Lehigh Valley Health Network

LVHN Scholarly Works

Optimizing Diversity, Equity, and Inclusion (DEI) in Graduate Medical Education (GME) at LVHN

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INTRODUCTION & OBJECTIVES

- DEI is a cornerstone to a healthy environment in GME that is predicated on trust and mutual respect, which results in positive patient outcomes
- DEI must be established at various levels, but especially race and ethnicity; it is crucial that the healthcare workforce parallels the patient population it cares for
  - In 2022, data showed that 5.2% of physicians were Black and 6.3% were Hispanic. In comparison, the U.S. population was 14.4% Black and 19.1% Hispanic in 2022.[1,2,3]
- By nurturing DEI in GME, Lehigh Valley Health Network (**LVHN**) can cultivate cultural responsiveness and humility, improve training and patient care in underserved communities, and broaden education and research into healthcare disparities.[4]
- The Accreditation Council for Graduate Medical Education (**ACGME**), endorses this need, and monitors programmatic and sponsoring institutions' efforts, strategies, and actions designed to optimize DEI at various levels
- The goal of this study is to assess the correlates between DEI and interventions in the GME environment at LVHN, using ACGME and distributed survey data

METHODS

- **COMPILE** — Reviewed 3 years of data from ACGME surveys, recruitment trends, and internal surveys in 16 training (residency and fellowship) programs
- **DISTRIBUTE** — Created and distributed customized survey to assess DEI efforts and initiatives specific to each program
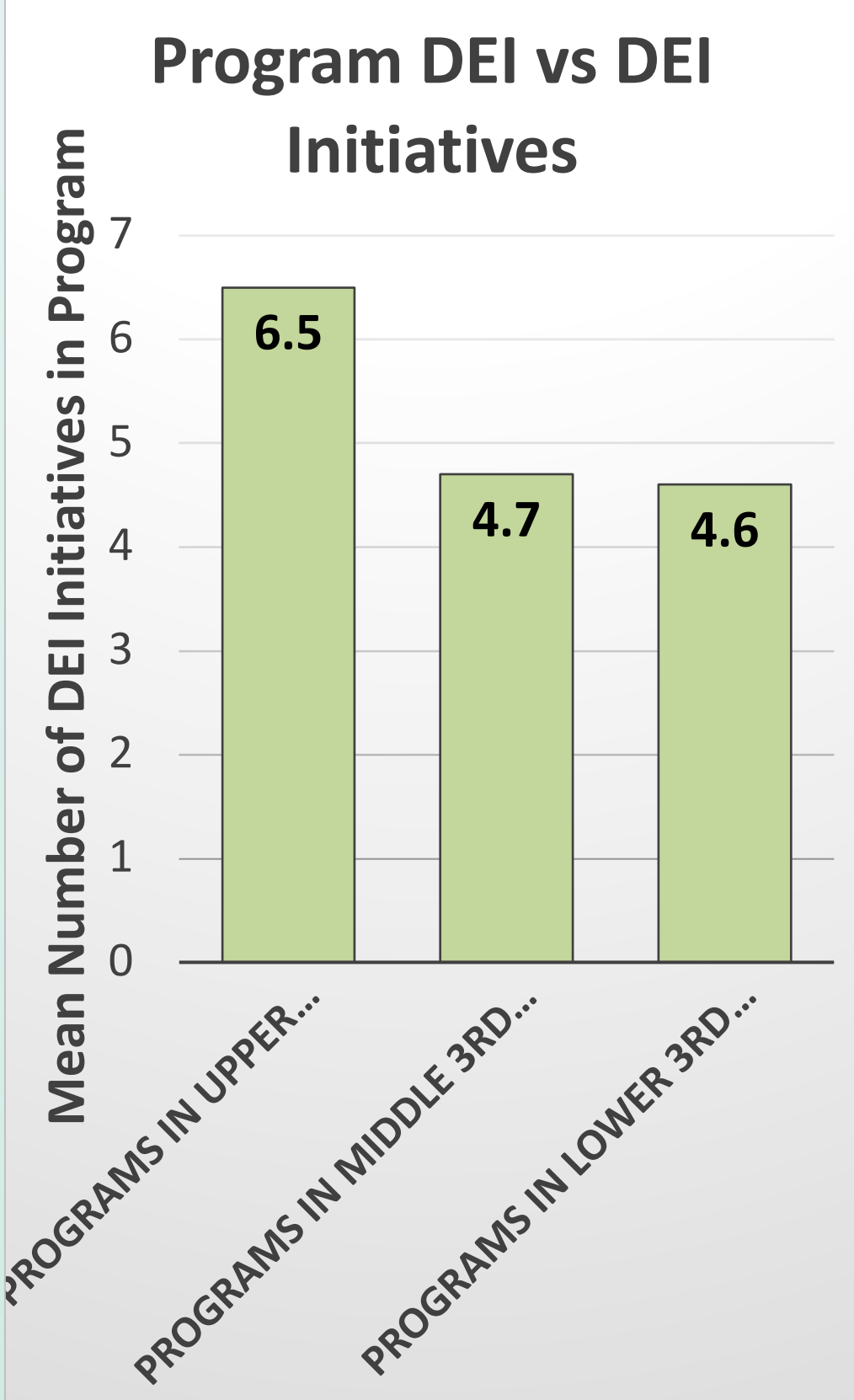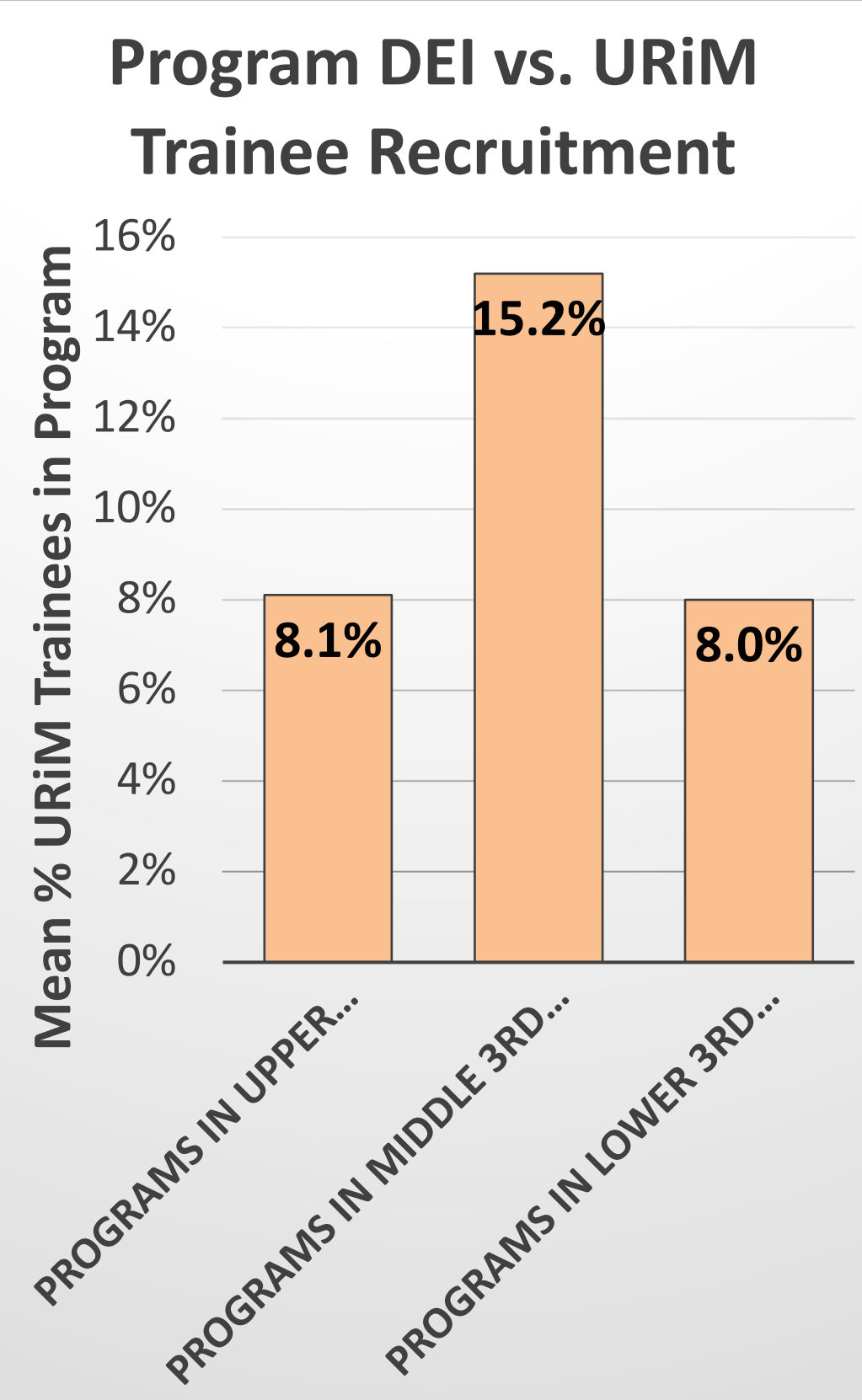