

DIVERSITY, EQUITY, & INCLUSION  
PLANNING



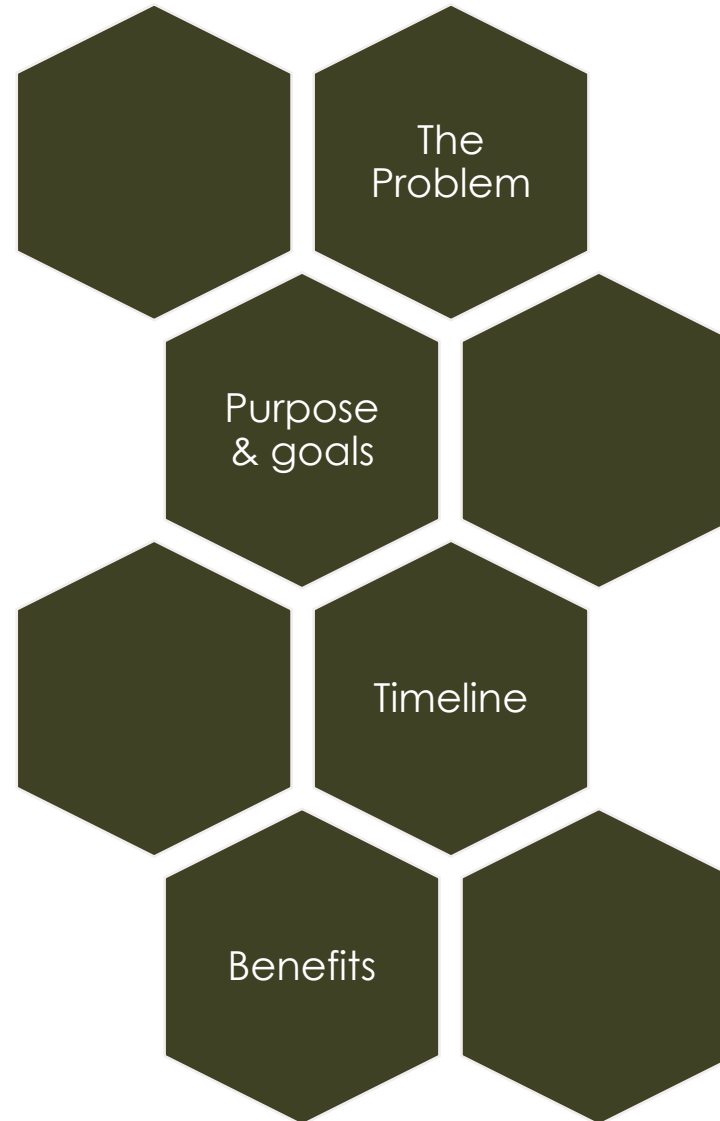
**A Longitudinal Pipeline Initiative  
Designed to Support DEI  
and Discovery within Urology**

