

Nerone KO Douglas, MSc; Elizabeth Moroni, MD, MPH; Carolyn De La Cruz, MD; Francesco Egro, MD
 Department of Plastic Surgery, University of Pittsburgh Medical Center, Pittsburgh, PA

Background

- Plastic Surgery is one of the top 3 LEAST diverse when it comes to trainees and surgeons from backgrounds underrepresenting in medicine (URiM).
 - ...and the needle unfortunately doesn't seem to be moving all that much
- Diversity Saves Lives**
 - URiM are overall better equipped to address healthcare disparities often found in heterogenous communities

Aim

- Quantify how many integrated plastic surgery residency programs have outlined criterion defining diversity goals and/or groups of people they consider to be URiM
- Define which racial/ethnic groups are considered URiM among these programs
- Assess other groups, outside of race and ethnicity, that is considered URiM for integrated plastic surgery programs

Methods

- 86 Integrated Plastic Surgery Program websites were reviewed for diversity missions/statements and explicit mentions of different identity groups that they consider are URiM.
- Specific information was collected that included:
 - If the program had clear criteria for URiM listed on their websites
 - If programs used other departmental or national criteria for URiM
 - If a program had no criteria listed at all
 - If other identity groups aside from race/ethnicity were categorized as URiM (ex. LGBTQIA+, first generation, etc.)

Results

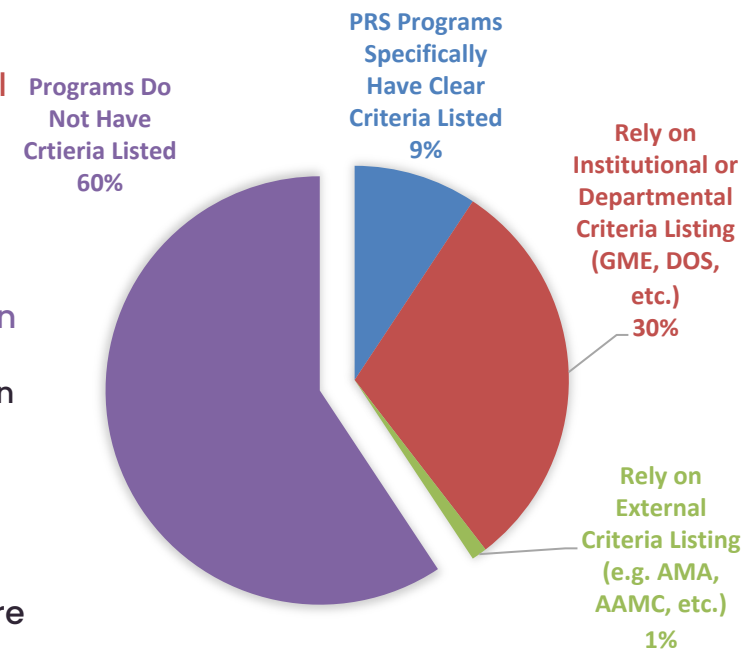
- 9% of programs had clear URiM criteria listed on their main websites

- 30% of programs relied on an institutional or department-wide criteria on their websites through a secondary link (department of surgery)

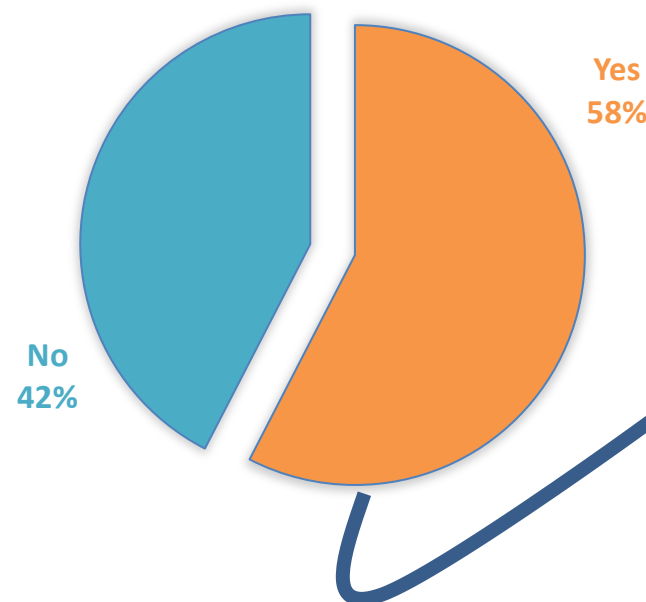
- 60% of programs had no form of definition for what is considered URiM
 - They also did not have any active links on their website that led to any diversity related pages

- Black/African American, Hispanic/Latinx, Native American, and Pacific Islander were the 4 main racial groups that were recognized as URiM by ALL programs that had a form of criteria listed (n= 35).

HOW MANY PRS PROGRAMS HAVE A URiM CRITERIA LISTED ON THEIR WEBSITE?



DO THESE 35 (40%) PROGRAMS CONSIDER OTHER GROUPS URiM OUTSIDE OF ETHNICITY/RACE?



Other Groups Represented	# of Programs	Percentage (n=19)
LGBTQIA+	14	74%
Socioeconomic Disadvantages	10	71%
First-Generation	2	11%
Rural/Farming Background	2	11%
Institution w/o Home PRS Program	1	5%
Women	1	5%

Conclusion

- Likely Not...** Only a handful of programs have a stated acknowledgement of applicants that are URiM somewhere on their main website
- Among these programs, a smaller handful have diversity focused action plans for plastic surgery specific recruitment listed on their websites
 - Visiting Clerkship Scholarships
 - Funded Summer Exposure Programs
 - Diversity-focused application review committee
 - Appointed mentors for URiM student
- There remains a lack of a universal 'language' when it comes to groups URiM within the field of Plastic Surgery
 - There is likely a lack of an equitable diversity recruitment plan among programs nationally, with some programs arguably still unaware of the current representation gap within the field

