

DIVERSITY REPRESENTATION ON INTEGRATED PLASTIC SURGERY RESIDENCY WEBSITES

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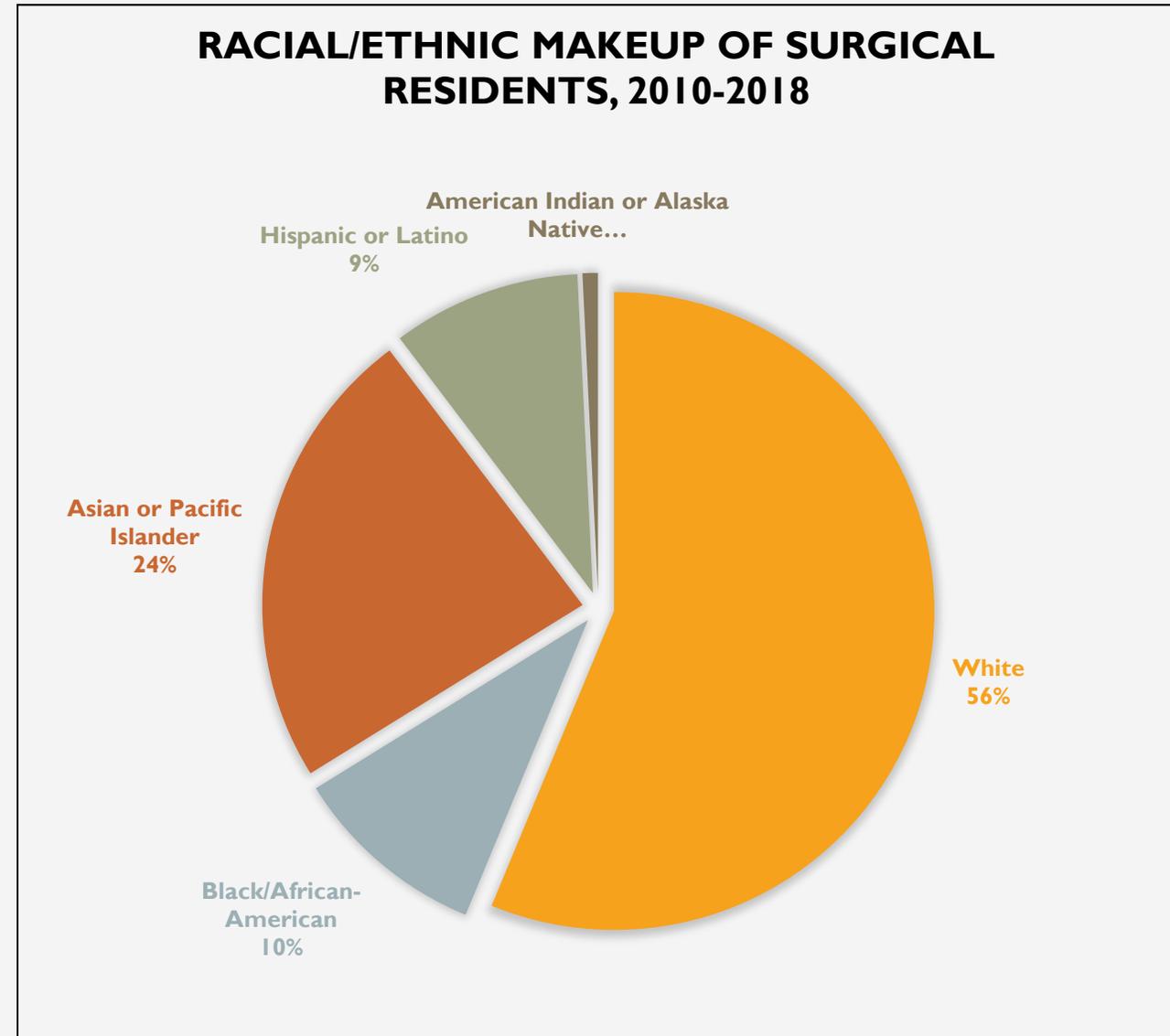
INTRO

