

Abstract: 2020 Diversity, Equity and Inclusion Showcase

Social Equity in Surgery and Surgical Specialties

Speakers: Michele Loor & Jennifer Taylor

The Michael E. DeBakey Department of Surgery and the Scott Department of Urology at BCM are committed to promoting equity and addressing disparities, in both clinical practice and professional growth. Diversity is apparent in their resident classes and faculty composition, but both departments continually seek strategies to improve their bias awareness and strengthen their commitments. Over the last few years, the departments have jointly participated in a number of events that have focused on social equity, including: 1.) Monthly meetings of the BCM Association of Women Surgeons chapter with robust attendance by trainees and faculty from many surgical specialties, 2.) Grand Rounds on Gender Bias in Surgery by a Urology Fellowship Director, co-sponsored by both departments 3.) Presentations by visiting surgeon Dr. Caprice Greenberg on gender disparities. The Urology department participated in a Journal club in 2020 with articles specifically on gender bias. In response to national events, the Department of Surgery created a virtual Grand Rounds event to bring awareness to racial violence and systemic racism, as demonstrated in a very personal story from a faculty member and his family. In 2019, the Department of Surgery initiated a Social Equity Committee to address perceptions of biases and enhance a culture and climate of social equity. The committee is now in the process of collecting data on bias through a faculty survey. The collaboration between the surgical departments illustrates the value of inclusion and diversity, and both departments strive to lead by example on these issues.