How To Recruit An Increasingly Diverse Resident Applicant Pool

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No relevant disclosures

The case for diversity

Workforce

- Fosters cross-cultural relationships
- Improves communication skills
- Improves ability to interact with others
- Brings a sense of safety

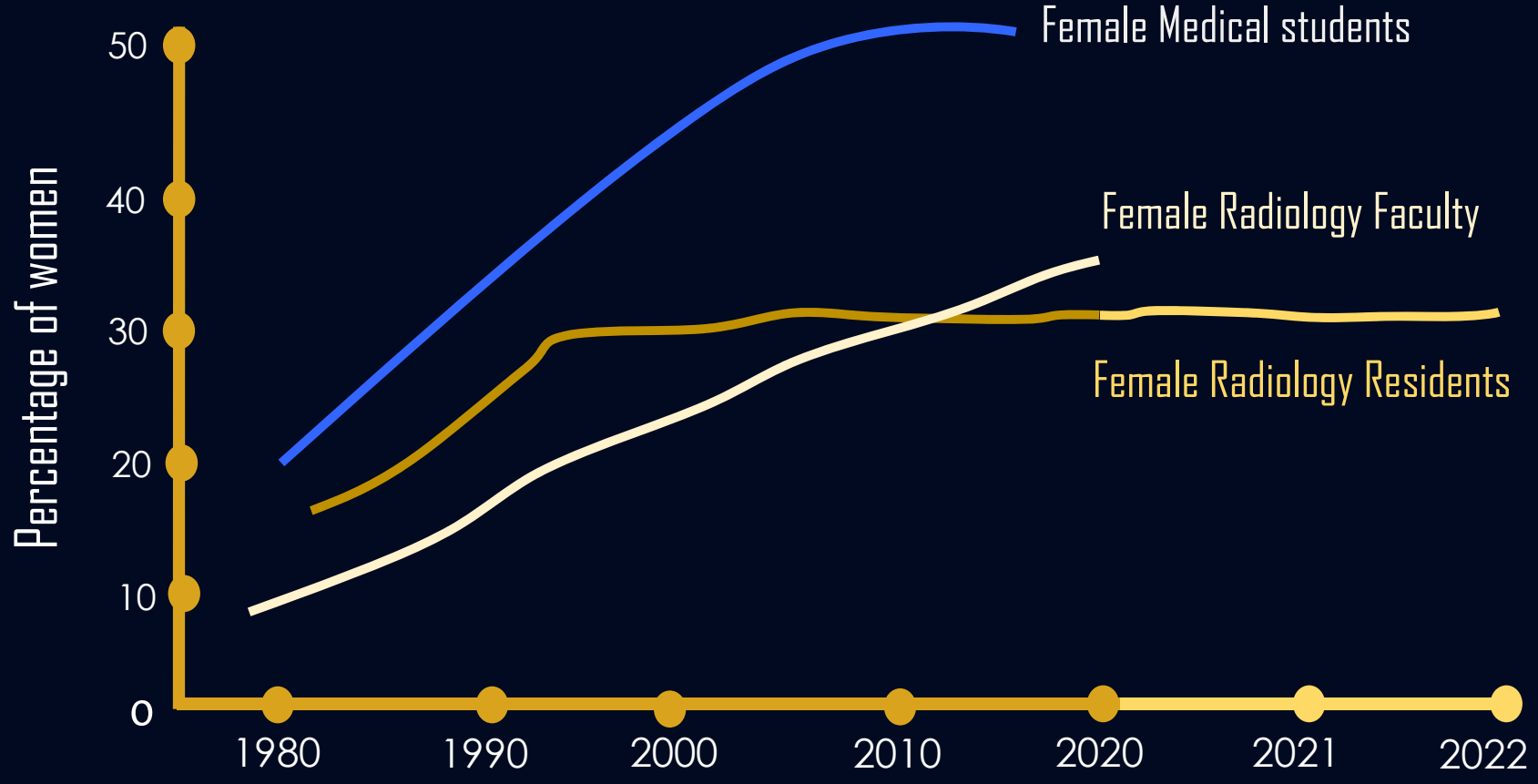
Outcomes

- > Innovative
- > Adaptable
- > Effective
- > Empathy

Patient access

- > Equitable
- Cultural awareness
- > accurate representation of our patients
- < health care disparities

How are we doing in Radiology?

