



Proposal ID: 4874

**PI**

Howell

**Survey Title**

Implicit Bias Curricula and Faculty Diversity in Graduate Medical Education: A National Survey

**Date survey distributed to APPD membership (eg., 3/2015):**

January 2020

**Portion of APPD membership surveyed (eg., Program Directors and Associate Program Directors):**

Program directors

**Response rate (eg., 50%; 99/198):**

50%

**Summary of main findings:**

Having URiM chief residents in the past 3 years was the only factor significantly associated with >30% URiM housestaff representation Most programs (n= 87; 85%) had less than 31% URiM representation Nearly 20% (n= 20) had below 10% URiM residents Most programs (n= 87; 85%) had less than 31% URiM representation Nearly 20% (n= 20) had below 10% URiM residents Of six best-practice, URiM recruitment strategies, one-third of responding programs used only one or none The most commonly reported strategy was inclusion of URiM faculty on recruitment committees (n=91; 89%) Seventy-two programs (71%) reported having implicit bias training although the offerings generally represented only 1-2 hours of content per residency year Insufficient time within the current curricular structure was a major barrier for most programs (n=102) to delivering implicit bias content

**Presentations:**

APPD 3/21 AMPSDEC 3/21

**Publications:**

None thus far

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