- **Diversity in medicine** → **optimal care** for a diverse patient population → mitigate healthcare disparities
- American Council of Graduate Medical Education (**ACGME**) **residency requirements commonly include recruitment & retention of a diverse healthcare workforce**



<https://first10em.com/increasing-diversity-in-medicine/>

- Students trained at diverse schools are **more comfortable** treating a wide range patients
- Presence of program diversity **influenced residency rank list** for those underrepresented in medicine (URMs)
- Despite this, **surgical subspecialties still reflect low diversity**



Data from: Nieblas-Bedolla E, Williams JR, Christophers B, Kweon CY, Williams EJ, Jimenez N. Trends in Race/Ethnicity Among Applicants and Matriculants to US Surgical Specialties, 2010-2018. JAMA Netw Open. 2020;3(11):e2023509. doi:10.1001/jamanetworkopen.2020.23509

“MATRICULANTS TO US SURGICAL SPECIALTIES COMBINED BY RACE/ETHNICITY, 2010-2018”

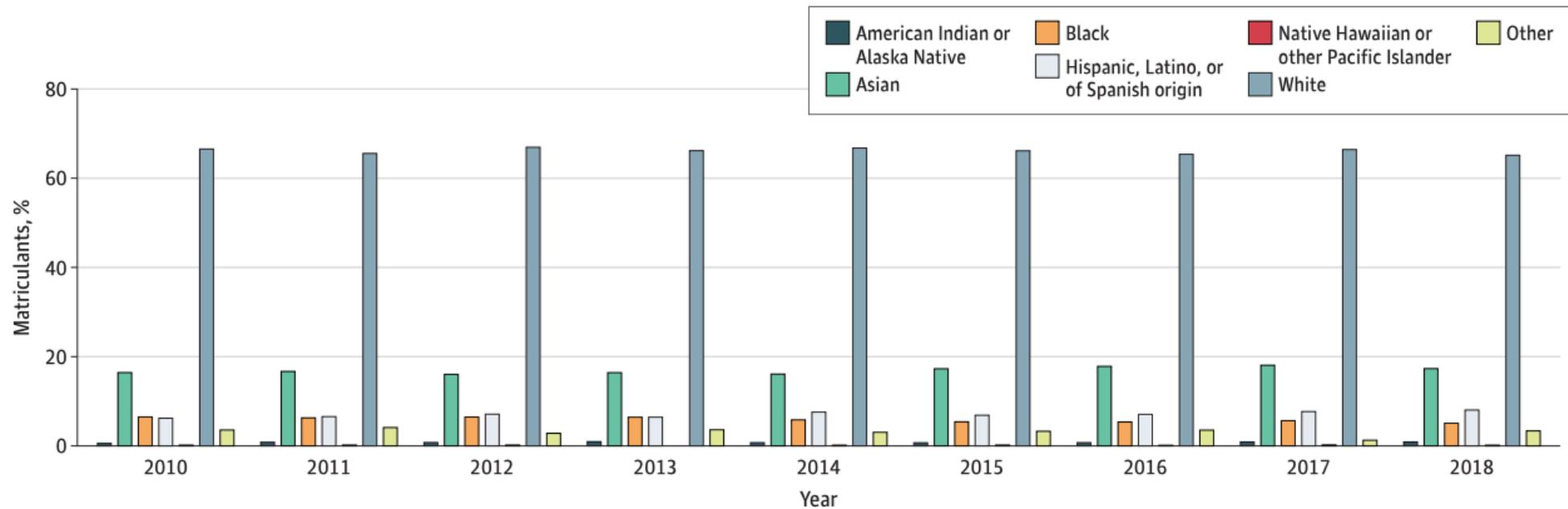


Image from: Nieblas-Bedolla E, Williams JR, Christophers B, Kweon CY, Williams EJ, Jimenez N. Trends in Race/Ethnicity Among Applicants and Matriculants to US Surgical Specialties, 2010-2018. JAMA Netw Open. 2020;3(11):e2023509. doi:10.1001/jamanetworkopen.2020.23509

