

Presence of Diversity or Inclusion Information on US Ophthalmology Residency Program Websites

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The Accreditation Council for Graduate Medical Education advocates for residency programs' practices that actively focus on recruiting and retaining a diverse and inclusive workforce. Portraying the commitment that residency programs aim to provide to diversity and inclusion efforts may be particularly important to attract a diverse pool of applicants. Caring for an underserved population and diversity and inclusion of staff and faculty have also been factors that applicants typically consider when applying to ophthalmology residency programs. A prospective applicant's decision to apply to a particular program may be influenced by the information presented on the programs' website. In this paper, the authors evaluated US ophthalmology program websites for the presence of diversity or inclusion information.



The primary goal of this study was to determine the proportion of program websites with at least 1 of 6 predetermined diversity or inclusion information criteria.

The criteria included:



Diversity in the residency program mission statement.



Mention of diversity initiatives.



A separate diversity mission statement (standalone statement of the same commitment elsewhere on the site).



A diversity page or section.



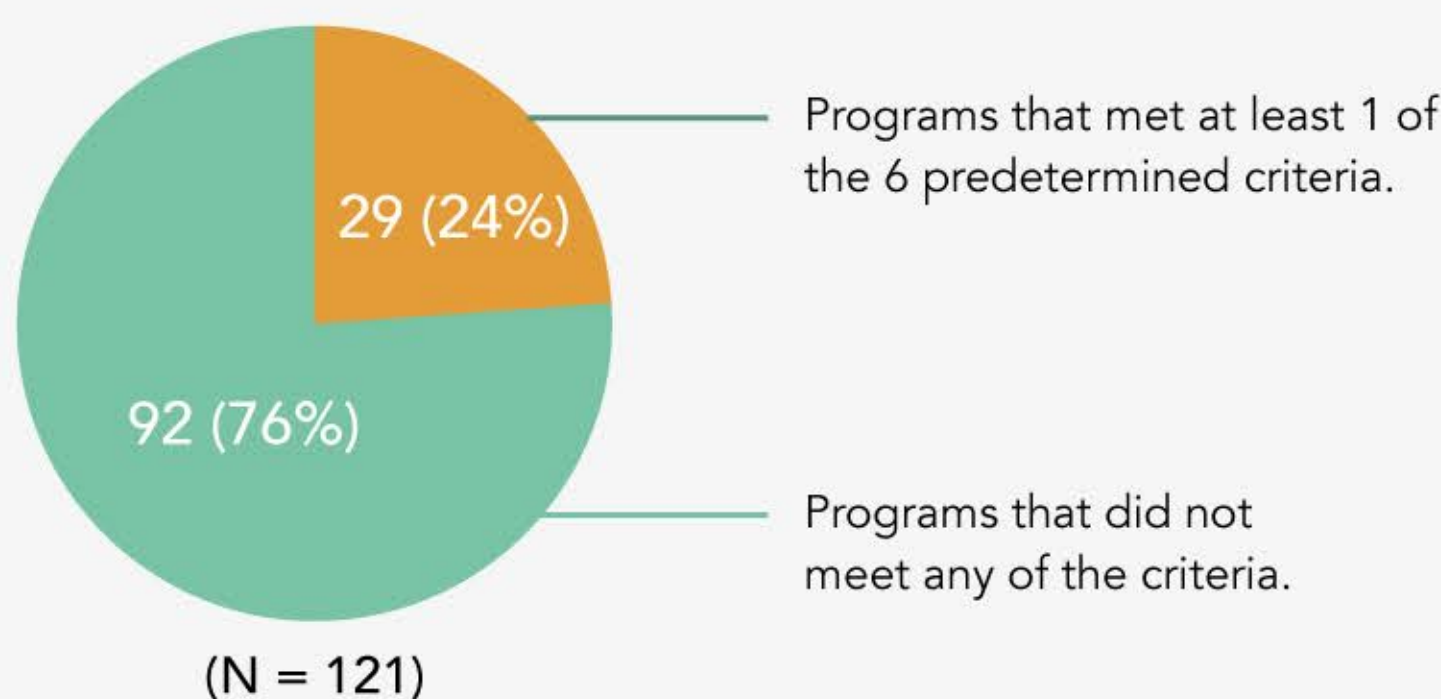
Mention of rotations or fellowship opportunities for underrepresented minority medical students.



