Background
- The Indianapolis regional population is 17% Black/AA and 7% Hisp/Latinx, while the IUHP workforce is 2.9% Black/AA and 2% Hisp/Latinx
- Overall, only 12% of graduating Underrepresented in Medicine (URiM) residents stay in IN and work at IU Health:
  - 37% URiM stay in Indiana
  - IUH only retained 1 out of 3 who stay in-state
- Challenges - not every specialty is hiring, local competition, lack of protected academic time
- In 2020 we developed iDREAM to identify URiM residents early and incentivize employment

Program Objective
To enhance representational diversity among the physician workforce to better reflect the diversity of the populations we teach and serve by identifying and retaining residents from backgrounds URiM as attending physicians.

iDREAM Program Design
Resident Scholars
Residents
- Complete a mentored research project spanning multiple disciplines
- Receive $2500 for research expenses
- Attend career development activities
- Funded by IUSM Office of Diversity Affairs

Early Incentive Plan
Residents or Fellows
- 2-years of monthly stipends totaling $48,000 to $60,000 during residency
- Early signing opportunities in their designated specialty
- Employment commitment = duration of EIP stipend
- Funded by IU Health System

PLUS
Attendings
- 10% protected time funded by Department or Medical Group
- Academic Track for scholarship & leadership development
- Community Track for leadership development & health systems mentorship
- Funded by Department/Practice

Outcomes
The iDREAM program was launched within one year. We successfully recruited our first iDREAM EIP participant to a tenure-track faculty position at IUSM. Additionally, the first round of Resident Research Scholars applications opened June 30th with great interest.

Summary
The iDREAM program serves as a leadership pipeline for building more diverse academic and clinical leadership teams in IUSM and IU Health regional medical groups across the state of Indiana.

Next Steps
Our next steps will be to finalize the PLUS Community Track development program. We are finalizing metrics re: resident retention and the impact of iDream’s programs on faculty training, retention, promotion, and satisfaction.