PROBLEM

- Websites play a key role in providing information to prospective residency candidates and patients, and therefore is a crucial tool for recruitment & retention of a diverse healthcare workforce & patient population
- Data assessing the lack of diversity on Plastic Surgery websites is limited
- **Our aim: Evaluate plastic surgery residency websites for presence of diversity, in order to educate our colleagues on a potential tool to recruit a diverse workforce.**

METHODS

- The websites of all integrated plastic surgery programs acknowledged by the ACGME in December 2020 were analyzed
- A total of 81 Plastic Surgery programs (37 Departments and 44 Divisions) were analyzed
- All websites attributed to integrated plastic surgery programs were reviewed for general information, diversity elements, and patient information

FITZPATRICK SCALE

Score	Description	Female	Male
0-6	Pale white skin Extremely sensitive skin, always burns, never tans <i>Example: red hair with freckles</i>		
Type I			
7-13	White skin Very sensitive skin, burns easily, tans minimally <i>Example: fair skinned, fair haired Caucasians, northern Asians</i>		
Type II			
14-20	Light brown skin Sensitive skin, sometimes burns, slowly tans to light brown <i>Example: darker Caucasians, some Asians</i>		
Type III			
21-27	Moderate brown skin Mildly sensitive, burns minimally, always tans to moderate brown <i>Example: Mediterranean and Middle Eastern Caucasians, southern Asians</i>		
Type IV			
28-34	Dark brown skin Resistant skin, rarely burns, tans well <i>Example: some Hispanics, some Africans</i>		
Type V			
35+	Deeply pigmented dark brown to black skin Very resistant skin, never burns, deeply pigmented <i>Example: darker Africans, Indigenous Australians</i>		
Type VI			

LINGUISTIC SOFTWARE: LIWC

About Statements &
Diversity Statements



Numerical score
correlated with
instances of diversity
element terms (in %)

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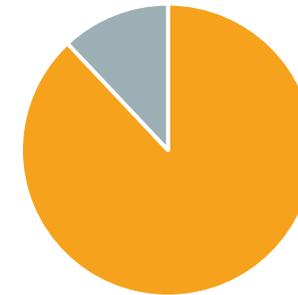
ABOUT

As part of an esteemed educational and research institution, University of Virginia (UVA) Plastic Surgery offers patients access to unsurpassed expertise and technology. In addition to being a group of exceptional surgeons with a breadth of hands-on experience, our team includes thought leaders whose research and innovation have national and international influence. Our residency program carries our surgeons' unmatched expertise and innovation into the next generation of plastic surgeons. At UVA Plastic Surgery, each patient we serve receives a world-class plastic surgery experience and the best results possible from our team of exceptional plastic surgeons in Charlottesville and Fishersville serving Richmond and Harrisonburg, VA; Augusta, GA; Washington, DC; and beyond.