**Health Professions Education Day 2022  
Charlie Ferreri**

*WITHIN  
OUR  
REACH*

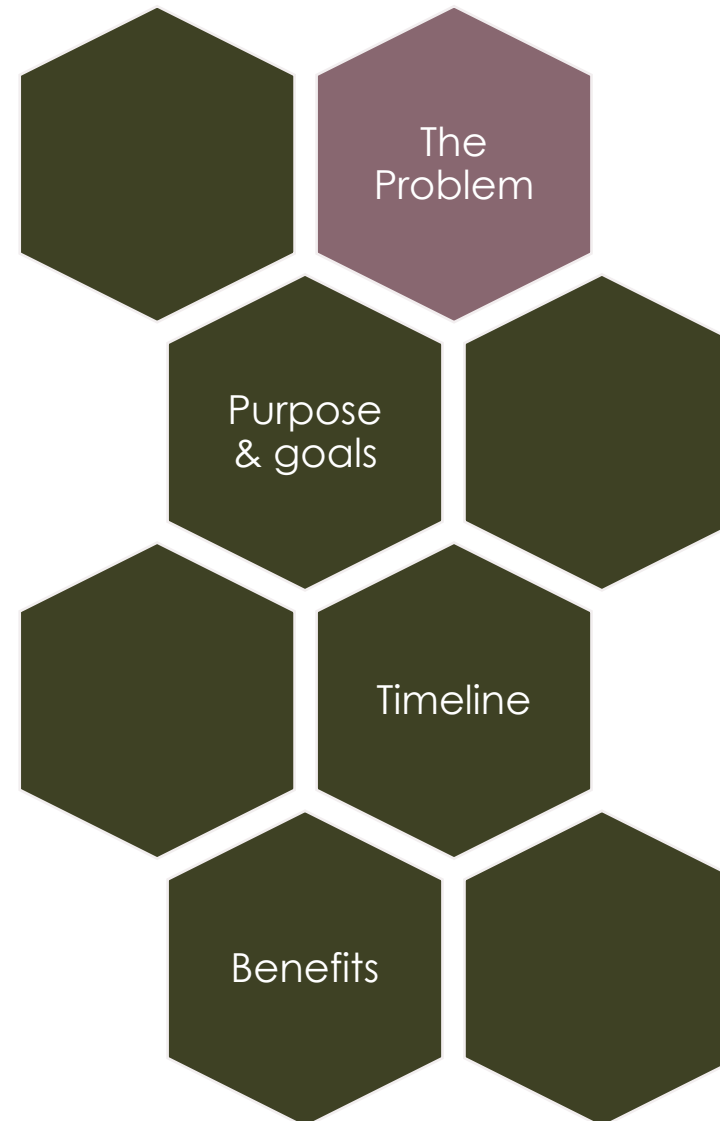


# ***Agenda***





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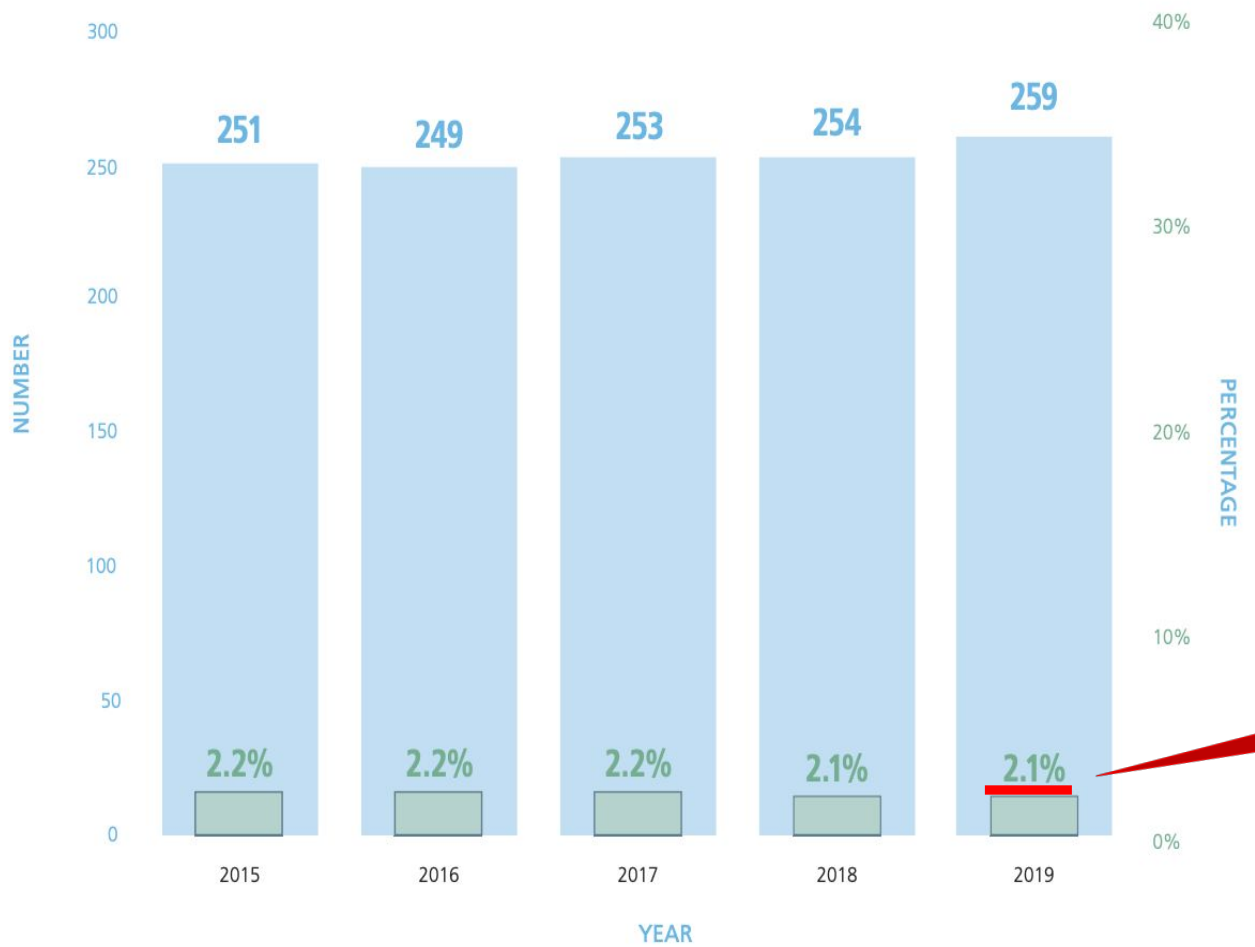




