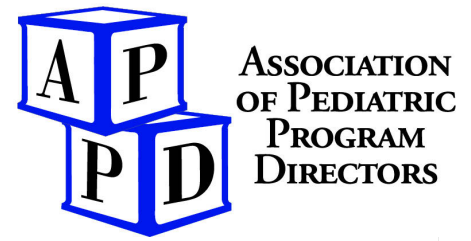


**APPD SEEK One-Year Survey Summary Report :
Entry # 8488**



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Survey Title

MITIGATING BIAS AND INEQUITY IN THE PROCESS OF IDENTIFYING PEDIATRIC RESIDENTS FOR REMEDIATION

Date survey distributed to APPD membership (Month/Year)

October-November/2023

Portion of APPD membership surveyed (i.e. Program Directors, Associate Program Directors, Program Coordinators)

Program Directors

Response rate (i.e. percentage; xxx/xxx)

35

Summary of main findings (1-3 paragraphs)

There was an average of 49.88 residents per program with 21.21% of these residents self-identifying as historically UIM. The average number of program leadership members (including program directors, associate and assistant program directors) per program was 4.51, with an average of 18.83% of these leaders identifying as UIM. Program directors reported, a total of 353 (12.14%) of pediatric residents had been placed on either a formal or informal remediation plan over the last 5 years (2018-2023). Of these 353 residents, 90 (25.59%) were identified as UIM. Remediation plan outcomes for residents identifying as UIM were as follows: 48.21% were able to be promoted without extension of residency duration, 20.96% were promoted with extension of residency duration, 9.37% were either dismissed by the residency program or did not have their contracts renewed, 8.48% resigned, and 18.78% were currently on remediation plans with outcomes pending.

There was an average of 12.22 CCC members per program, with 21.2% of these members identified as being UIM. Of the programs who responded, 13 (19.4%) answered that their program's CCCs examined their own data looking for systemic group differences in resident performance that might signal bias in evaluation data. 45 programs (67.2%) answered that they did not. 9 programs (13.4%) answered that they were unsure.

Of the programs who responded, 44 (65.7%) answered that their core faculty members, those who interact the closest with residents, participate in training on diversity, equity, inclusion (DEI) and bias with regard to resident evaluation, separately from any institution-wide mandated DEI training. 21 programs (31.3%) answered that they do not have their faculty participate in this training and 2 programs (2.99%) answered that they were unsure.

Presentations

Preliminary findings presented at the following:

Ramos M. Mitigating Bias and Inequity in the Process of Identifying Pediatric Residents for Remediation. Medical Education

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Showcase, Research and Innovation Week, Children's National Hospital. Washington, DC, 2024.

Ramos M. Mitigating Bias and Inequity in the Process of Identifying Pediatric Residents for Remediation. Fall Research Compendium, Division of Hospital Medicine, Children's National Hospital. Washington, DC, 2024.

Tatem A, Omoruyi E, Blankenburg B, Ramos M, Barnes M, Montez K, Darden A, Li SI. Remediating Your Remediation Plans Through an Equity Lens. Association of Pediatric Program Directors Spring Meeting, Chicago, IL. April 2024.

Publications

The manuscript is currently being written, about 60% complete with target submission date of May 1, 2025.