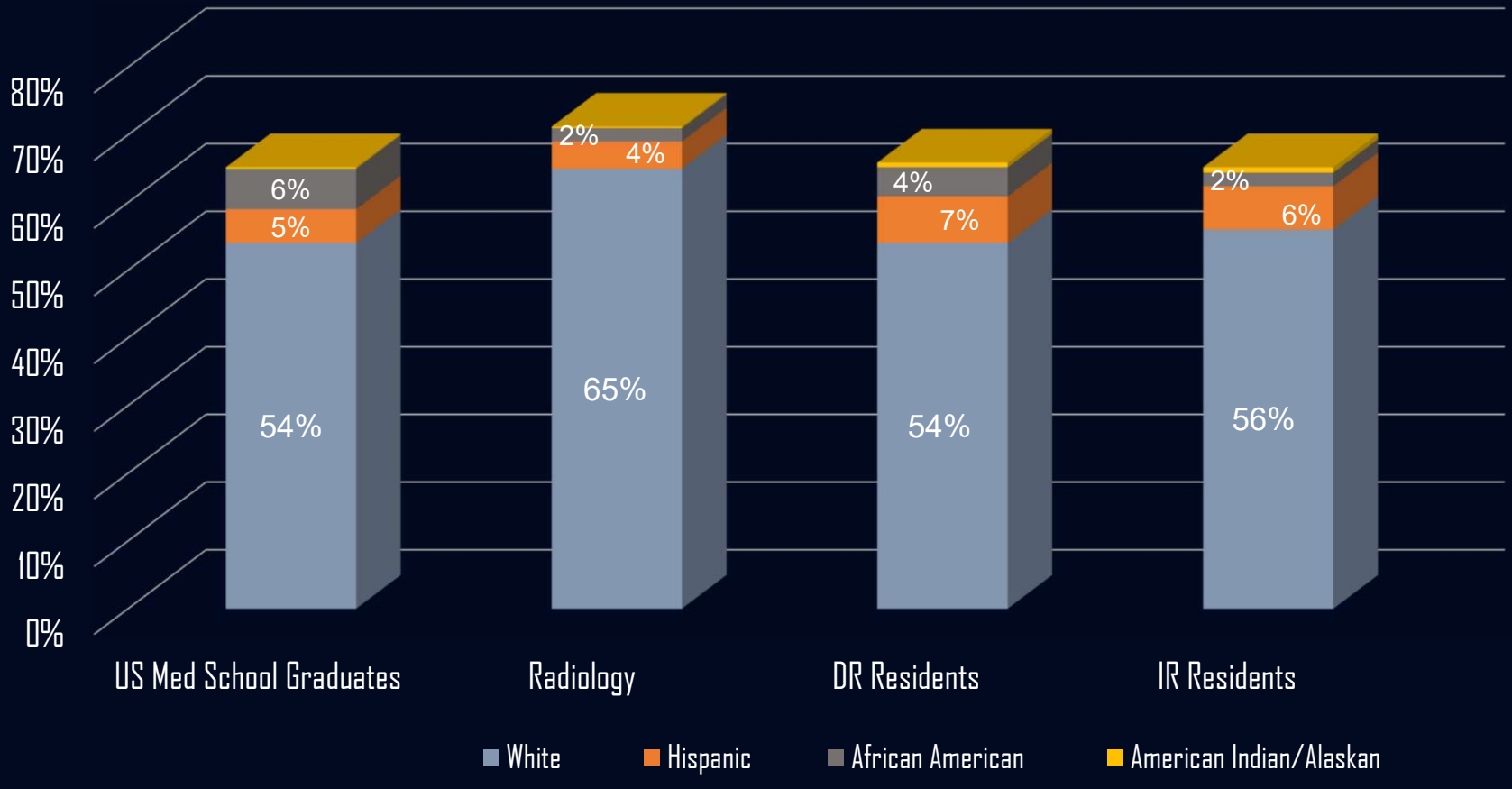


Gender distribution in Diagnostic Radiology over time

Adapted from Piper, C. Et al. Gender Trends in Radiology Authorship: A 35-Year Analysis AJR 2016; 206:3–7

