

Abstract: 2020 Diversity, Equity and Inclusion Showcase

Department of Ob/Gyn Diversity, Inclusion and Equity Council

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The Baylor College of Medicine Obstetrics and Gynecology Department Diversity, Inclusion and Equity Council aims to provide the highest possible care for all women by acknowledging and addressing contributors to health disparities within our own medical and training communities. We aim to cultivate diversity, promote culturally responsive medicine, establish inclusion efforts, and to increase equity-mindedness within our community. This department wide organization was created this summer by residents and faculty to design obstetrics and gynecology specific programming to organize efforts around this cause. Our goal for our first year is to focus on 'cultivating diversity'. The ACGME defines the terminology 'underrepresented in medicine' (URiM) as those individuals who are from populations who comprise a significantly smaller portion of the physician workforce relative to their representation in the United States. These populations include individuals who are Black/African American, Latinx, and Native Americans (American Indians, Alaska Natives, and Native Hawaiians). Statements from Baylor College of Medicine, ACOG, ACGME and AAMC have charged training programs with the responsibility of cultivating diversity among trainees. Our focus for this academic year is to respond to these calls to action and consciously cultivate diversity in our recruitment of incoming residents. Our approach is two pronged: both improving our internal climate and increasing numbers of URiM applicants through recruitment programming. We have launched the Diversity Engagement Survey, (a validated tool to assess institutional climate) to identify and address specific areas of growth in our department and are re-vamping our virtual interview season to consciously engage URiM applicants.