME conducted a series of focus group discussions during Summer 2019 around concerns and challenges of matriculating residents' experience with respect to their training. The purpose of these was to get a better understanding on how to better enhance and ensure an inclusive work environment. Similar focus groups will be assembled on an intermittent basis.

5. Diversity Advisory Council

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The Diversity Advisory Council serves as an advisory board to the Office for Inclusion and Diversity to ensure its mission, goals, and values are in alignment with the LSOM's mission. Since December 2017, the Council has met monthly to ensure continuity and maintain momentum. Twenty-four members serve on the Council, including one staff, eighteen faculty, one medical student, two trainee representatives (a resident and a fellow), and three ex-officio members representing the Office of Human Resources, the Office of Equal Employment Opportunity and the Director of the Institute for Health Promotion Research. Members are appointed to a term of three years on a staggered schedule with one-third of the committee completing a term of service annually. In situations where deemed necessary for efficient committee functioning, the Medical School Dean may extend or shorten the period of service by any committee member. The Vice Dean for Inclusion and Diversity appoints members after consideration of interest survey responses, equitable representation, and School of Medicine Faculty Assembly Executive Committee approbation.