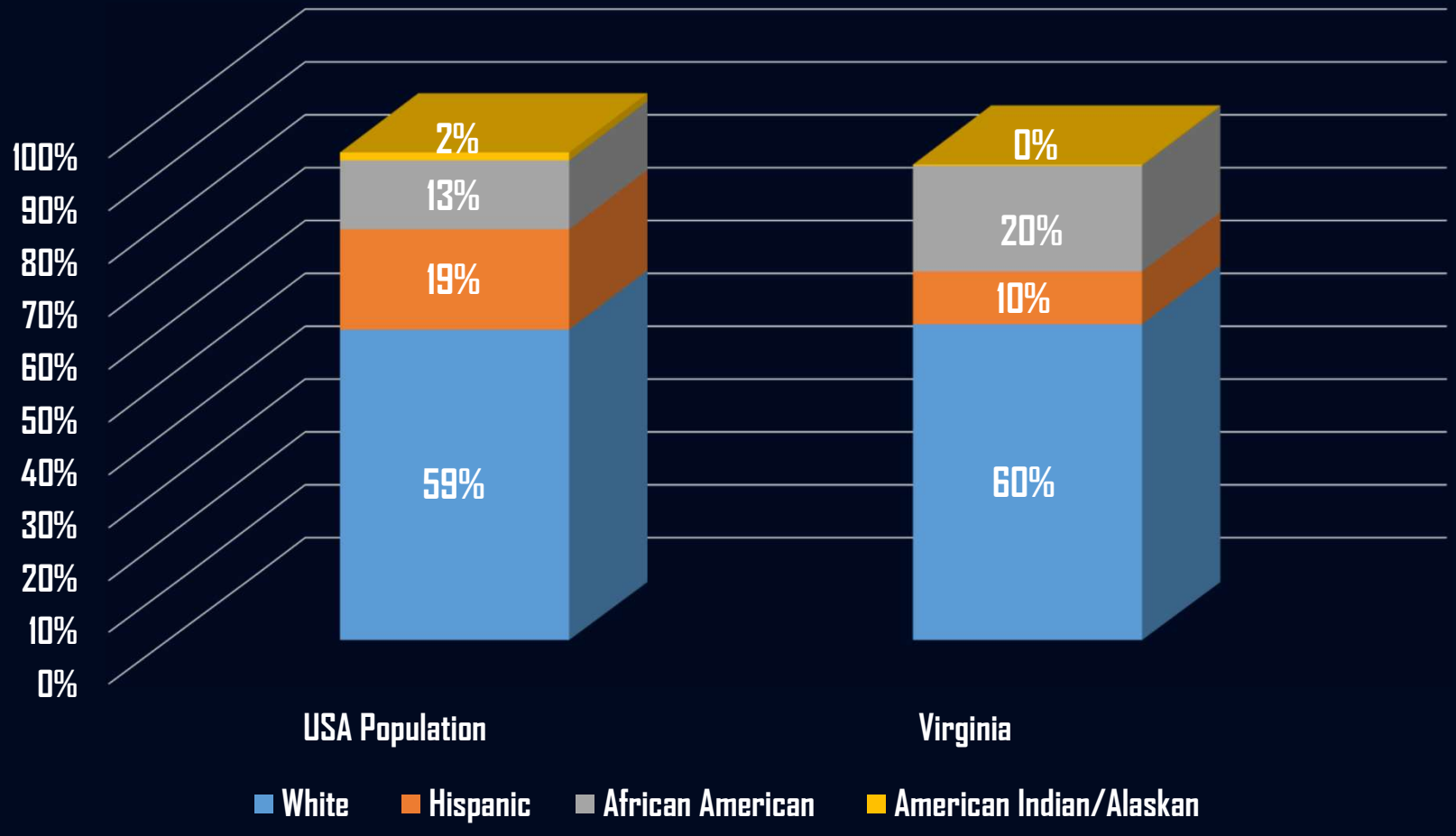
How are we doing in Radiology?

Race & Ethnicity



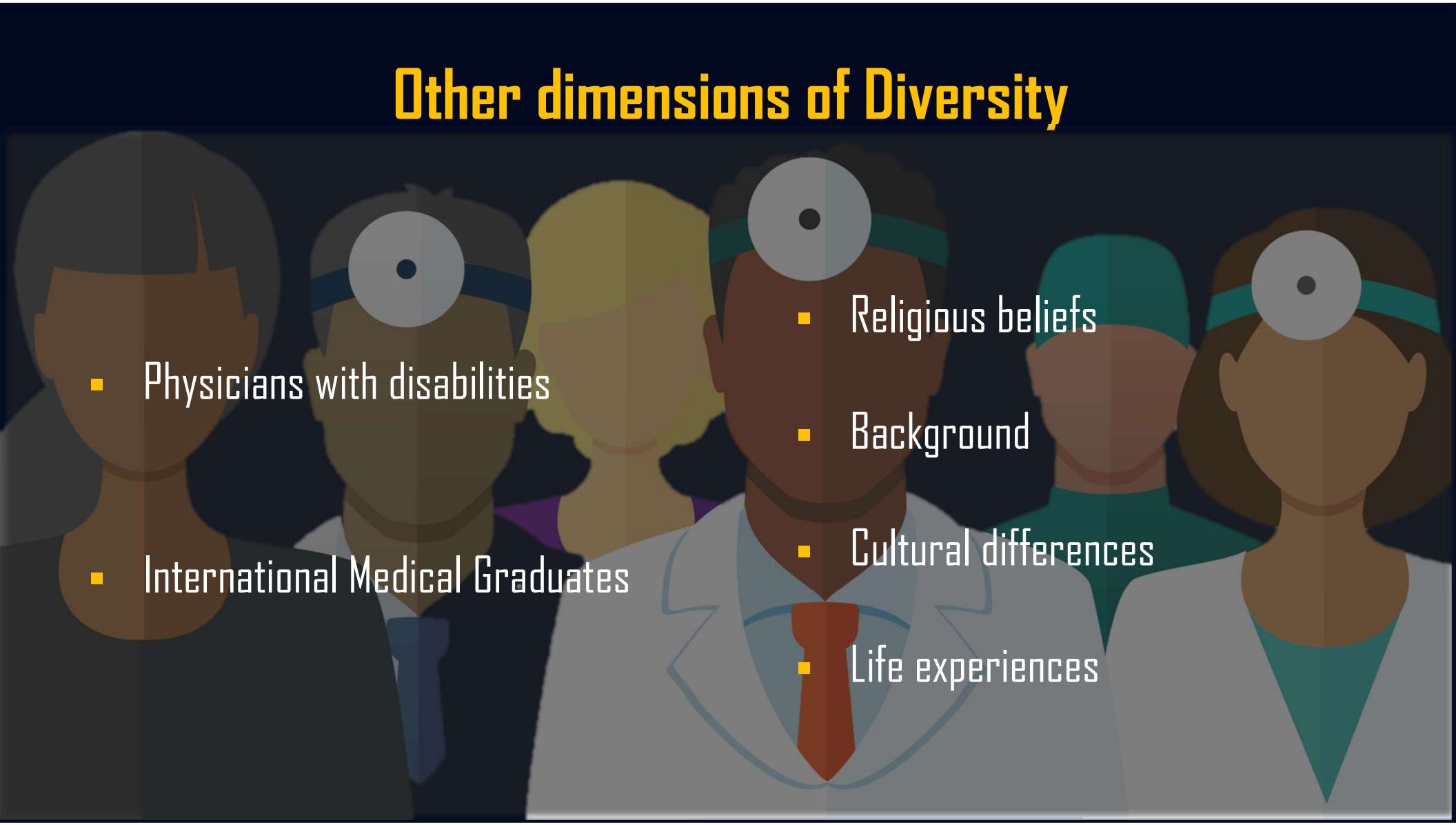
Klontzas, et al. RadioGraphics 2022; 42:E82-E85