RESULTS

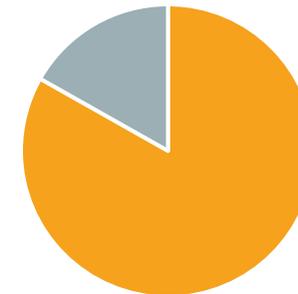
	TOTAL PROGRAMS N, (%)	DEPARTMENT N, (%)	DIVISION N, (%)	P-VALUE
SCHOOLS, #	81	37	44	
NUMBER OF FACULTY, MEAN (SD)	11.2 (5.2)	12.8 (5.7)	9.9 (4.3)	0.01
MALE FACULTY	8.3 (74.4)	9.7 (76.8)	7.1 (72.4)	0.005
FEMALE FACULTY	3.0 (26.7)	3.0 (23.2)	3.0 (29.6)	0.92
FITZPATRICK 1-3 FACULTY	9.9 (88.0)	11.2 (87.7)	8.7 (88.2)	0.02
FITZPATRICK 4-6 FACULTY	1.3 (12.0)	1.5 (12.3)	1.1 (11.8)	0.14
FACULTY PHOTOS	10.5 (94.7)	11.7 (93.4)	9.4 (95.9)	0.05
FACULTY BIOS	10.8 (97.9)	12.2 (97.3)	9.7 (98.4)	0.03
NUMBER OF RESIDENTS, MEAN (SD)	13.7 (6.0)	14.3 (6.1)	13.2 (5.9)	0.51
MALE RESIDENTS	8.0 (59.5)	8.8 (62.2)	7.3 (57.1)	0.07
FEMALE RESIDENTS	5.6 (40.1)	5.3 (36.3)	5.9 (43.3)	0.46
FITZPATRICK 1-3 RESIDENTS	11.6 (83.2)	12.1 (83.3)	11.1 (82.7)	0.42
FITZPATRICK 4-6 RESIDENTS	2.1 (16.8)	2.2 (16.2)	2.1 (17.3)	0.76
SCHOOLS WITH RESIDENT PHOTOS	75 (92.6)	35 (94.6)	40 (90.9)	1.0 [†]
SCHOOLS WITH RESIDENT BIOS	66 (81.5)	31 (83.8)	35 (79.5)	0.78

Plastic Surgery Programs:
Faculty Fitzpatrick Scores



■ Fitzpatrick 1-3 ■ Fitzpatrick 4-6

Plastic Surgery Programs:
Resident Fitzpatrick Scores



■ Fitzpatrick 1-3 ■ Fitzpatrick 4-6

	TOTAL PROGRAMS, N, (%)	DEPARTMENT N, (%)	DIVISION N, (%)	P-VALUE
SCHOOLS, #	81	37	44	
COSMETIC WEBSITE	68 (84.0)	31 (83.8)	37 (84.1)	0.78
BREAST WEBSITE	65 (80.2)	30 (81.1)	35 (79.4)	0.97
HAND WEBSITE	45 (55.6)	23 (62.2)	22 (50.0)	0.32
CRANIOFACIAL WEBSITE	45 (55.6)	22 (59.5)	23 (52.3)	0.59
PRIMARY DEMOGRAPHIC SERVED BY PROGRAM				0.80
WHITE	73 (90.1)	33 (89.2)	40 (90.9)	
BLACK	8 (9.9)	4 (10.8)	4 (9.1)	
HISPANIC	0	0	0	
ASIAN	0	0	0	
ACADEMIC/GME WEBSITES	81 (100)	37 (100)	44 (100)	--
SCHOOLS WITH "ABOUT PROGRAM" STATEMENT	79 (97.5)	37 (100)	42 (95.5)	0.50
NUMBER OF WEBSITES PER PROGRAM, MEDIAN (IQR)	2 (2-2)	2 (2-2)	2 (2-2)	0.70

	TOTAL PROGRAMS N, (%)	DEPARTMENT N, (%)	DIVISION N, (%)	P- VALUE
TOTAL	81	37	44	
NO. OF LINKS TO DEI MEAN (SD)	1.86 (0.88)	2 (0.89)	1.7 (0.86)	0.22
PRESENCE OF NON- DISCRIMINATION STATEMENT	19 (23.5)	6 (16.2)	13 (29.5)	0.14
PRESENCE OF PLASTIC SURGERY PROGRAM DEI STATEMENT	4 (4.9)	0 (0.0)	4 (9.1)	0.11
IF DIVISION, IS THERE A GENERAL SURGERY PROGRAM DEI STATEMENT	--	--	11 (25.0)	--
PRESENCE OF INSTITUTION DEI STATEMENT	56 (69.1)	29 (78.4)	27 (61.4)	0.17
NO. OF FITZPATRICK 1-3 PATIENTS FEATURED ON WEBSITE, MEDIAN (IQR)	1 (0-2.5)	1 (0-3)	0 (0-2)	0.16
NO. OF FITZPATRICK 4-6 FEATURED ON WEBSITE, MEDIAN (IQR)	0 (0-0.5)	0 (0-1)	0	0.40