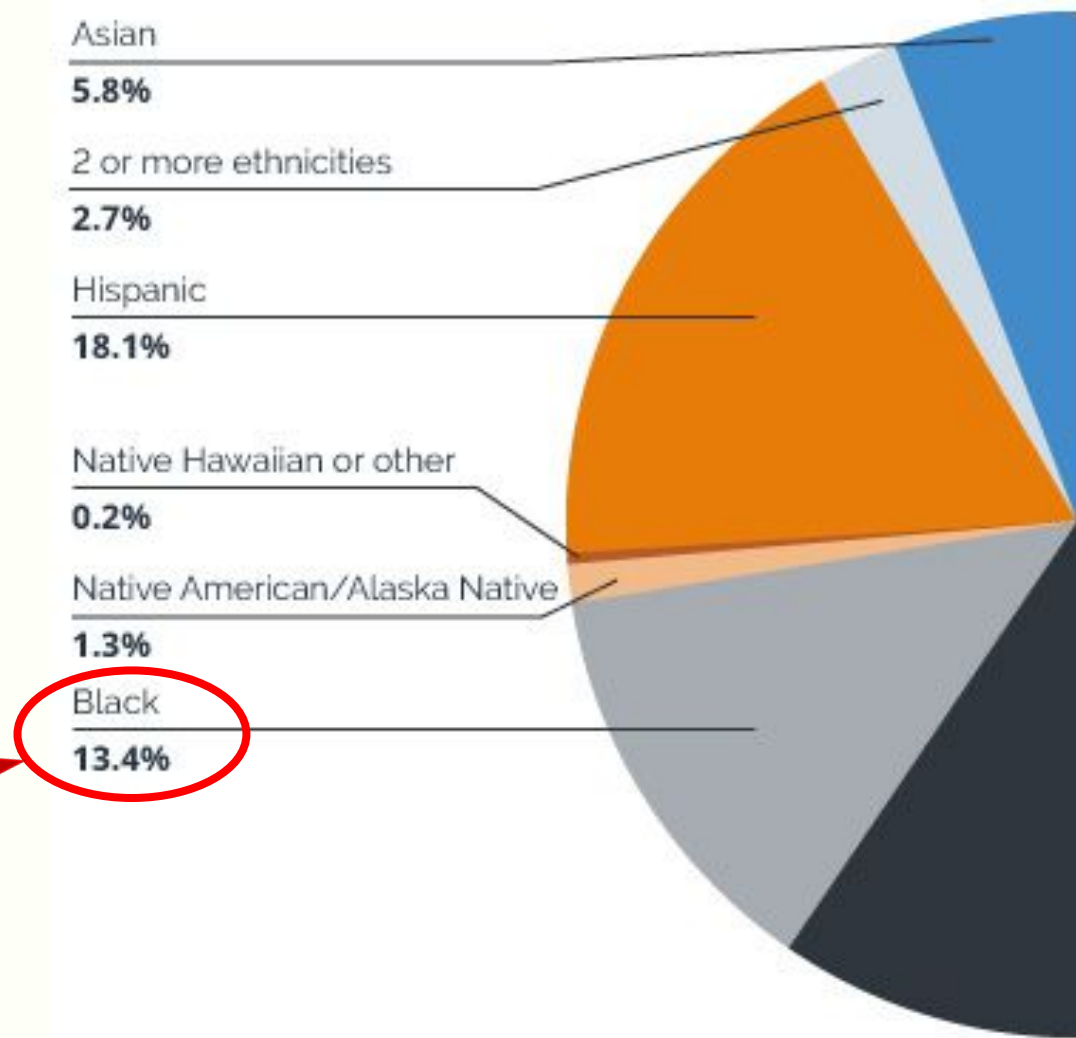
## AAMC Underrepresented in Medicine Definition (URM):

"Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population."

