Strategies for Increasing Diversity and Inclusion in Emergency Medicine

Finding Solutions to Recruitment and Retention Through Synergistic Models
Objectives

Describe

• Describe the current state of gender and racial diversity in emergency medicine across stages of EM.

Describe

• Describe data on the proportion of physicians who identify as LGBTQI, across stages of EM.

Describe

• Describe the link between a lack of diversity in the physician workforce and negative impacts on patient care.

Identify

• Identify 3 examples of best practices/solutions to increasing gender and racial diversity in EM.
Significance

Patient Ethnicity Affects Triage Assessments and Patient Prioritization in U.S. Department of Veterans Affairs Emergency Departments

Jacob M. Vigil, PhD, Patrick Coulombe, MS, Joe Alcock, MD, Eric Kruger, DPT, Sarah S. Stith, PhD, Chance Strenth, MS, Mark Parshall, PhD, and Sara B. Cichowski, MD

Relationship of Physician-identified Patient Race and Ethnicity to Use of Computed Tomography in Pediatric Blunt Torso Trauma

JoAnne E. Natale, MD, PhD, Jill G. Joseph, MD, PhD, Alexander J. Rogers, MD, Michael Tumik, MD, David Monroe, MD, Benjamin Kerrey, MD, MS, Bema K. Bonsu, MD, Lawrence J. Cook, MStat, PhD, Kent Page, MStat, Kathleen Adelgais, MD, MPH, Kimberly Quayle, MD, Nathan Kuppermann, MD, MPH, and James F. Holmes, MD, MPH

Race/Ethnicity and Health Care Communication

Does Patient-Provider Concordance Matter?

Casey F. Sweeney, PhD,* Darren Zinner, PhD,† George Rust, MD, MPH,‡ and George E. Fryer, PhD§

Race/Ethnicity and Sex Both Affect Opioid Administration in the Emergency Room

Julia M. Rosenbloom, MD,* Sara M. Burns, MS,* Eugene Kim, MD,† David A. August, MD, PhD,* Vilma E. Ortiz, MD,* and Timothy T. Houle, PhD*
US Population: Race/Ethnicity
Trainees

- Gender (37% / 50%)
- Race (9% / 32%)
- LGBTQI (? / 3.8%)
Early Career

- Gender (30%/ 50%)
- Race (8.2%/ 32%)
- LGBTQI (?/3.8%)
Mid-Late Career

- Gender (30.1/ 50%)
- Race (1.7%/ 32%)
- LGBTQI (?/3.8%)
Best Practices

- Trainees
  - Gender
  - Race
  - LGBTQ
- Early Career
  - Gender
  - Race
  - LGBTQ
- Mid-Late Career
  - Gender
  - Race
  - LGBTQ
Best Practices

- Enhanced Recruitment
  - Advising/Mentorship/Sponsorship
  - “Diversity champion”
- Community and Culture
  - Safe spaces
  - Social and Professional
  - Organizational Accountability
    - Eg. Diversity and Inclusion Action Plan
    - Transparent salary practices
- Promotion and advancement
  - Fostering leadership
  - Training the mentor