Geographic Variation in Diversity, Equity, and Inclusion Content Across United States Anesthesiology Residency Program Websites

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Introduction

- Residency websites are key sources for applicants in virtual interview landscape.
- Programs highlight institutional values, training environments, and resident resources on their websites.

Compare U.S. anesthesiology residency programs' websites on diversity, equity, and inclusion (DEI) by AAMC geographic regions.

Methods

- 183 anesthesiology residency programs.
- Programs classified by the 9 AAMC regions.
- Websites scored on 8 binary DEI-metrics:
  1. Program-specific diversity webpage
  2. Program-specific DEI statement
  3. Link to an institutional DEI webpage
  4. Anesthesiology diversity research
  5. Departmental DEI position or committee
  6. Resident-focused DEI initiative
  7. Resources for underrepresented in medicine (URiM) medical students
  8. Resident bias training
- One-way ANOVA and Tukey–Kramer post-hoc.

	Average Total Score	Standard Deviation	Programs with Total Score = 0 (%)
All Regions (n=183)	0.639	1.267	69.9%
New England (n=16)	0.875	1.408	62.5%
Middle Atlantic (n=41)	0.610	1.046	65.9%
South Atlantic (n=33)	0.242	0.502	78.8%
East South Central (n=7)	0.286	0.756	85.7%
East North Central (n=30)	0.600	1.329	70.0%
West North Central (n=11)	0.364	1.206	90.9%
West South Central (n=17)	0.235	0.752	88.2%
Mountain (n=8)	1.250	2.053	50.0%
Pacific (n=20)	1.60	1.930	45.0%

Table 1: Summary of Total Anesthesiology Residency Website Scores by U.S. Region



Figure 1: Geographic Preference Divisions Map

source: AAMC MyERAS Biographical Information

Results

- Most programs (69.9%, n = 128) scored 0.
  - Only 2.7% (n = 5) scored ≥ 5
- The most frequently identified elements were:
  - DEI statement
  - Institutional DEI webpage links
  - Anesthesia diversity web pages
- The least frequently identified elements were:
  - 4th-year URiM medical student resources
  - Resident bias training
- The Pacific division had the highest mean score of all the regions

Conclusion

- Variability in DEI-related information
- Websites may not reflect internal program efforts.
- Enhanced clarity may help applicants evaluate programs.
- Future studies may explore whether availability of website DEI content influences applicant recruitment.