

I CAN SEE MYSELF THERE: MESSAGES OF INCLUSION ON ID FELLOWSHIP PROGRAM WEBSITES

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- Recruitment and retention of a diverse ID workforce is urgent.
- Women and underrepresented in medicine (URM) applicants to graduate medical education (GME) programs prioritize faculty and trainee diversity and climate for diversity in their selection process.
- Virtual recruitment has elevated fellowships' online presence in applicant decision making.

Figure 1. DEI elements of interest

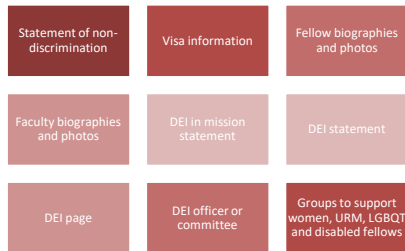
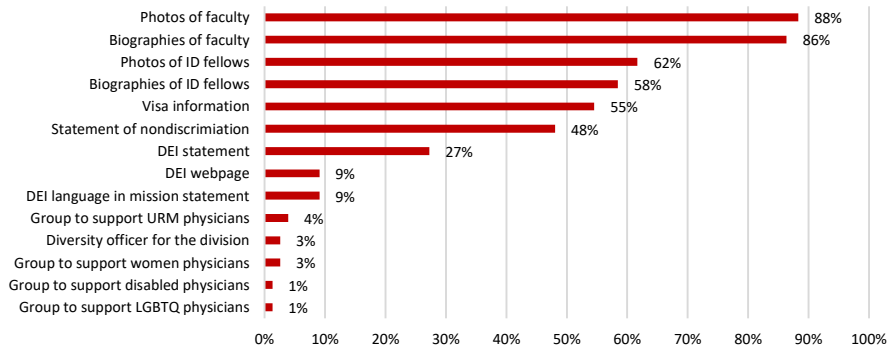


Table 1. Measures of central tendency of DEI elements on program website and frequency of DEI elements among programs

Mean elements on program websites \pm SD	4.54 (2.1)
Median elements on program websites	4.0
Mode elements on program websites	4.0
# of program websites containing...	
14 (all)	0 (0)
11-13	2
7-10	21
3-6	113
1-2	10
0	8

Figure 2. Percentage of fellowship websites reflecting each DEI element of interest.



- Programs websites averaged fewer than 5 DEI elements
- The most common DEI elements were faculty and fellow photos and biographies and Visa information
- The least common elements were detailing support services for women, URM, LGBTQ and disabled physicians and division diversity officer

METHODS

- Websites for ID fellowships that participated in 2022 match (N=154) were reviewed March-April 2022.
- Division websites were reviewed for supplemental information.
- We examined websites for 14 DEI elements (Figure 1)

Virtual recruitment has elevated the importance of program websites. ID fellowships should highlight their commitment to diversity on their websites to help recruit talented fellows from diverse backgrounds.