**FIGURE 2-4**  
African American/Black Urologists in the Workforce (Three-Year Moving Average)

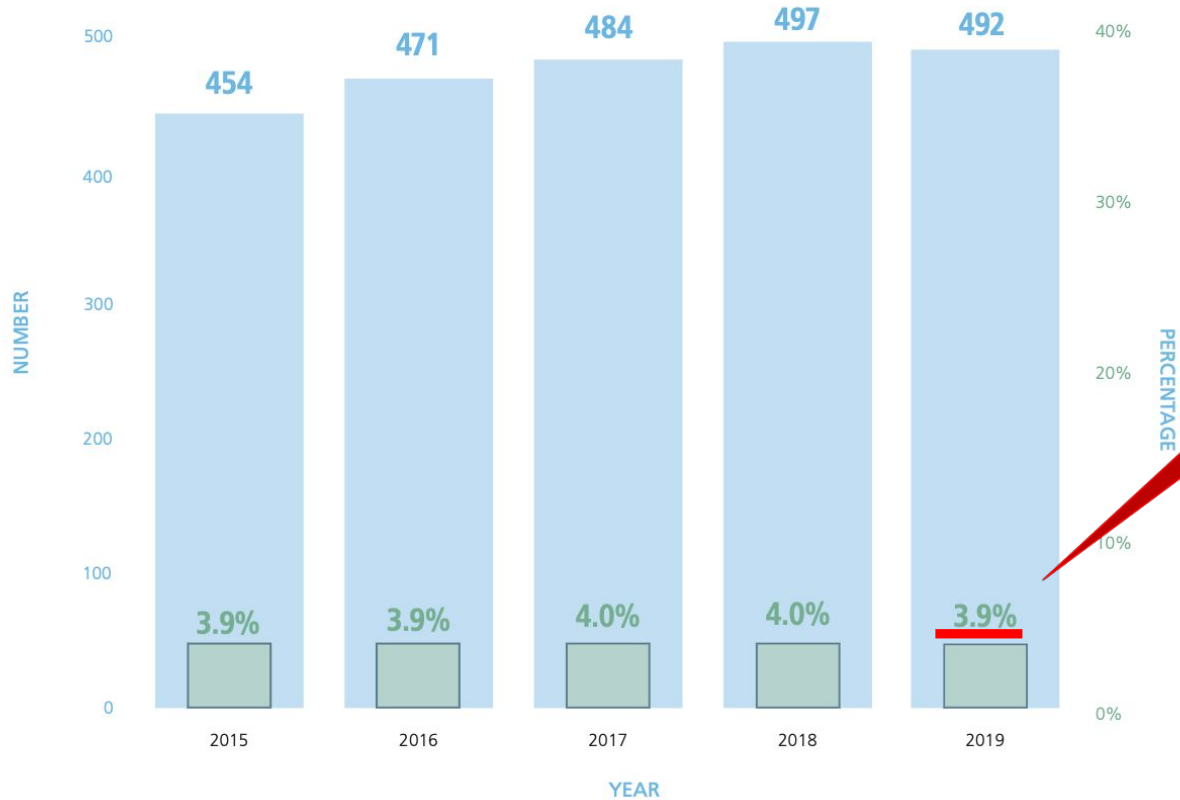


Race/Ethnicity In



**FIGURE 2-3**

**Hispanic/Latino Practicing Urologists in the Workforce (Three-Year Moving Average)**



**Race/Ethnicity In**

Asian

**5.8%**

2 or more ethnicities

**2.7%**

Hispanic

**18.1%**

Native Hawaiian or other

**0.2%**

Native American/Alaska Native

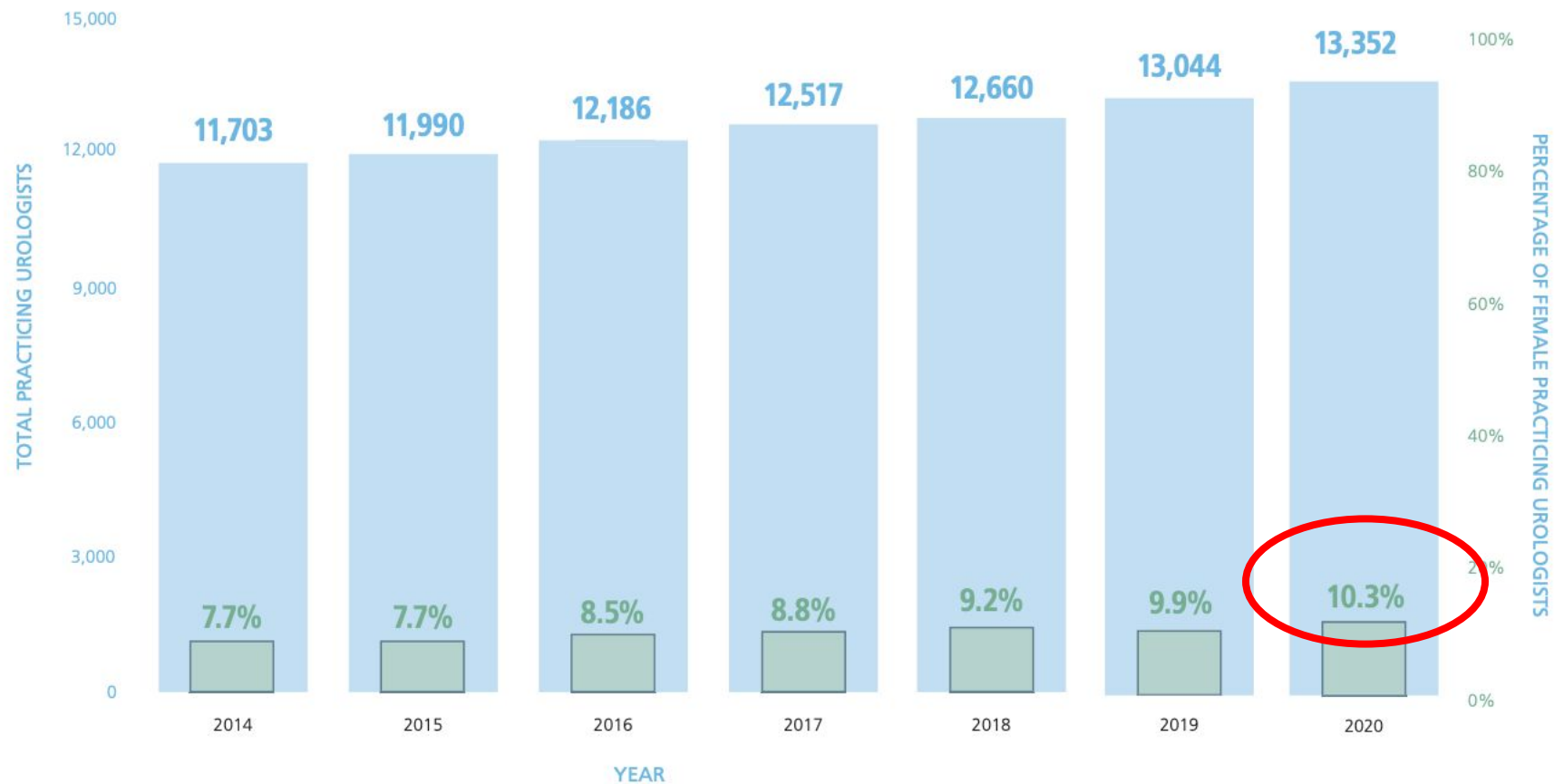
**1.3%**

Black

**13.4%**

**FIGURE 2-1**

**Total Number of Practicing Urologists and Percentage of Female Practicing Urologists in the Workforce from 2014 to 2020**



Blue: Total number of practicing urologists; Green: Percentage of female practicing urologists

(Data sources: National Provider Identifier files and weighted samples from the AUA Annual Census from 2014 - 2020.)

## Future Urologic Workforce: 2018 AUA Resident Census

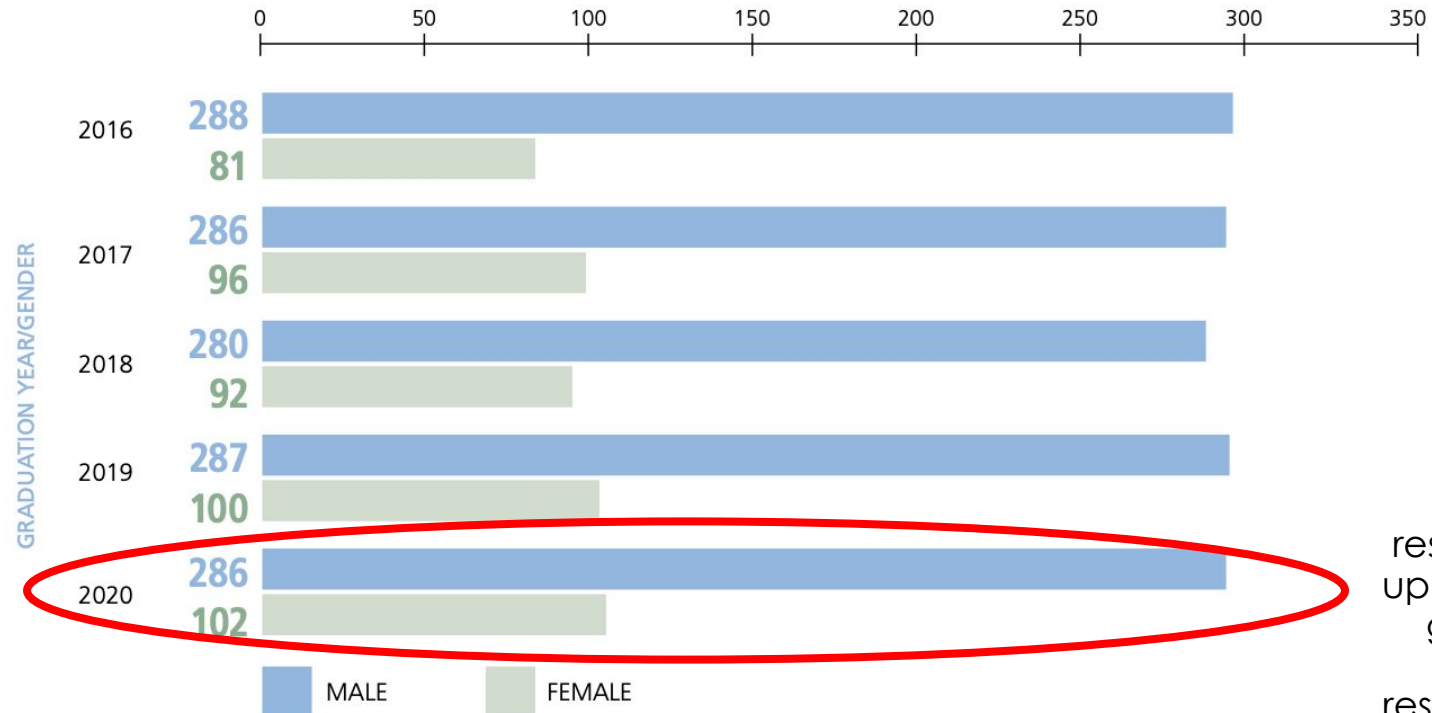
| Demographic Factors    | Female |         | Male   |         | Total  |         |
|------------------------|--------|---------|--------|---------|--------|---------|
|                        | Number | Percent | Number | Percent | Number | Percent |
| <b>Race</b>            |        |         |        |         |        |         |
| White                  | 135    | 68.9    | 364    | 71.5    | 499    | 70.8    |
| Asian                  | 51     | 26.0    | 116    | 22.8    | 167    | 23.7    |
| Black/African American | 8      | 4.1     | 9      | 1.8     | 17     | 2.4     |
| <b>Hispanic Status</b> |        |         |        |         |        |         |
| Hispanic               | 7      | 3.6     | 31     | 6.1     | 38     | 5.4     |
| Hispanic White         | 6      | 3.1     | 25     | 4.9     | 31     | 4.4     |
| Non-Hispanic           | 188    | 95.9    | 471    | 92.5    | 659    | 93.5    |
| Unknown                | 1      | 0.5     | 7      | 1.4     | 8      | 1.1     |



