Welcoming with Intention:
LGBTQA+ Inclusion in Residency and Fellowship Recruitment

APPD Virtual Café

LGBTQA+ Learning Community

October 14, 2025



Association of Pediatric Program Directors

Disclosures

We have no relevant financial relationships or affiliations to disclose

Rules of Engagement

1. **Share** talk time / Share the space
2. **Take Risks** – To learn from each other we are going to ask people to step out of their comfort zones - Be brave!!! Lean into discomfort
3. **Support** – Provide support to people when they are out of their comfort zones
4. **Listen** with curiosity
5. **Confidentiality** – Ask before sharing another's experiences or words.
6. **Respect** – Every individual's perspective is valued
7. **Intend to educate**, not to hurt with your words and actions

Meet the Team



Chair
Jamee Walters, MD (She/Her)
Hopkins All Children's Hospital



Vice Chair
Michael Petrus-Jones, DO, MEd, MPH
(He/Him)
Baylor College of Medicine



Immediate Past Chair
Jeremiah Cleveland, MD (He/Him)
Maimonides Medical Center

Objectives

1. Recognize inclusive recruitment strategies that affirm LGBTQ+ applicants
2. Describe common barriers LGBTQ+ applicants face during the recruitment process
3. Apply equity-focused approaches to improve recruitment practices for LGBTQ+ trainees



Why?

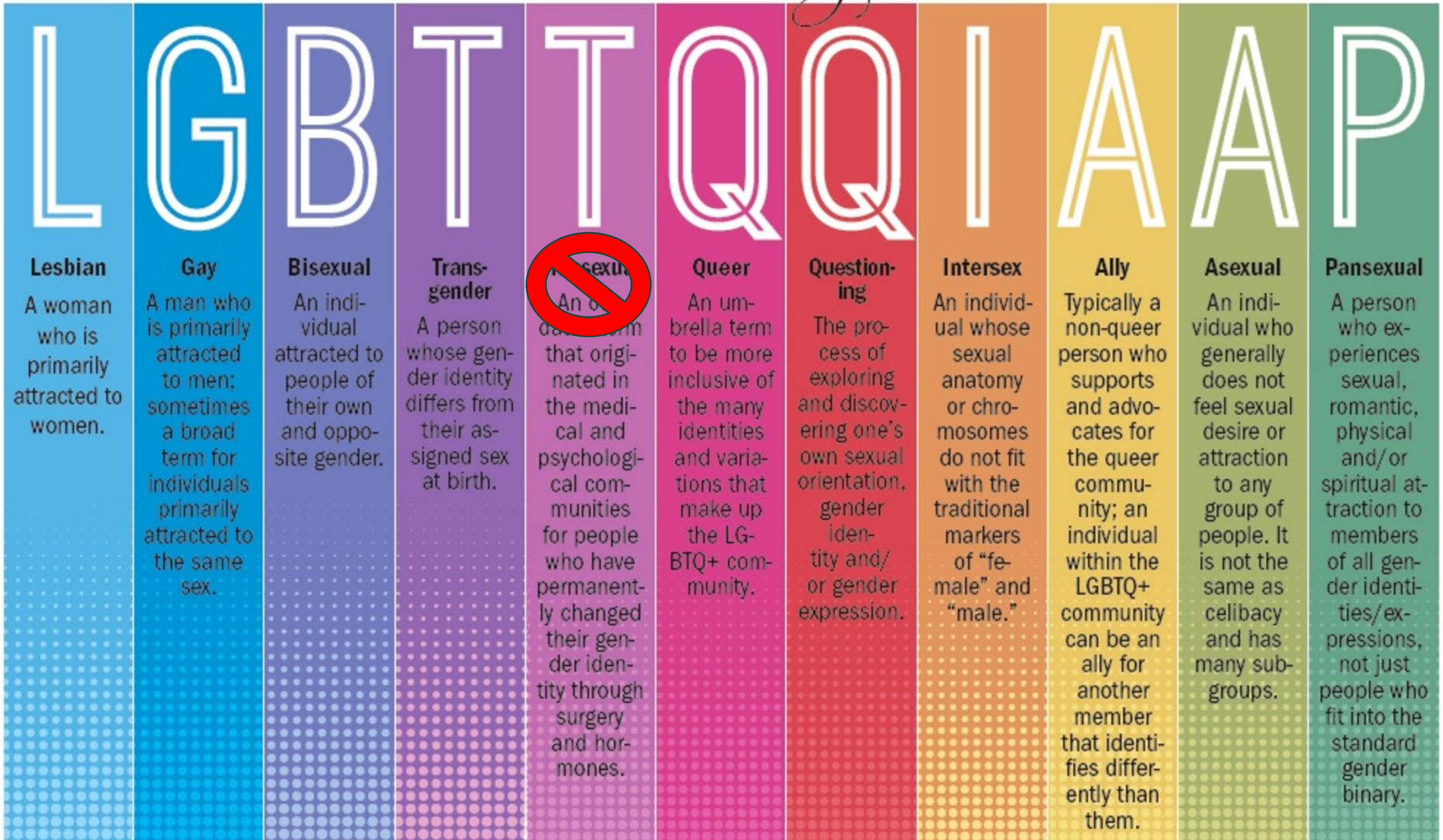
- LGBTQA+ trainees deserve a chance to become excellent pediatricians like anyone else
- The virtual interview process poses unique challenges for LGBTQA+ applicants finding a safe place to train
- LGBTQA+ people still face discrimination and hate
- Openly anti-LGBTQA+ rhetoric in the public discourse
- Anti-LGTBQA+ legislation is increasing in the US
- Variable knowledge and experience of program leadership