DISCUSSION



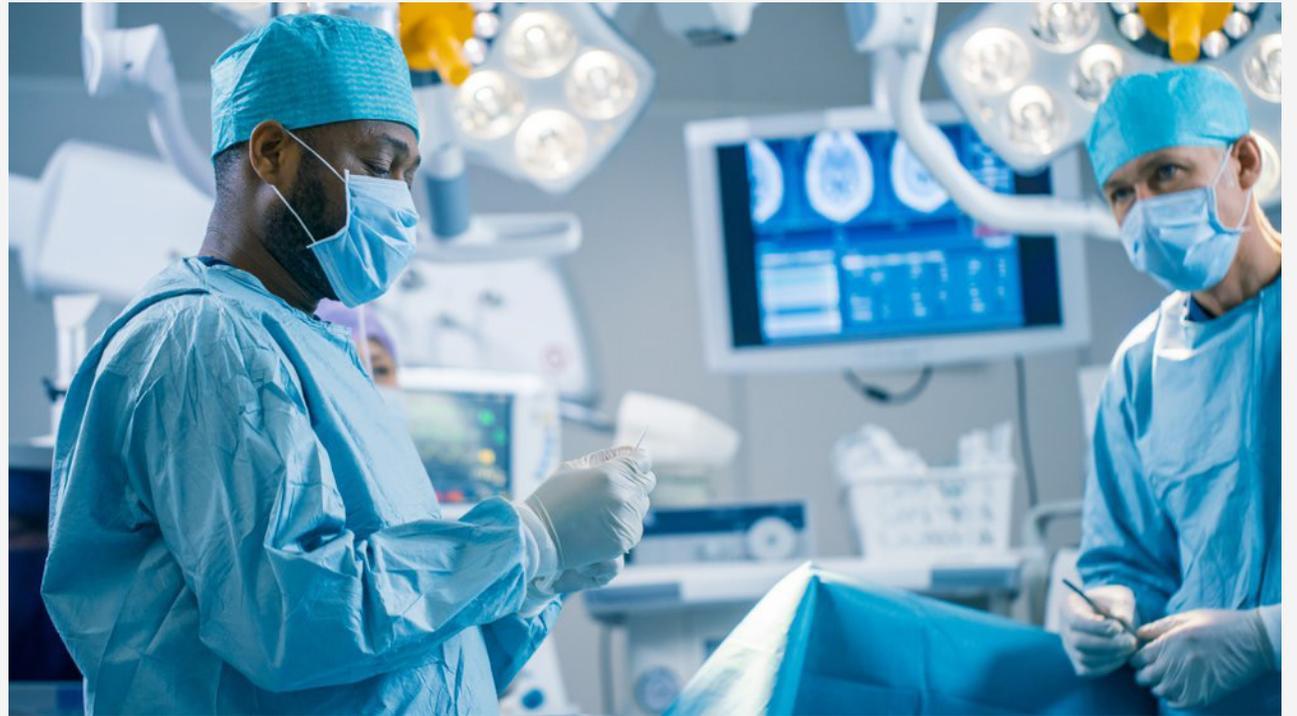
- **Our results further highlight racial and ethnic disparities present within the field of plastic surgery**
- African- and Latino-Americans comprise <10% of plastic surgery residents/fellows and <5% of academic plastic surgeons
- Diversity representation is scarce in academic Plastic Surgery websites. Program-specific DEI statements are not common

LIMITATIONS

- Utilization of Fitzpatrick instead of reported race/ethnicity
- No objective study that directly correlates website diversity with a decision to apply to a program or a patient's decision to receive care

CONCLUSION

- Many plastic surgery residency program websites do not feature diversity and inclusion statements or diverse patient photos
- Addressing this is an opportunity for plastic surgery residency programs to display a commitment to diversity and inclusion, positively influencing perspective residency candidates and patients



<https://www.kevinmd.com/blog/2021/08/the-bleak-reality-of-racial-disparity-in-surgical-care.html>

QUESTIONS?

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