An Interactive Multisource DE&I Dashboard at the Program & Sponsoring Institution Levels – A Snapshot

Kathryn Agard, Tricia La Fratta MBA, Deborah Simpson PhD, Aboud Affi MD, Mohammad Eyman Mortada MD FACC FHRS, Wilhelm Lehmann MD, William MacDonald MD, Jacob Bidwell MD | Aurora Health Care | Milwaukee, Wisconsin

**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

**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

**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

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1. Ellinas H, Trimm F, Kountz D, Bienstock J. Implementing systematic culture change to improve diversity in GME. JGME. 2022; 14(2).