

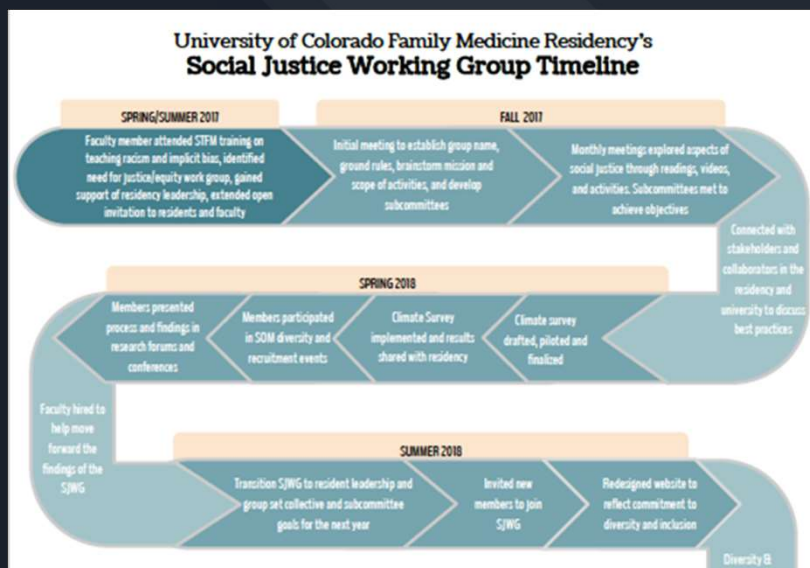


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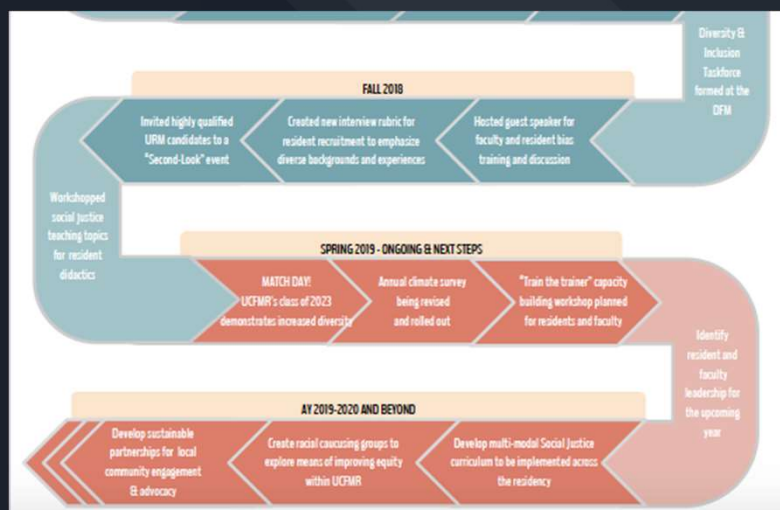
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SJWG: An Overview



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SJWG: An Overview



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Major Projects: Recruitment

- Changes to applicant review process, interviewer training, and interviewing rubric.
- Resulted in a more diverse intern class with pipeline changes (e.g., Sub-I process) ongoing

For more details, check out the 2pm Panel!

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Major Projects: Climate Survey

- First administered in 2018, modified slightly for 2019
- Residents and faculty
- General climate of residency, climate in relation to URM groups, recruitment of URM residents and faculty, experiences with discrimination, burnout, curricular changes

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Major Projects: Climate Survey

- Used RedCap and reminder emails with incentive for resident class with 100% completion
- 2019 response rate
 - 94% of residents completed survey
 - 39% of faculty and staff
 - 20% of respondents identify as PoC
 - 75% of respondents identify as women

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Climate Survey Key Results

- 95% of people find the atmosphere supportive for residents and faculty
- 83% say we value diverse faculty and residents
- Vast majority agreed that residents and faculty are treated equally regardless of gender identity, race, disability, sexual and gender identity, religious identity, family status (>95%)

