

**Project Title:**

Expanding Footprint of Diversity and Inclusion and Exploring Impact of Such Initiatives on Choice of Career Path

**Name and Institution:**

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**Mentors:**

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**Topic Category:**

Education

**Significance of Project:**

Diversity and inclusion are new ACGME common program requirements in effect as of July 1, 2019. There is an unmet need and a viable opportunity to include and engage Hahnemann University Hospital (HUH) graduate medical education (GME) as an equal and important stakeholder in this initiative.

Medical education is designed on the foundation of evidence-based medicine. Medical institutions have performed very well in measuring diversity by analyzing the composition of gender, racial, ethnic, and underrepresented minorities. But data measuring outcomes and impact of diversity is relatively less robust.

**Purpose:**

Bolstering the base for diversity and inclusion efforts at Drexel University College of Medicine (DUCOM) by:

- 1/ Expanding its footprint to include residents and fellows within GME at HUH.
- 2/ Improve evidence base by evaluating the impact of diversity on career path choices of medical students and GME trainees.

**Method:**

A blue print for GME Resident and Fellow Led Diversity and Inclusion Committee was created. If we want the next generation of physicians to be at the forefront of embracing and promoting diversity and inclusiveness as core values, then we ought to provide them a viable leadership opportunity in this context during their training years. Buy in from key stakeholders was established. It was decided to initially place and launch this committee under GME Wellness Committee. Once this committee would take momentum it will become a stand-alone committee.

Through a pilot feasibility study, a self-rated instrument named Diversity and Career Path Questionnaire is under development. Subject population will be medical students, residents, and fellows. Its aim will be to explore the link between diversity and choice of career path.

**Outcome:**

1/ Our institution will be the first in the city of Philadelphia to have a GME Resident and Fellow Led Diversity and Inclusion Committee. It will formalize diversity as a core value within HUH GME impacting recruitment, retention, education/training, networking, mentorship, personal/professional development, and community outreach.

2/ Diversity and Career Path Questionnaire will be given to collect cross sectional data on medical students, residents, and fellows at the time of matriculation and graduation.

**Impact:**

Diversity is one of the core values of our GME and this newly formed GME Resident and Fellow Led Diversity and Inclusion Committee will be one of the mechanisms to reinforce this mission. It will develop policies and procedures in compliance with new Accreditation Council for Graduate Medical Education (ACGME) accreditation standard. It will measure composition of diversity among residents and fellows. It will compile and showcase list of diversity resources already available at DUCOM, DU, and HUH which are most relevant to residents and fellows. It will also undertake needs assessment in this regard.

Physician workforce shortage in primary care specialties and underserved areas is on the national spotlight. Diversity has been proposed as one of the vehicles to address this issue. Diversity and Career Path Questionnaire will attempt to evaluate this correlation. It may have implications for future diversity initiatives.