

AN INTERACTIVE MULTISOURCE DE&I DASHBOARD AT THE PROGRAM & SPONSORING INSTITUTION LEVELS – A SNAPSHOT

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BACKGROUND

- GME Diversity, Equity, & Inclusion (DE&I) efforts must be data driven and transparent¹⁻²
- DE&I efforts are now further delineated in the ACGME's Common Program Requirements scheduled to take effect July 1, 2023
- DE&I efforts have been a long-term focus in our GME programs & for our Sponsoring Institution (SI)
- DE&I data sources may difficult to capture in a longitudinal view to make transparent the effort by our programs/SI (eg, sources may vary, are challenging to collect and/or in variable formats)

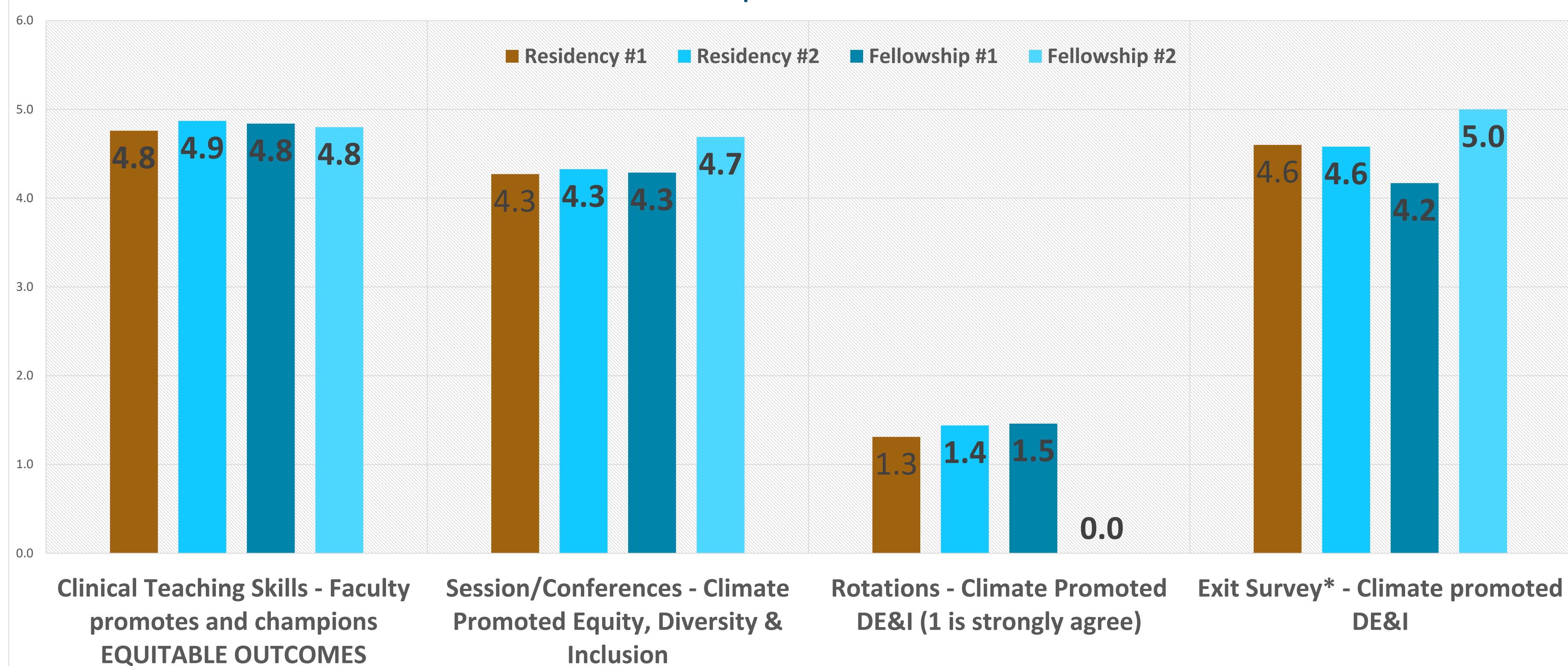
OBJECTIVES

- To create a DE&I snapshot for individual programs and for the SI to address the need for a transparent longitudinal GME/SI DE&I data dashboard using cross-cutting elements and evidence