# Future Urologic Workforce: 2018 AUA Resident Census

**FIGURE 1-1**

Number of Urology Residents (by Anticipated Graduation Year and Gender)



Female residents make up only 26.2% of graduating Urology residents in 2020

# ***Why is this important?***

## Improve Patient Outcomes



*Better outcomes have been associated with higher cultural overlap between patients and physicians*

## Promote Health Equity



*Diversifying providers can increase patient compliance, rapport building, and improve overall health*

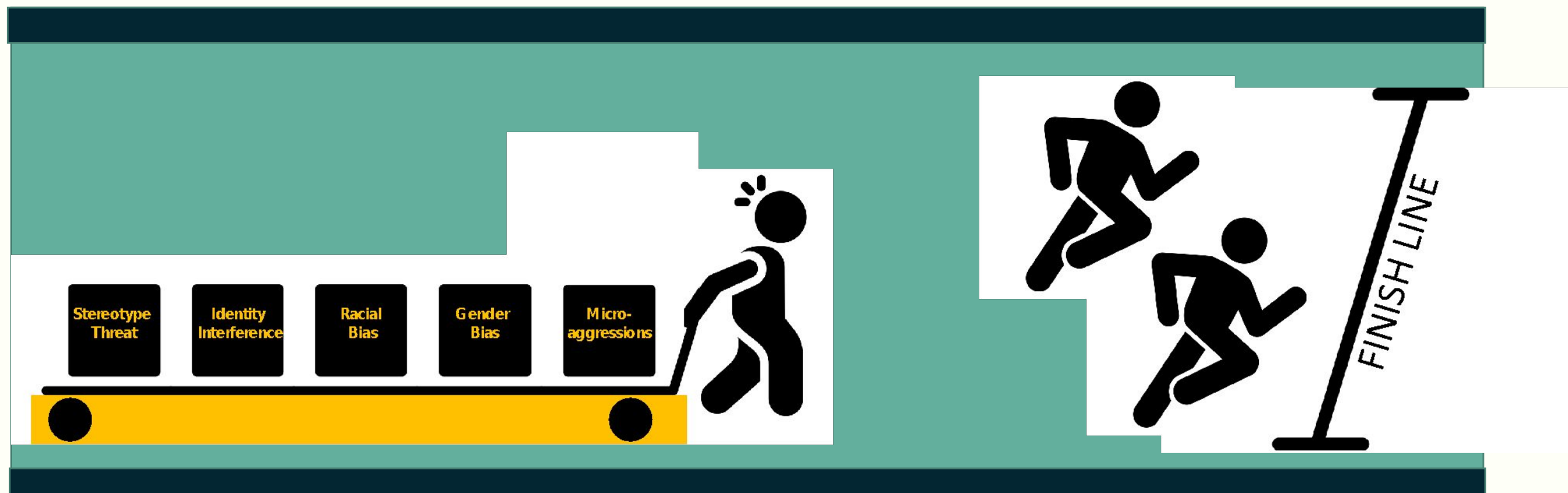
## Increase Healthcare Efficiency



*Racial disparities are associated with 245 billion in economic losses annually*



# *Barriers*

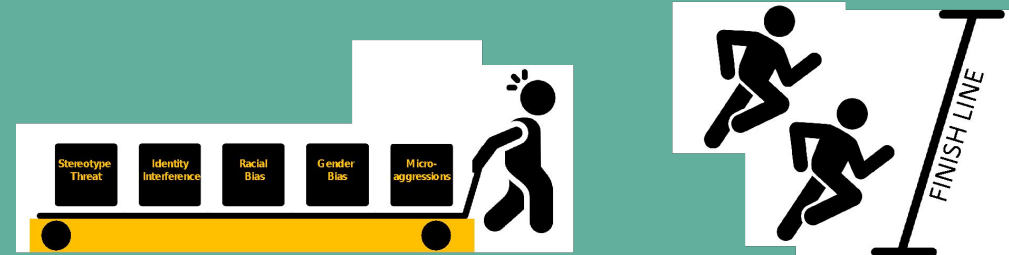




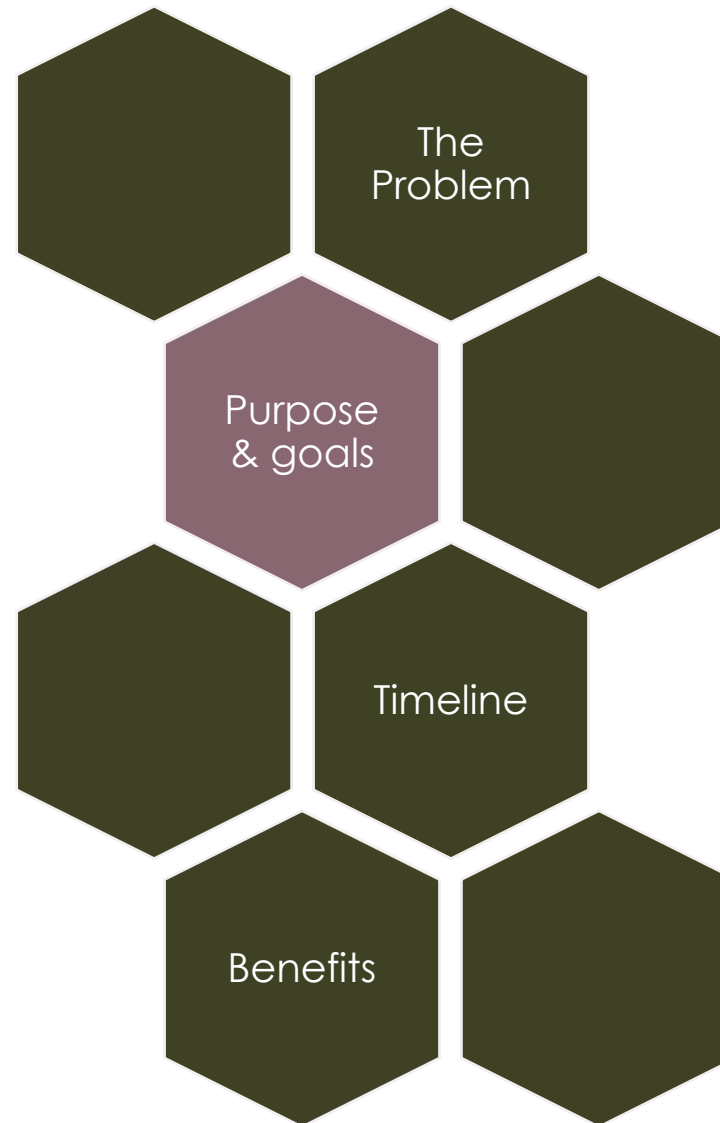
# ***Barriers***

## **Consequences:**

- Fewer advancement opportunities
- Less exposure
- Limited growth
- Limited knowledge
- Poorer patient outcomes
- Health inequity



# ***Agenda***





UroVersity was created to **increase diverse representation in surgical fields/urology** through **fostering relationships** with underrepresented communities at Michigan. UroVersity will close the gap by providing **1) active mentorship** and **2) personal & professional development**. UroVersity challenges physicians to learn about cultural differences, implicit and structural bias, acceptance, and develop strategies to maintain equity.



Prepare students for each step of medical school and residency through mentorship and clinical exposure

*WITHIN  
OUR  
REACH*



## Resident

- Refine professional and interpersonal skills
- Make yourself available
- Answer questions earnestly
- Teach student



