

DEI Update

Underrepresentation of minorities in healthcare, specifically surgery, is multifactorial and improving diversity will ultimately help mitigate healthcare disparities. Huge initiative in diversity, equity, inclusion and cultural competence in our specialty.

Standardization of DEI in high stakes examinations, like the qualifying and certifying examinations, is important. This was discussed briefly at the last ABCRS meeting and Ann Lowry was integral in getting the ball rolling. She reached out to several parties (DEI/question writing associations, ABMS and ABS) and found that several boards were discussing the issue but had not made any cemented decisions. The Physician Assistants Education Association did work on culture humility and question writing. The goal is to invite a representative from this group to the upcoming Question Writing Session at ASCRS in Seattle (June 2023). Their initial recommendations included:

1. Any race or ethnicity descriptor be placed in the social history
2. Terms like obese and elderly, which may trigger an implicit bias, be replaced with BMI or age
3. Eliminating a listing of chronic diseases as descriptors (e.g., Woman with Crohn's disease) instead placing it into the PMH (e.g., Crohn's disease in the PMH)
4. Terminology
 - a. Black
 - b. Sexual and Gender Minorities (SGM), MSM or WSW
 - c. Hispanic (male or female), Hispanics -- a group, Latina – woman, Latinas – women, Latino-man, Latinos – men or a group (men and women), Afro-Latino -- an individual with African and Latino heritage
 - d. Using an individual with X heritage
 - e. X identifies as Y versus transgender male or transgender female
 - f. Asian

Conference call with Ann and Shane to discuss the DEI initiative took place on June 15, 2022.

Ongoing DEI items:

1. Incorporation of “standardized” DEI terms into board examinations
2. Diversity amongst the ABCRS
3. Diversity amongst the oral board examiners
4. Process of the in person oral examinations going forward