USA and Virginia Demographic Distribution



United States Census Bureau. (n.d.). United States Census Bureau. Retrieved August 7, 2022, from https://www.census.gov/

Other dimensions of Diversity



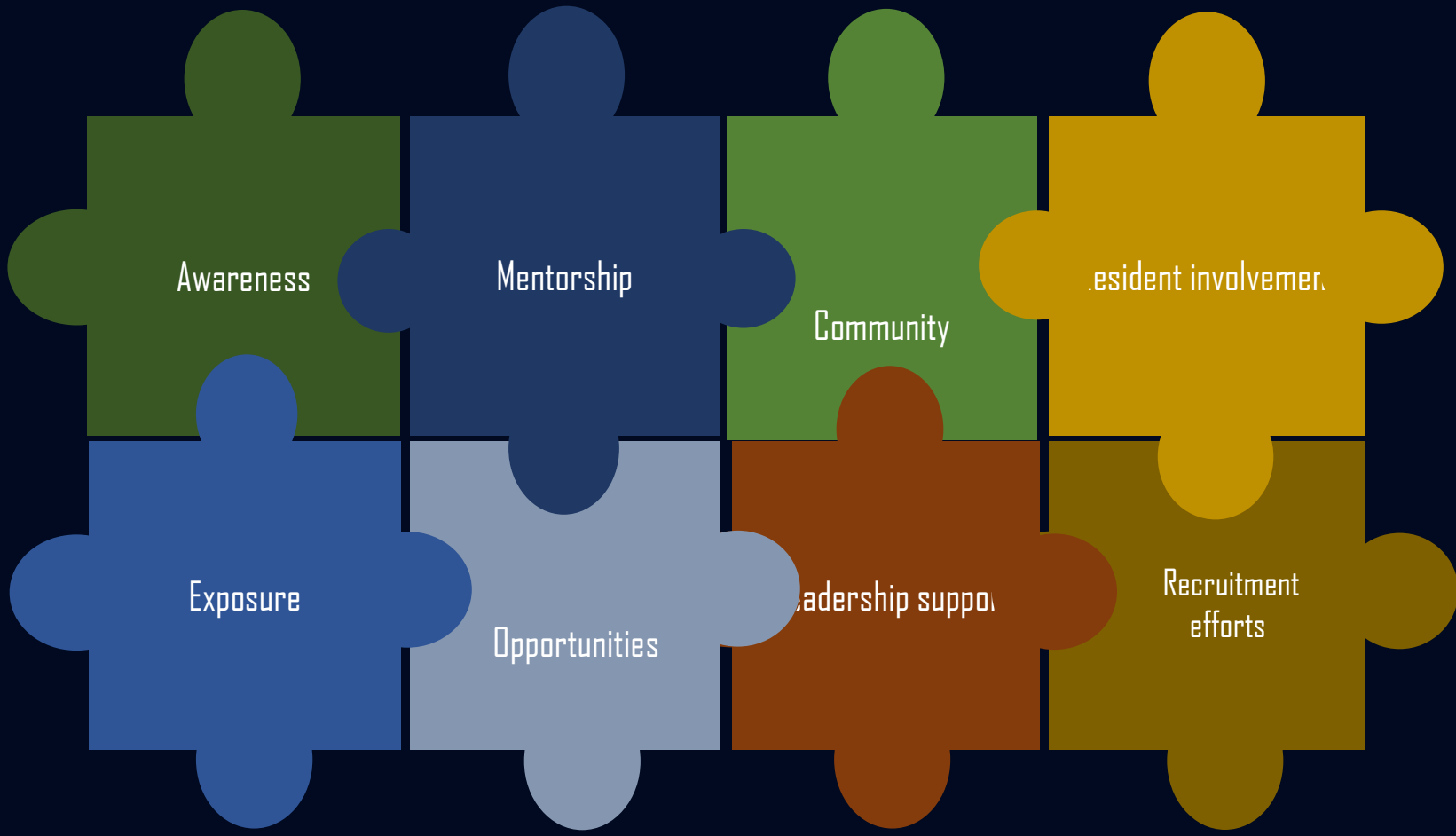
- Physicians with disabilities
- International Medical Graduates
- Religious beliefs
- Background
- Cultural differences
- Life experiences

How do we assess diversity?