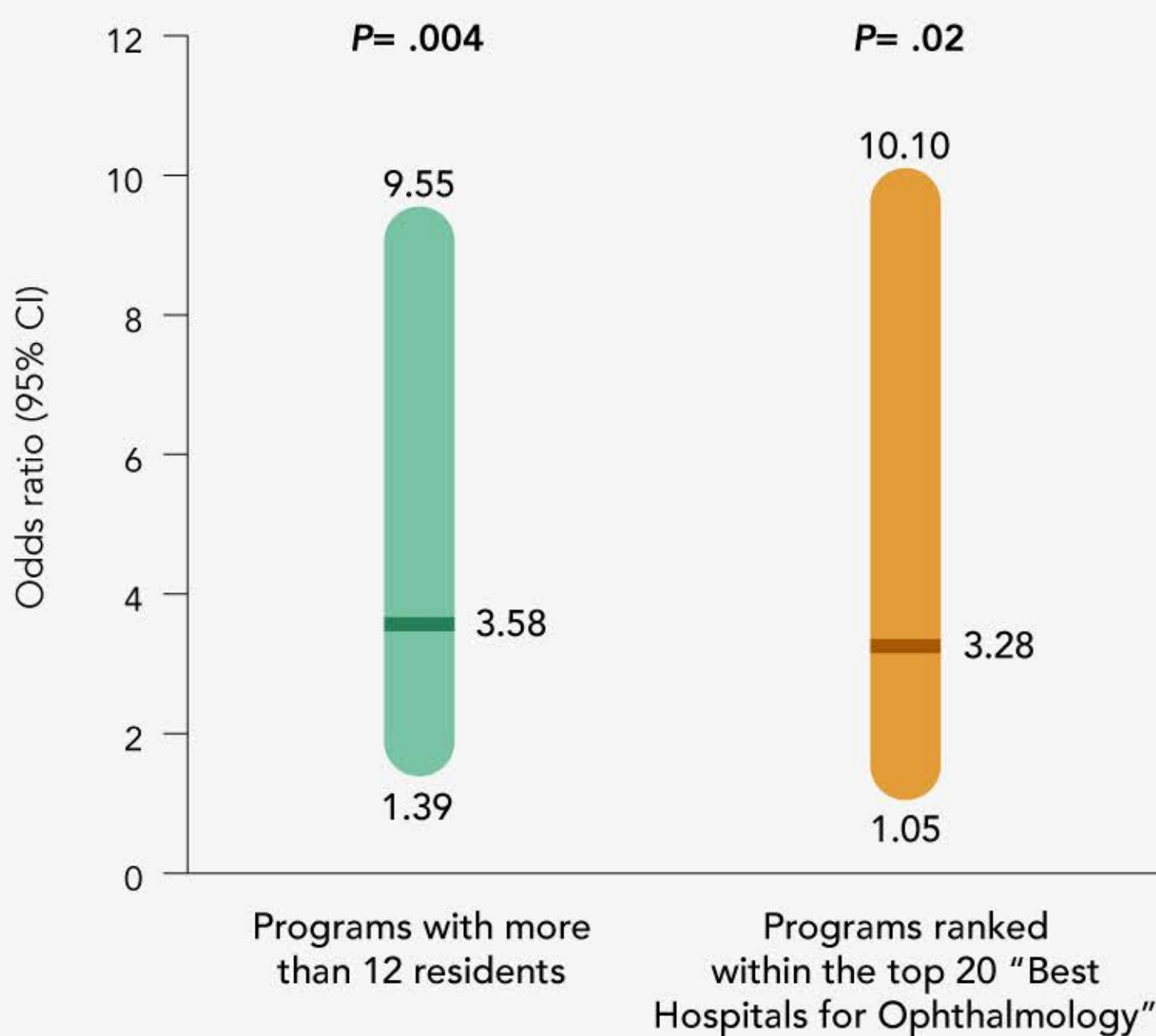
Appointed diversity leadership position(s).



Most program websites lack information regarding their support, value of, or efforts toward increasing diversity or inclusion in their program.



Programs with more than 12 residents or were ranked within the top 20 best hospitals for ophthalmology were more likely to have at least 1 of the diversity or inclusion information criteria on their website.



Conclusions

Results of this quality improvement study suggest that most US ophthalmology residency programs do not have information regarding diversity or inclusion on their websites, suggesting a gap in information about support, value of, or efforts towards increasing diversity and inclusion in their program that prospective applicants can collect.