METHODS

- Reviewed our existing DE&I data sources available at program and SI levels:
 - External Examples: ACGME Annual Faculty and Residents surveys, NMRP recruitment progression data (apply, screen, invite, match), ACGME Milestone
 - Internal Examples: DE&I item on GMEC required evaluations, a standard item for the Annual Program Evaluation (APE), a DE&I structural fluency milestone added to faculty assessments of residents³
- Data compiled using excel to make the data an accessible/transparent snapshot
 - Allows users to add additional dashboard elements and create charts/graphs without additional training

GMEC Required Evaluations



RESULTS

- Dashboard currently includes 9 DE&I elements abstracted annually
- Users can drill up (SI) or down to program level data by data element
- Stakeholders include programs and their program evaluation committees (PEC), GMEC and its various subcommittees and Academic Affairs and system leaders

Dashboard Data Sources

- Program Exit Survey
- Clinical Teaching Evaluation
- Evaluation of Formal Teaching Sessions
- End of Rotation Evaluation
- DE&I Structural Fluency Milestone
- ACGME Milestone ICS-1
- ACGME Faculty and Resident Survey
- Annual Program Evaluation (APE)
- Recruitment Progression from Application to Match

	E	F	G	K	L	M	T	U	V
Columns	- National Mean = National mean provided by ACGME Faculty and Resident surveys. - Sponsoring Institution = Average scores of all programs for programs under Aurora Health Care per year. - Per Program = Average score per GME program per year. Specialty average provided for ACGME Faculty and Resident Surveys.								
Rows	- GMEC Required Evaluations - Items = Shows the average score bases on evaluations completed by residents/fellows. - Milestone- Structural Fluency = Milestone created by GMEC PA subcommittee; Shows the average score based on faculty evaluations of residents. - ACGME Milestone - ICS 1 = ACGME milestone version 2 ICS 1; Shows the final scores provided by the CCC at end of academic year.								
1	SPONSORING INSTITUTION	2021-2022	2022-2023	Residency #1	2021-2022	2022-2023	Fellowship #1	2021-2022	2022-2023
2	GMEC Required Evaluations - Items (* = Strongly Recommended)								
3	4.8	4.8		20-21	21-22	22-23	20-21	21-22	22-23
4	4.7	4.4		4.9	4.8		4.8	4.8	
5	4.7	4.4		4.6	4.3		4.8	4.3	
6	1.3	1.4		1.3	1.3		N/A	1.5	
7	N/A	4.4		N/A	4.6		N/A	4.2	
8	Milestone - Structural Fluency (1 to 5 Scale)								
9	3.1	2.9		20-21	21-22	22-23	20-21	21-22	22-23
10	1.9	1.7		N/A	N/A		N/A	N/A	
11	ACGME Milestone - ICS 1: Patient- and Family-Centered Communication - Personal Biases (1 to 5 Scale; CCC data used)								
12				20-21	21-22	22-23	20-21	21-22	22-23
13	2.0	1.9		2.0	1.9		N/A	N/A	
14	2.5	2.8		2.8	3.2		N/A	N/A	
15	3.8	3.9		4.1	4.2		N/A	N/A	
16	3.0	3.9		N/A	N/A		2.25	N/A	
17	3.6	3.8		N/A	N/A		3	3.3	
18	4.0	4.2		N/A	N/A		4	4.3	

SIGNIFICANCE

- Creating a DE&I dashboard with multiple elements from varied sources allows for easy data review
 - Transparency & accessibility allows PDs, DIO, et al, to identify strengths & flag areas for further action
- Anticipate it will improve engagement leading to increased response rates and perceived data value/utility

Selected References

- Ellinas H, Trimm F, Kountz D, Bienstock J. Implementing systematic culture change to improve diversity in GME. JGME. 2022; 14(2).
- Youmans QR, Maldonado M, Essien UR, Lupton K. Building Inclusion and Belonging in Training Environments. JGMEC. 2022; 12(3).
- Simpson D, Bidwell J, La Fratta T, Agard K. Using a Milestone Framework for Assessing Resident, Fellow and Faculty Competence in Diversity, Equity, and Inclusion. JGME. 2022; 14(3).