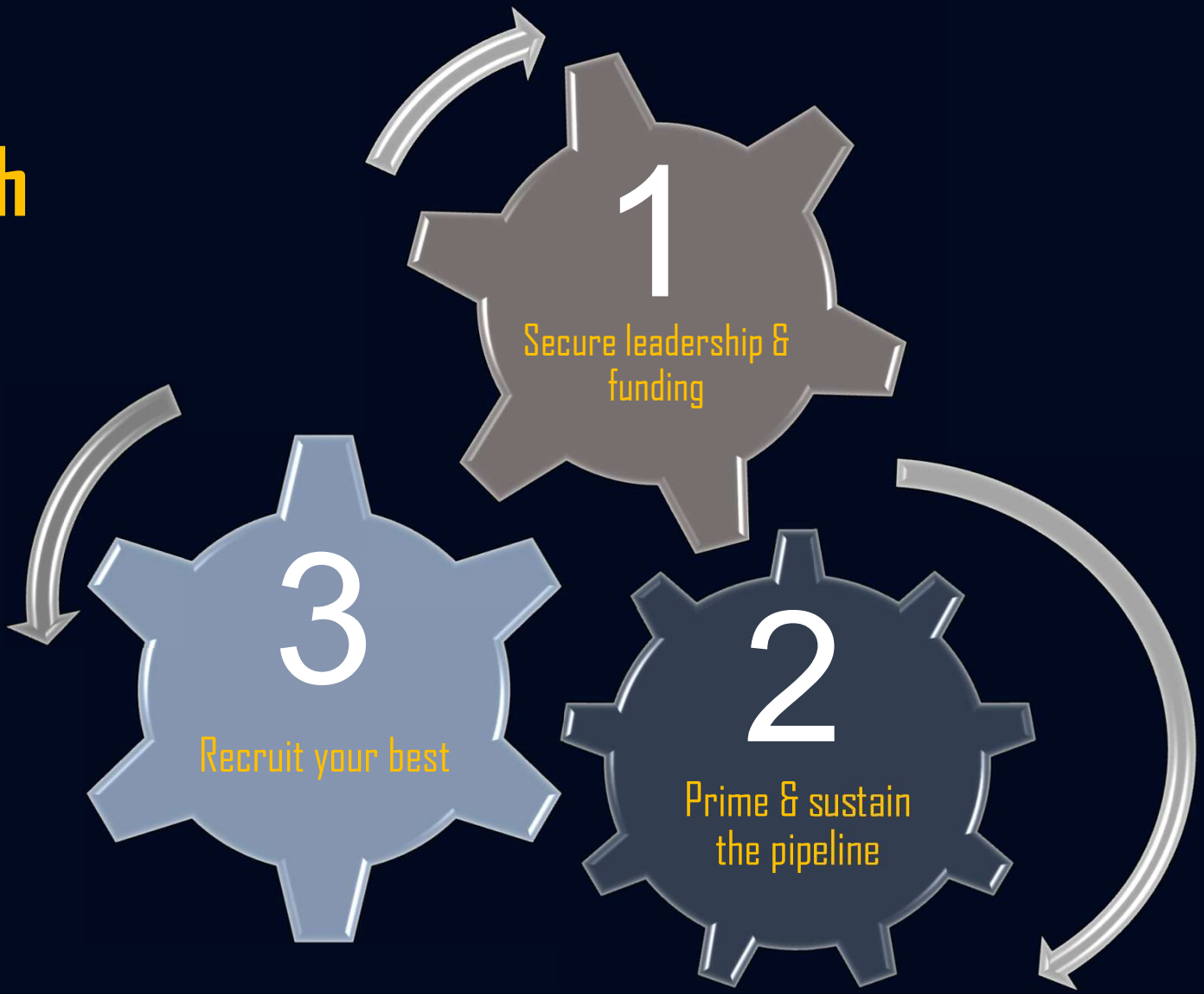
What are those metrics that indicate

success?