LGBTQA+ Basics

- **L**esbian
- **G**ay
- **B**isexual
- **T**ransgender
- **Q**ueer and Questioning
- **A**sexual and Aromantic
- **+** many other sexual orientations and gender identities
  - *may include* ***allies***

There is no one “correct” acronym.

“LGBTQA+” is used by the APPD to identify our Learning Community, so will be used today.


L
G
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Lesbian
A woman who is primarily attracted to women.
Gay
A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.
Bisexual
An individual attracted to people of their own and opposite gender.
Trans-gender
A person whose gender identity differs from their assigned sex at birth.
that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.
Queer
An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.
Question-ing
The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.
Intersex
An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."
Ally
Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.
Asexual
An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many subgroups.
Pansexual
A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.

Caveats

- "LGBTQA+" is not a monolith
  - Both a community and many communities
- The "+" is meant to be *inclusive*, not *reductive*
- Reflects a Western/Euro-centric view
  - Examples: Two-Spirit, third gender
- The full spectrum of identities should be celebrated
- Identities may not be mutually exclusive nor fixed
- Intersectionality is essential to identity



Terminology of Gender Diversity

- **Gender** – identity and expression
- **Sex** – genetics, biology, physical characteristics
- **Cisgender** – gender and sex are aligned
- **Transgender** – gender and sex differ
- **Gender Nonconforming, Genderfluid, Non-binary, etc.**
  - gender identity does not fit neatly into male/female categories
  - not the same as intersex (which describes *sex*, not *gender*)
- **Gender dysphoria**
  - *may* result from conflict(s) between external factors and one's gender identity

Gender Diversity Etiquette

- Use **pronouns**
- Use **affirmed name**
- If you make a mistake:
  - Thank them
  - Apologize
  - Restate with correction
  - *Move on*
- Respect identity
- Respect boundaries
- Avoid assumptions

- Avoid:
  - "Transgendered"
  - "Transexual"
  - "MTF" and "FTM"

- AMAB, AFAB
  - **"**assumed ____ at birth"
  - acceptable in clinical contexts only

AAMC Data – Gender Identity (2024)

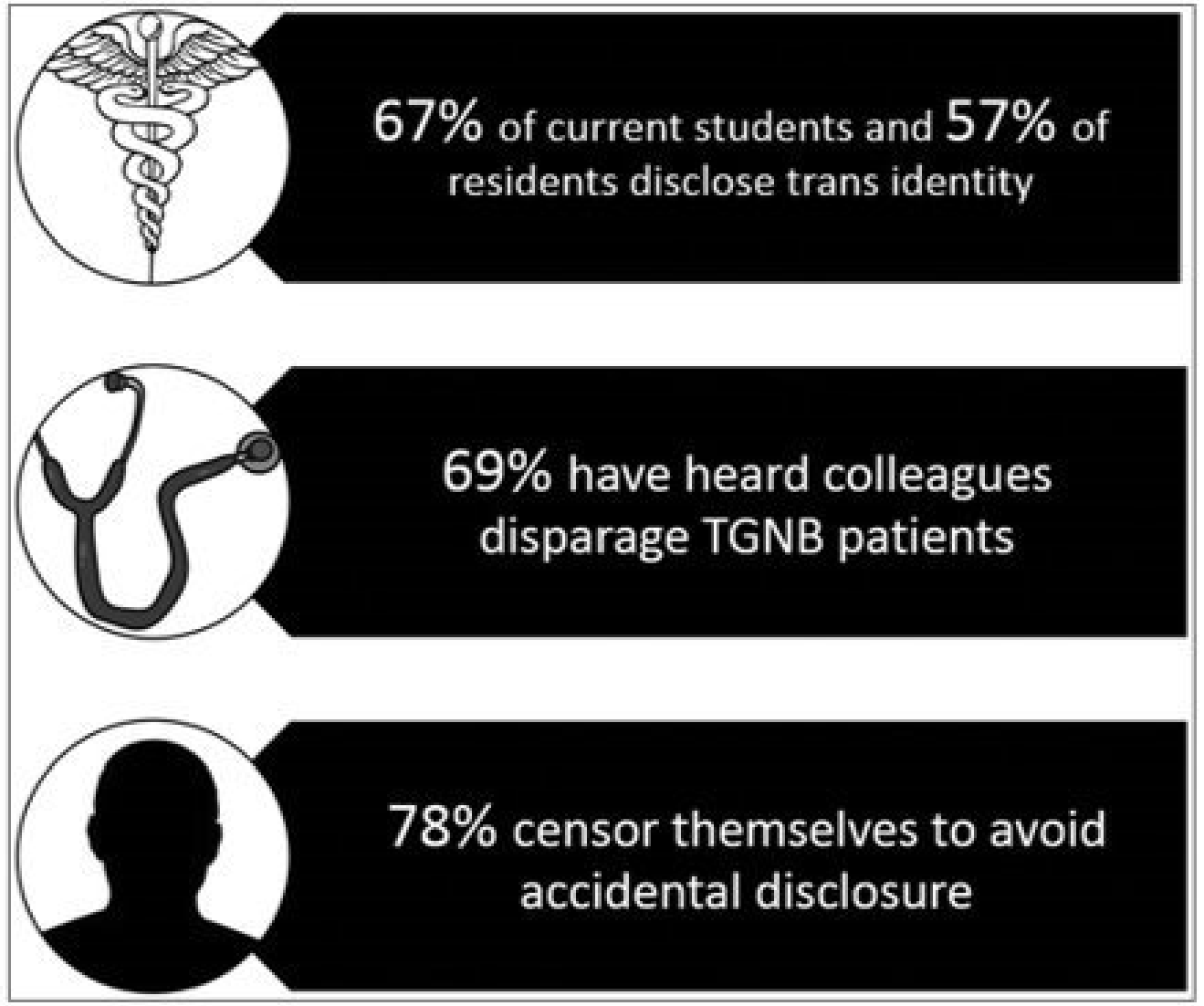
	All Medical Schools		
	2022 (%)	2023 (%)	2024 (%)
Man	42.0	41.8	42.2
Woman	56.7	56.8	56.4
Trans man	0.1	0.2	0.1
Trans woman	0.0	0.1	0.0
Agender	0.1	0.1	0.1
Genderqueer/Gender nonconforming	0.4	0.4	0.4
Nonbinary	0.6	0.5	0.7
Another gender identity	0.1	0.1	0.1
Number of respondents	14,933	14,265	14,515