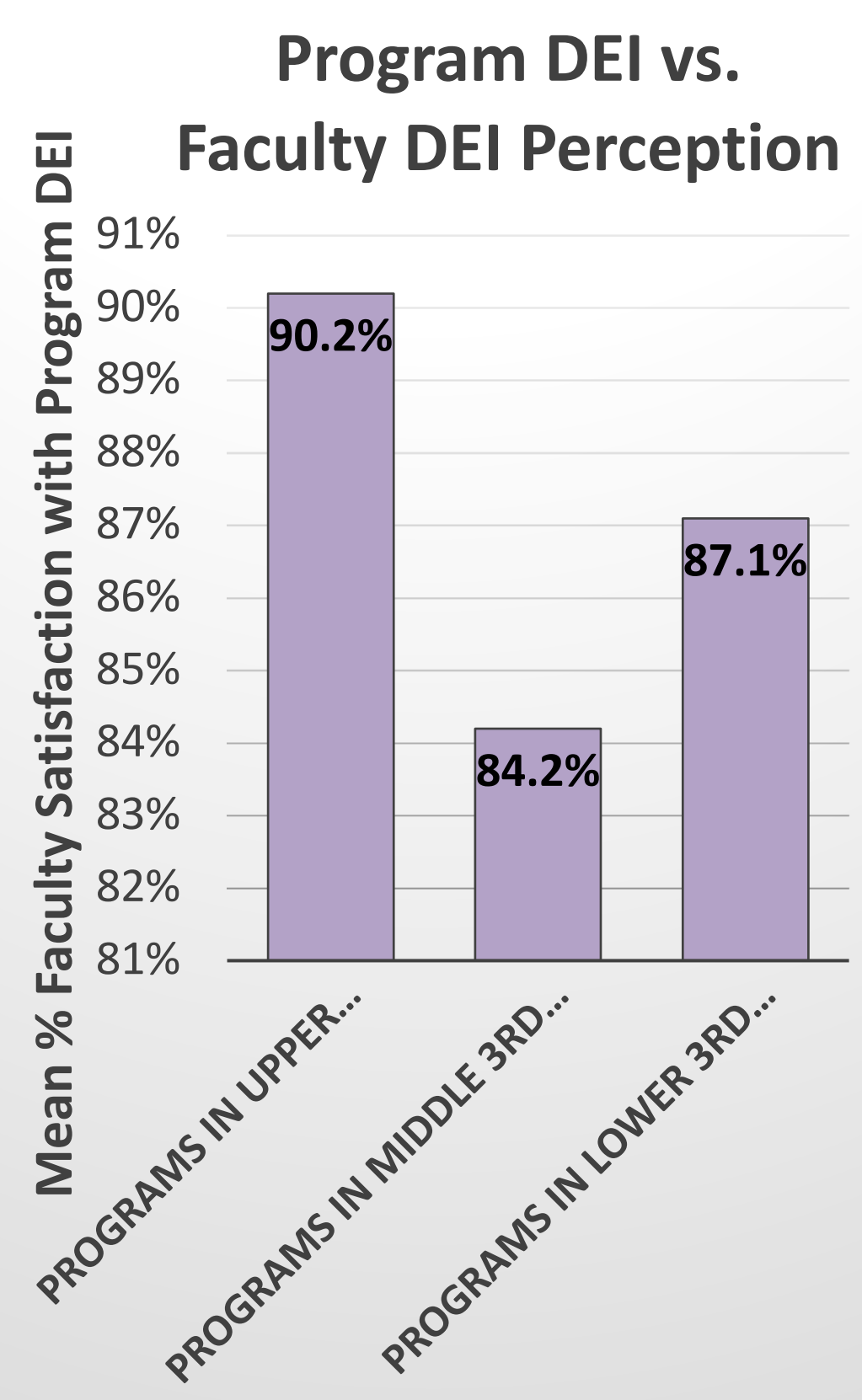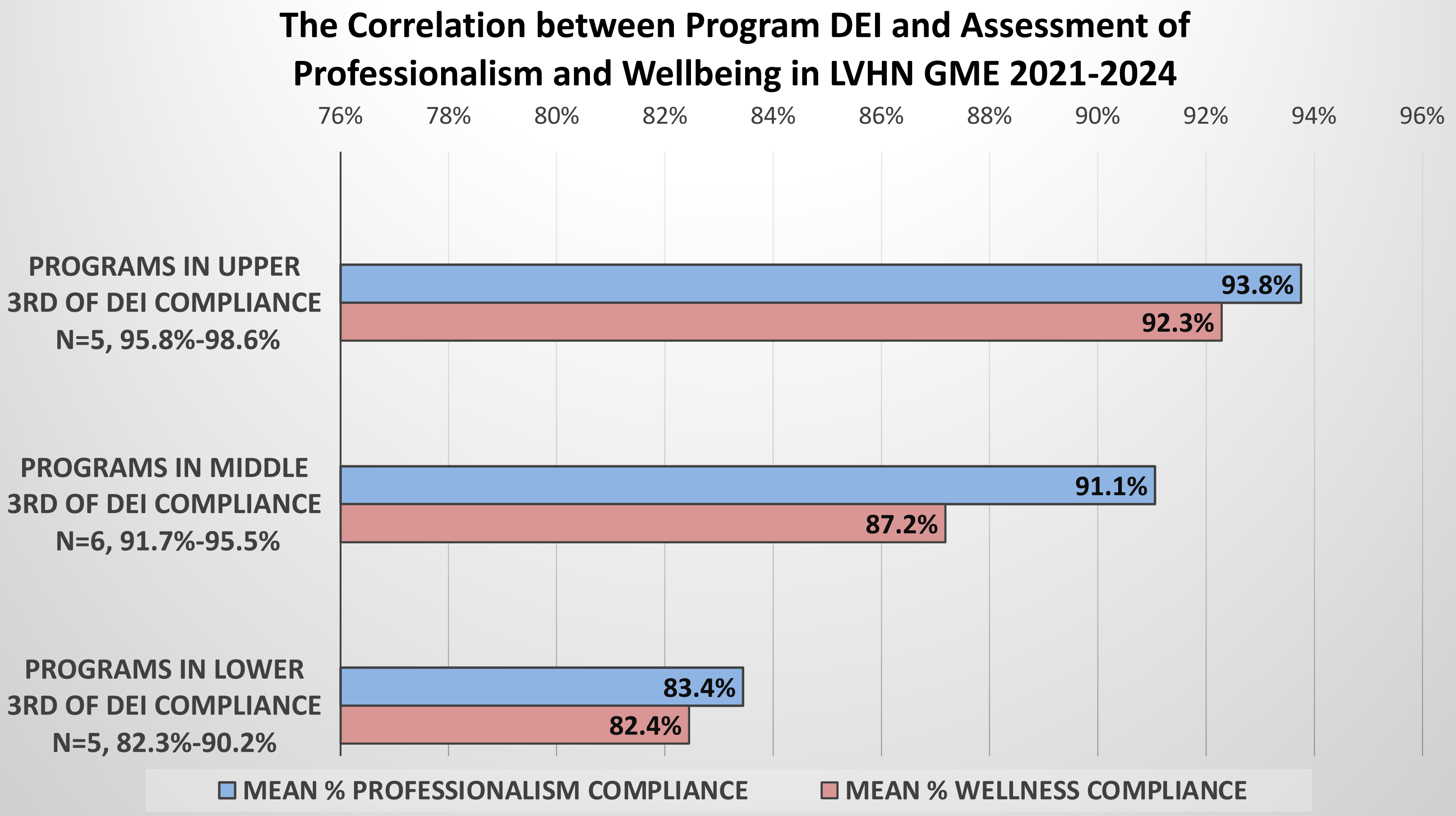- **ANALYZE** — Tiered programs into three groups (high, moderate, low) based on DEI compliance in ACGME surveys. Analyzed data according to Professionalism and Well-being compliance, Faculty perception of DEI, Recruitment of Underrepresented in Medicine (**URiM**) trainees, and DEI initiatives
- **APPLY** — Research findings used to support the hypothesis that DEI influences global GME culture, identify best DEI practices, and improve recruitment strategies and program websites relating to DEI