Opportunities to improve DEI in Residency programs



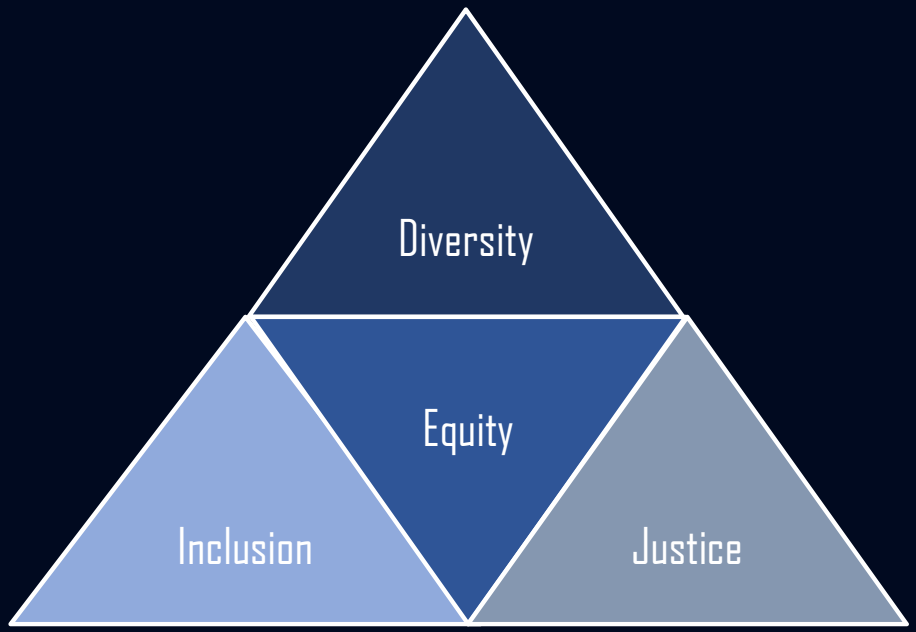
Approach


1
Secure leadership & funding
2
Prime & sustain the pipeline
3
Recruit your best

1

Secure leadership & funding

- Goal: cultural change
- Leadership buy-in and advocacy
- Diversity in leadership



Secure leadership & funding

- Support from Department's Chairman
- Diversity & Inclusion Faculty Director
- JEDI Facilitator
- Endowment fund
- Department of Radiology matching funds

Dr. Eduard de Lange Residency Diversity and Inclusion Fund

Prime & sustain the pipeline

Main limitations for students

- Lack of role models
- Limited exposure to Radiology
- Perceived misconceptions about the field
  - Persistent stereotypes
  - Lack of patient contact
  - Physics content

Grimm, L. MD, et al. Men (and women) in Academic Radiology: How can we reduce the gender discrepancy? AJR 2016; 206:678–680