- **1.4% identify outside of the traditional gender binary**
- **~200 applicants to medical school**

AAMC Data – Sexual Orientation (2024)

	All Medical Schools		
	2022 (%)	2023 (%)	2024 (%)
Asexual	0.8	1.0	1.1
Bisexual	7.5	7.9	7.8
Gay or Lesbian	3.6	3.7	4.0
Heterosexual or Straight	84.9	84.0	83.9
Pansexual	0.8	0.8	1.0
Queer	1.9	2.2	1.9
Another sexual orientation	0.5	0.3	0.3
Number of respondents	14,838	14,125	14,364

- **16.1% non-heterosexual/straight**
- **~2,300 applicants**


67% of current students and 57% of residents disclose trans identity
69% have heard colleagues disparage TGNB patients
78% censor themselves to avoid accidental disclosure



What do you do at your institution to demonstrate inclusiveness to LGBTQA+ applicants?

LGBTQA+ Recruitment Strategies

- Provide faculty with education/shared mental model
- Avoid gendered language whenever possible
- Presenters and Interviewers should identify their pronouns
- Highlight curricular aspects that address the needs of the LGBTQA+ population, including gender-affirming care
- Describe advocacy your faculty or trainees are involved with regarding LGBTQA+ issues

LGBTQA+ Recruitment Strategies

- Ensure institutional documents use inclusive language when possible (e.g.,employment contracts, benefits information)
- Be aware of available institutional affinity groups
- Know your institution non-discrimination policies
- Look for what is explicit at your institution and what can be improved upon
- Be honest



LGBTQA+ Virtual Recruitment Strategies

- Provide opportunity for applicants to identify themselves and their pronouns on Zoom/Thalamus/etc
- Flags/picture/background additions
- Evaluate representation on your public materials, website
- Provide OutList (if available)
- Host event(s) welcoming applicants to ask questions about your program



LGBTQA+ In person Recruitment Strategies

- Provide opportunity for applicants to identify themselves and their pronouns on their badges
- Inclusive signage (rainbow flags, pins, etc.)
- Pronouns/stickers/pins on ID host badges



After hearing about strategies, what could you change about your own recruitment strategies?

What more can you do to promote inclusivity?

What are barriers at your institution to promoting inclusion and belonging for LGBTQA+ applicants?

Recruitment Challenges

- Time constraints
- State and national political environment
  - State vs institutional non-discrimination policies
- Public versus private institutional regulations
- Anti-DEI legislation
  - ACGME executive order
- Administrative buy-in
- Lack of education
- Lack of shared mental model among faculty

Resources

Map project

Legislative search resources

GLMA Outlist

Who would you turn to locally? (HR, media/political affairs office/GME office) -- look for what is explicit and what's missing (including non-discrimination)

GLMA
Health Professionals
Advancing LGBTQ Equality

MAP
movement advancement project

Thank you!

Consider joining our Learning Community!

1. Connect.appd.org/home
2. Log In
3. Top Menu: "APPD Connect" --> "My Communities"
4. Second drop down: "All Discussion Groups" --> "LGBTQA+ LC"