RESULTS

The Correlation between Program DEI and Assessment of Professionalism and Wellbeing in LVHN GME 2021-2024

PROGRAMS IN UPPER 3RD OF DEI COMPLIANCE N=5, 95.8%-98.6%: MEAN % PROFESSIONALISM COMPLIANCE 93.8%; MEAN % WELLNESS COMPLIANCE 92.3%

PROGRAMS IN MIDDLE 3RD OF DEI COMPLIANCE N=6, 91.7%-95.5%: MEAN % PROFESSIONALISM COMPLIANCE 91.1%; MEAN % WELLNESS COMPLIANCE 87.2%

PROGRAMS IN LOWER 3RD OF DEI COMPLIANCE N=5, 82.3%-90.2%: MEAN % PROFESSIONALISM COMPLIANCE 83.4%; MEAN % WELLNESS COMPLIANCE 82.4%

■ MEAN % PROFESSIONALISM COMPLIANCE ■ MEAN % WELLNESS COMPLIANCE

Program DEI vs. Faculty DEI Perception (Mean % Faculty Satisfaction with Program DEI): PROGRAMS IN UPPER... 90.2%; PROGRAMS IN MIDDLE 3RD... 84.2%; PROGRAMS IN LOWER 3RD... 87.1%

Program DEI vs. URiM Trainee Recruitment (Mean % URIM Trainees in Program): PROGRAMS IN UPPER... 8.1%; PROGRAMS IN MIDDLE 3RD... 15.2%; PROGRAMS IN LOWER 3RD... 8.0%

Program DEI vs DEI Initiatives (Mean Number of DEI Initiatives in Program): PROGRAMS IN UPPER... 6.5; PROGRAMS IN MIDDLE 3RD... 4.7; PROGRAMS IN LOWER 3RD... 4.6

ACGME SURVEY: DEI COMPLIANCE RANKING OF 16 PROGRAMS (2021-2024)				
DEI Category	Question	High DEI compliance	Moderate DEI compliance	Low DEI compliance
Educational Content	Taught about healthcare disparities	90.7%	85.1%	75.8%
Diversity and Inclusion	Preparation for interaction with diverse individuals	99.6%	97.0%	91.1%
Diversity and Inclusion	Program fosters inclusive work environment	100.0%	99.4%	96.3%
Diversity and Inclusion	Engagement in program's diverse resident/fellow recruitment/retainment efforts	97.6%	93.0%	83.5%
	MEAN % DEI COMPLIANCE	**97.0%**	**93.6%**	**86.7%**

CONCLUSIONS

- Program DEI compliance positively correlates with critical aspects of GME culture, e.g., perceived professionalism and wellness
  - Highly-compliant programs show the highest mean %professionalism compliance (93.8%) and mean % wellness compliance (92.3%)
- Program DEI compliance does not correlate with URiM trainee recruitment success or faculty perception of DEI
  - The middle tier displays the highest % URiM trainees (15.2%)
  - Paradoxically, the lowest tier displays a more positive faculty DEI perception (87.1%) than the middle tier (84.2%)
- DEI compliance positively correlates with program DEI initiatives
  - Highly-compliant programs support the most initiatives (6.4)

FUTURE DIRECTIONS

- Continue efforts to support and enhance DEI in GME training programs
  - This requires an institutional and programmatic strategy, investment, and allocation of resources
- It is expected that, by optimizing and improving DEI efforts, key aspects of global GME culture and patient care with a focus on healthcare disparities will be enhanced
- Further explore the ambiguity between programs' diversity, the disparity between trainee and faculty DEI perception, and identification of the most effective program and institutional initiatives
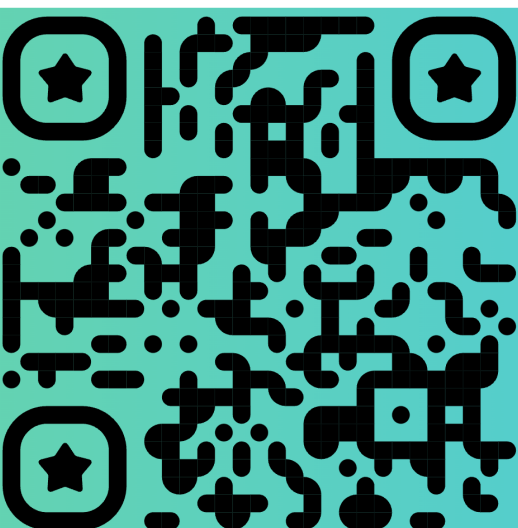
Please scan the QR code to access the distributed REDCap survey

Acknowledgements and References
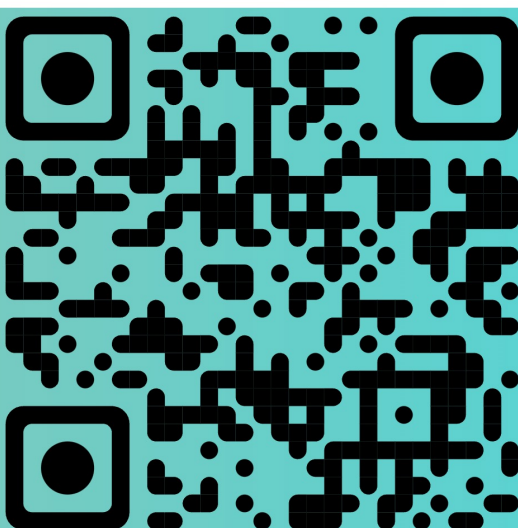
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