Priming & Sustaining the Pipeline

MEDICINE

Representation in National meetings & residency fairs

SNMA

HUMC Fair

AUR

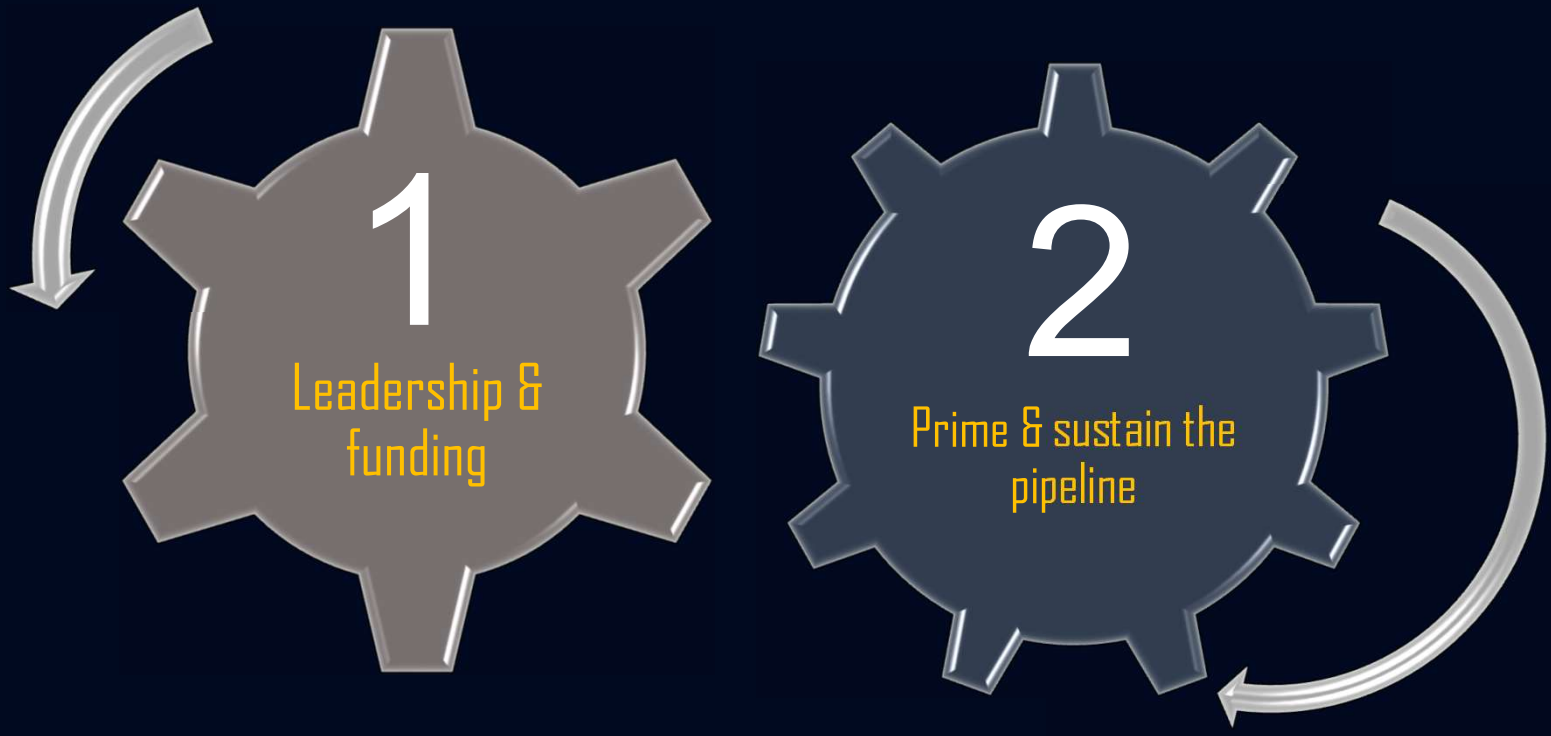
Medical Student Scholarship

Support research initiatives in health care disparities

Near-Peer Women Mentorship program

Collaboration with GME & SOM in DEI initiatives for students

Approach



Recruit your best

Attract

Retain

Advance

Recruit your best

Main recruitment challenges

- Unconscious bias
- Volume of applicants
- Applicant screening metrics
- Departmental awareness of demographic composition

Recruiting our best

Unconscious bias training

- Residency recruitment team
- Radiology Faculty

DEI Leadership SOM
GME office

Evidence of commitment to DEI

Program self-assessment

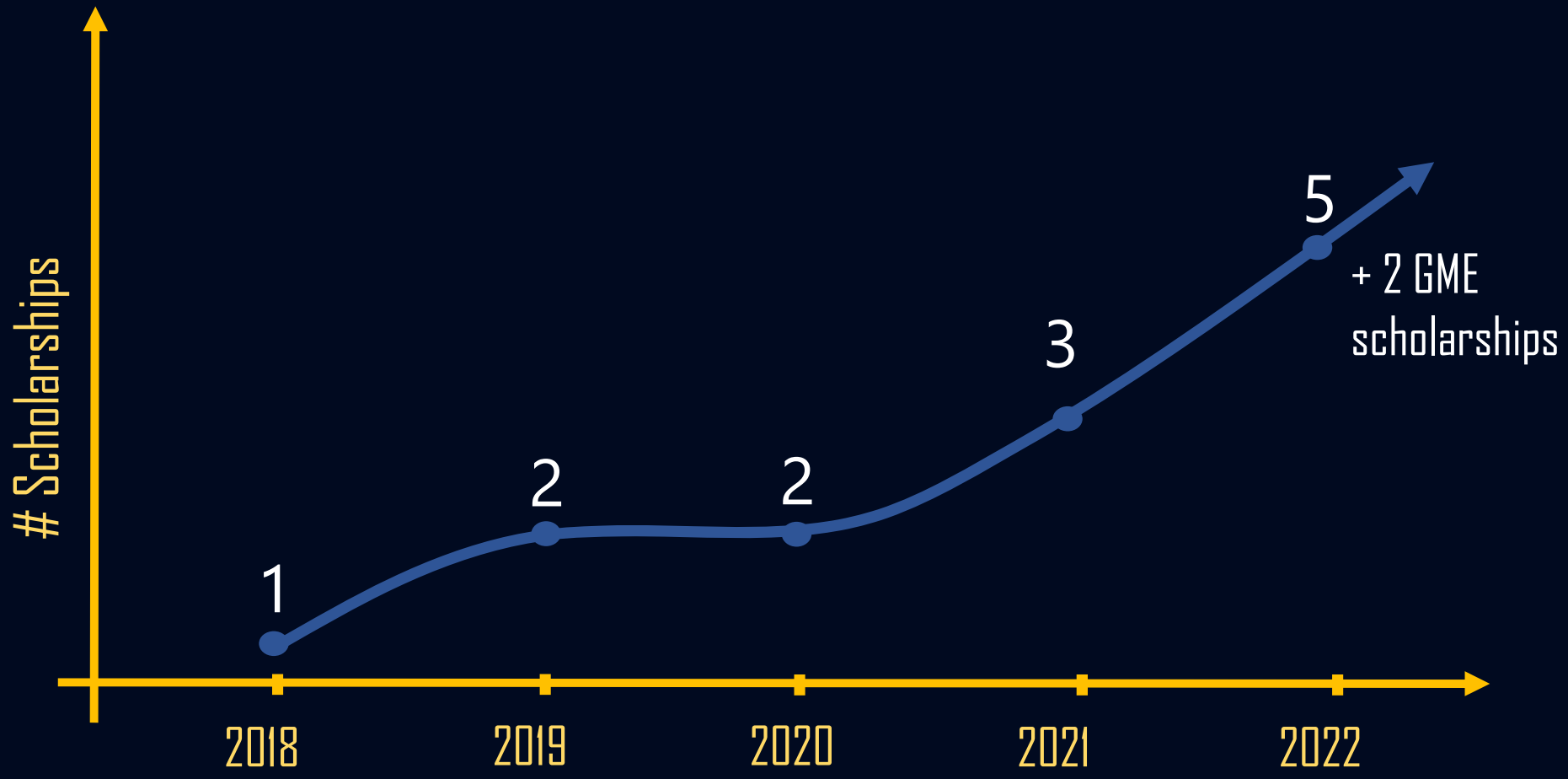
- AAMC self-review tool
- Evaluate and define recruitment goals
- Assessment of program needs
- Team agreement to goals for recruitment

Holistic review of applications

- Balanced consideration of the applicant
- Blind review of applicant photos
- Diverse selection committee & interview panel
- Identify other predictors of success

What is the outcome?

