

## Abstract: 2020 Diversity, Equity and Inclusion Showcase

### Representation Matters: How the Department of Medicine Will Enhance Diversity and Inclusion at Baylor College of Medicine

Speaker: Joshua Muniz

While Latinx and Black Americans comprise ~30% of our general population, they only make up 6% of our physician workforce. In Houston, one of the most diverse cities in the country, Black/Latinx patients comprise over 50% of our patient population. However, for the internal medicine (IM) residency program, only 9% of the residents identify as Black/Latinx. To increase the number of underrepresented in medicine (UiM) residents, the IM residency program and department of medicine (DoM) have made bold goals for the upcoming years. First, the DoM has created the Inclusion, Diversity, Equity, and Action (IDEA) committee, a department-wide committee comprised of faculty, fellows, and residents, aimed at fostering diversity and inclusion through education (grand rounds, workshops), mentorship, and recruitment/retention. Additionally, the IM residency program has developed their own specific objectives. First, the program will collect data on how many UiM applicants apply, are offered interviews, are ranked to match, and matriculate. This data will be used to guide interventions and track progress. Second, the program will provide implicit bias training for all interviewers and will have diversity advocates during the interview selection and rank process. Third, the program will aim to increase incoming UiM residents to 20% by 2022. Finally, the IM residency program will partner with the IDEA committee and the DoM to increase BCM's national representation at UiM-specific conferences, such as the SNMA and LMSA national conferences. With these initiatives, we hope to increase UiM representation in internal medicine, thereby enriching both BCM and our community at large.