## Attending

- Sponsor
- Mentor
- Teach students
- Coach

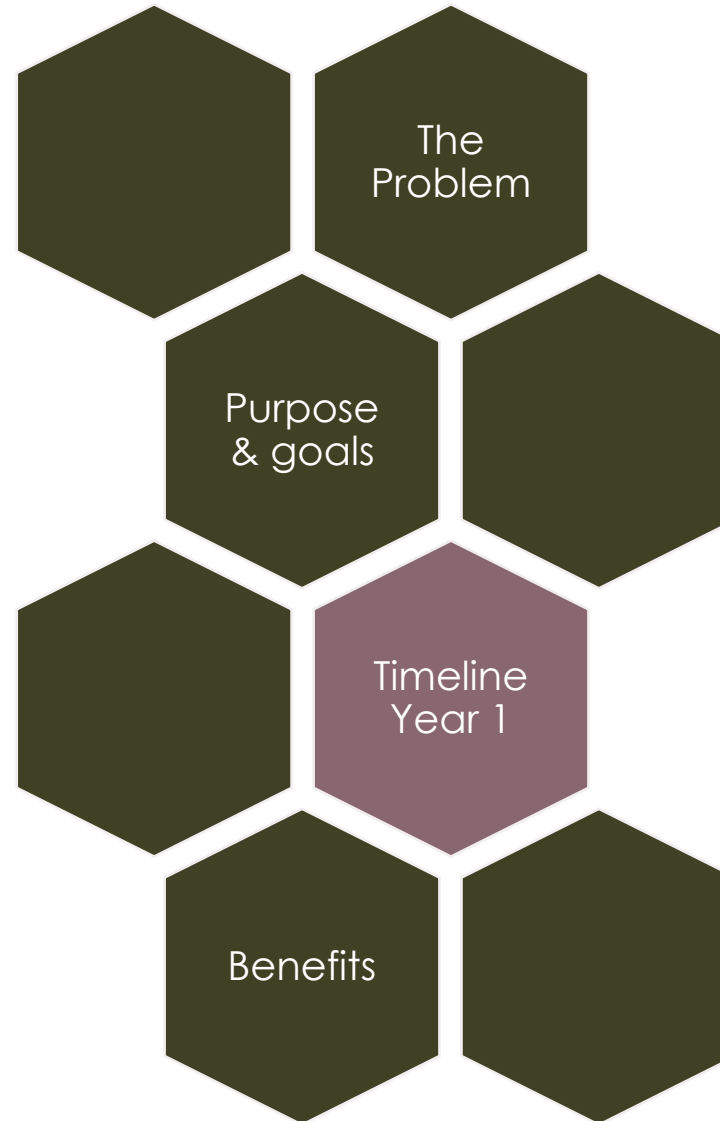


## Medical Student

- Ask questions
- Immerse yourself
- Introduce yourself to people
- Ask for help
- Seek out opportunities



# ***Agenda***



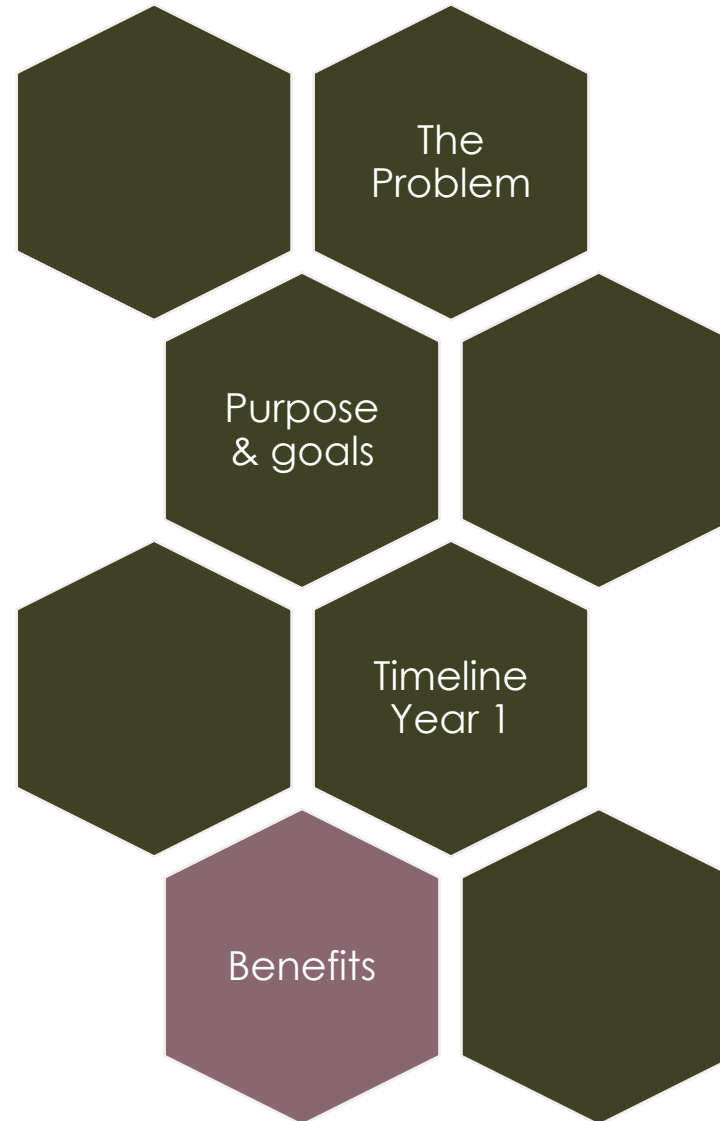
# ***Year 1 timeline***

## Year 1

|                |  |
|----------------|--|
| Mentor Pairing | <ul style="list-style-type: none"><li>• 2nd year resident</li><li>• Attending</li></ul>  |
| Lectures       | <ul style="list-style-type: none"><li>• Urology 101</li><li>• Urology jeopardy</li><li>• Grand Rounds</li></ul>  |
| Conference     | <ul style="list-style-type: none"><li>• Attend Nesbit Conference</li></ul>   |
| Research       | <ul style="list-style-type: none"><li>• Begin a mentored project</li><li>• Journal club</li></ul>  |
| Shadowing      | <ul style="list-style-type: none"><li>• Longitudinal Clinic Shadowing: Attend clinic once a month with mentor.</li><li>• Sporadic OR shadowing with attending from all sub-specialties</li></ul> |
| Miscellaneous  | <ul style="list-style-type: none"><li>• Sign up for AUA membership</li><li>• Community building events</li></ul>   |



# ***Agenda***



# ***Mentee Benefits***



## **Shadowing**

Attend clinic once a month with mentor.  
Sporadic OR shadowing with attending from all sub-specialties



## **Research**

Paired with a research mentor to develop scientific acumen  
Conferences



## **Nesbit Conference**

Learn more and gain exposure



## **AUA membership**

Free for students



## **ERAS preparedness**

CV builder, prep for away rotations



## **Wellness**

Clinical year:  
emotional preparation, wellness check-ins



***Questions?***

***Twitter: @UroVersity\_UM***