D&I Medical Student Scholarship Program



Match Day 2022

UVA Health

UVA Radiology & Medical Imaging

Eric Formke
UNC at Chapel Hill

Julia Kariher
UVA

Kaelin Cockrell
Northeast Ohio

Vastal Lal
VCU

Sheridan Reed - IR
Michigan State University

Joshua Ravicz
UVA

Jenna Pollock
Tufts University

Nabeel Mirza
University of FL

Hannah Clode
University of Miami

Christina Dalzell - IR
UVA

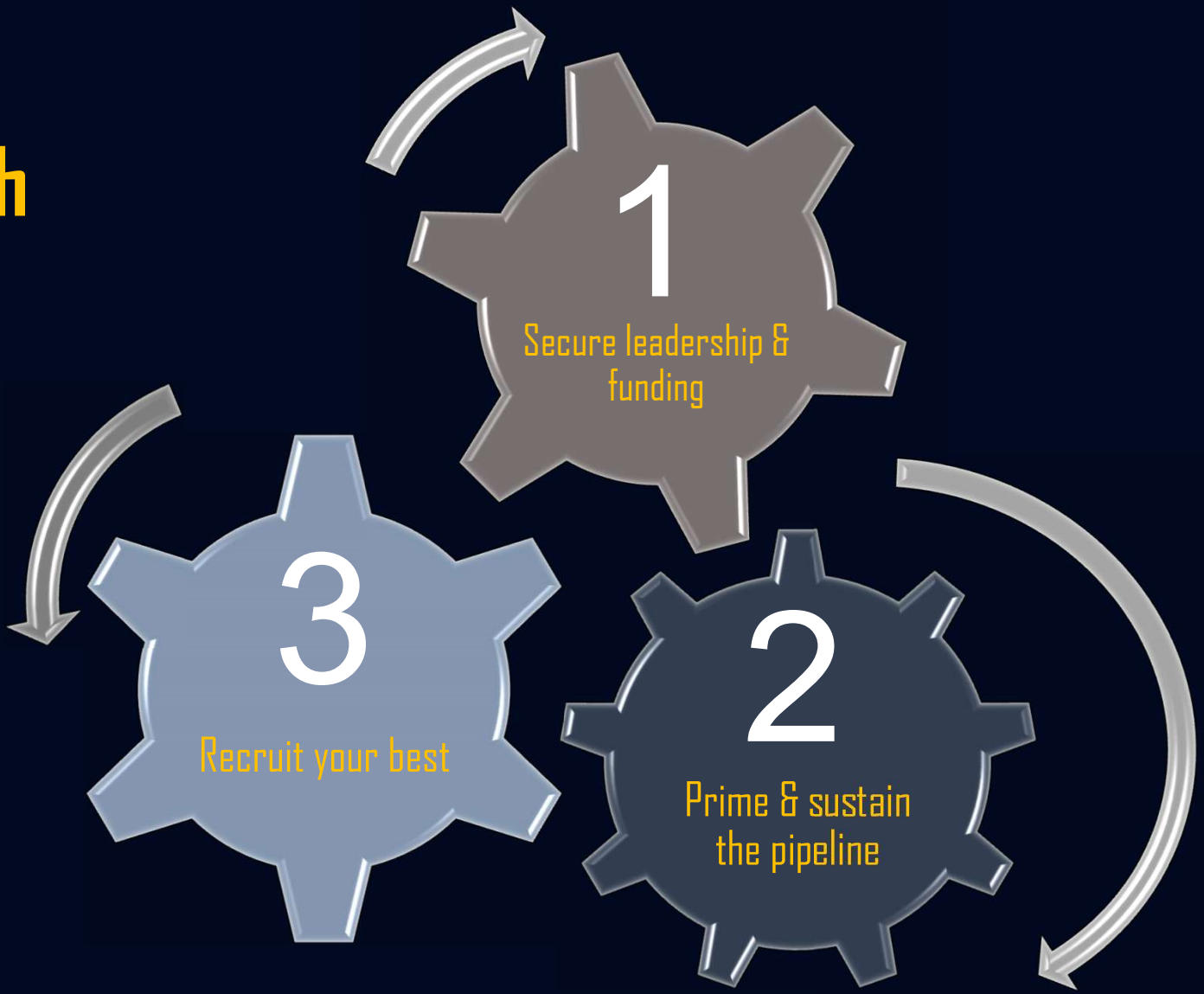
LADYOLOGIST DAY

UVA Radiology
& Medical Imaging
Diagnostic & Interventional
Radiology Residency Programs

Take-Home points

- ✓ Disparity in medicine and, specifically in Radiology, is still tangible
- ✓ Sustained, planned and thoughtful efforts towards change are required
- ✓ Improvement requires proactivity at identifying and eliminating barriers
- ✓ Focusing on the pipeline is key to successful and sustainable efforts and results

Approach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Thank you

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