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Climate Survey Key Results

- 10% of residents feel unsupported, disrespected, or discriminated against occasionally or monthly within the residency, 20% for outside of the residency
- 50% dissatisfied with number of URM residents, 30% dissatisfied with other diversity
- 60% dissatisfied with number of URM faculty
- 45% of residents with burnout symptoms
 - Over 2/3rd of PoC with s/sx of burnout

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Climate Survey Next Steps

- Discussing survey results at resident and faculty meetings and during race affinity caucusing
- Training faculty on mentoring URM residents
- Ongoing recruitment efforts
- Addressing burnout, specifically amongst PoC

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Major Projects: Curriculum

- Dedicated sessions: Race Affinity Caucusing
- Incorporation into M&M, didactics


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Anticipated Future Projects

- Consult Service

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Lessons Learned

- Structure: a shift away from subcommittees
- Train the trainer activity

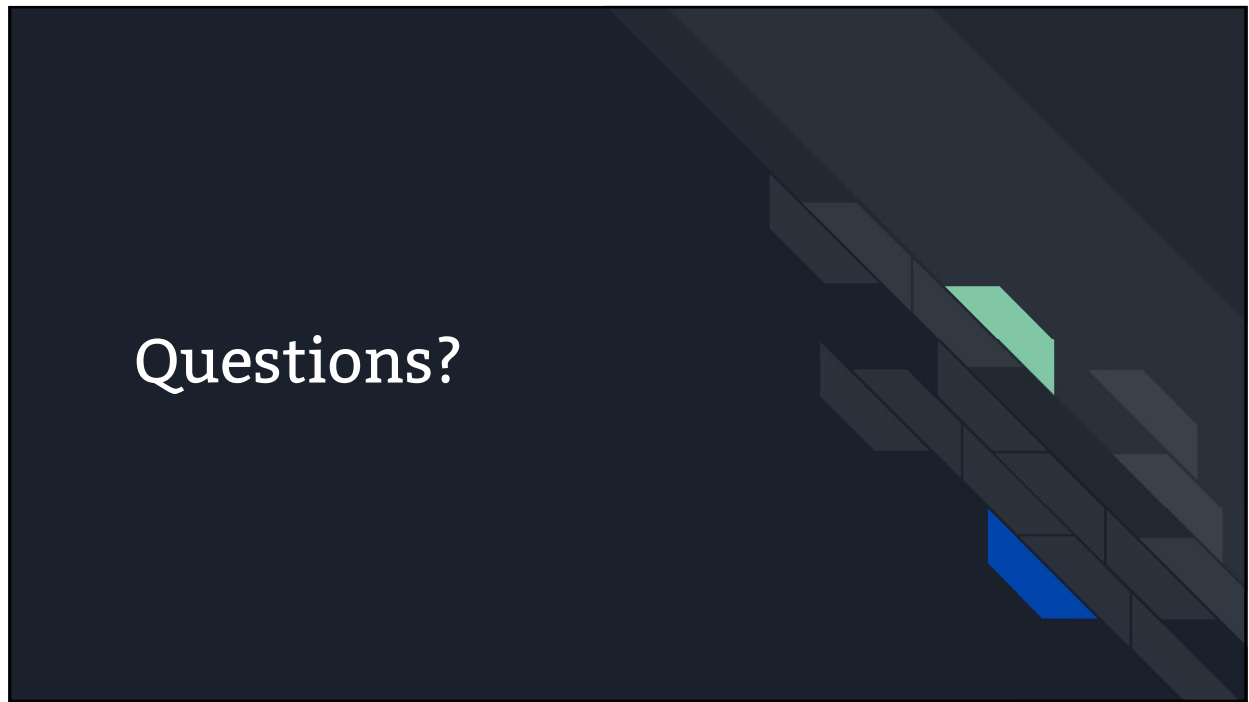
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Ongoing Challenges

- Equipping faculty to mentor diverse residents
- Engaging learners at different stages of buy-in, knowledge
- Balancing SJWG as a forum for educational topics
(Environmental justice, disability, etc.) vs. a space for
working on residency projects (recruitment, etc.)

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