

# **AN EVALUATION OF THE VISIBILITY OF DIVERSITY, EQUITY, AND INCLUSION WITHIN REI FELLOWSHIP PROGRAMS**

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## Background

Trainees, particularly those from diverse backgrounds, are known to place strong values on graduate medical educational programs that present commitment to diversity, equity, and inclusion (DEI). In a time where interviews are held virtually for Reproductive Endocrinology and Infertility (REI) fellowship positions, applicants are likely to use websites as a tool to gather information. Based on expert opinion, fellowship program websites should have language reflective of DEI as well as readily available resources to support ethnic/racial minorities, gender and sexual minorities and those with disabilities (1).

## Objective

This study aims to evaluate the prevalence of a variety of elements of diversity, equity, and inclusion on REI fellowship websites.

## Materials and Methods

We reviewed all REI fellowship program websites listed on the Association of American Medical Colleges (AAMC) website. Each website was evaluated for 15 DEI elements chosen from previously published website review studies (2-3). Some elements include presence of a diversity statement, a description of the patient population served, fellow and faculty characteristics (i.e. photos, biographies, pronouns), the presence of DEI curriculum, opportunities for underrepresented minority trainees, and whether or not there was a faculty member on the ASRM DEI committee. Descriptive statistics were then performed.

## Results

The average number of DEI elements displayed per program was 3.9. The most common elements were that programs linked to another webpage with a diversity statement and programs had photographs and biographies of their fellows and faculty. Overall, there were 8% (4/50) REI programs with diversity statements on the direct REI program website page; however, 74% (37/50) of programs have a link to another webpage with a diversity statement. 18% (9/50) of REI programs included a portion related to diversity in their mission statements, while 16% (8/50) of programs included a description of the patient population that they serve. 72% (36/50) and 2% (1/50) of programs have fellow and faculty photos and pronouns on their websites, respectively. 32% (16/50) and 64% (32/50) of programs included fellow and faculty biographies, respectively. There were 8% (4/50) of REI programs with community resources

(i.e. fertility medication injection videos) or DEI opportunities for applicants. 12% (6/50) of programs have a faculty member on the ASRM DEI committee.

### Conclusions

The majority of programs do not have a diversity statement directly on their fellowship program website. Only 10% of programs mention diversity and inclusion within their mission statements. Most programs have photos of their faculty and fellows on their websites and a significant minority of programs included biographies of fellows and faculty. A couple of programs had resources for racial/ethnic and sexual or gender minority applicants. Overall, there are a limited number of elements or statements related to diversity and inclusion on REI fertility program websites. REI fellowship programs should continue to increase visibility of their DEI efforts to recruit a diverse applicant pool. This study highlights an opportunity for programs to demonstrate more openly their commitment to DEI.

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### References:

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