

# Using a Reproducible Framework to Improve Representation in Interventional Radiology

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## Background

- Out of 21 specialties, IR ranked 20<sup>th</sup>, 21<sup>st</sup>, and 19<sup>th</sup> for representation of women, Black, and Hispanic residents, respectively.<sup>1</sup>
- In 2019-2020, women comprised only 27% of radiology residents, despite making up 52% of medical school matriculants.<sup>2</sup>
- These disparities persist despite strong evidence that increased diversity improves innovation, financial performance, and patient outcomes.<sup>2</sup>

## Purpose

In 2021, we launched the Radiology Outreach Committee (ROC) to address this through holistic recruitment.

## Methods

A multifaceted recruitment strategy with the following 7 interventions was implemented<sup>3</sup>:

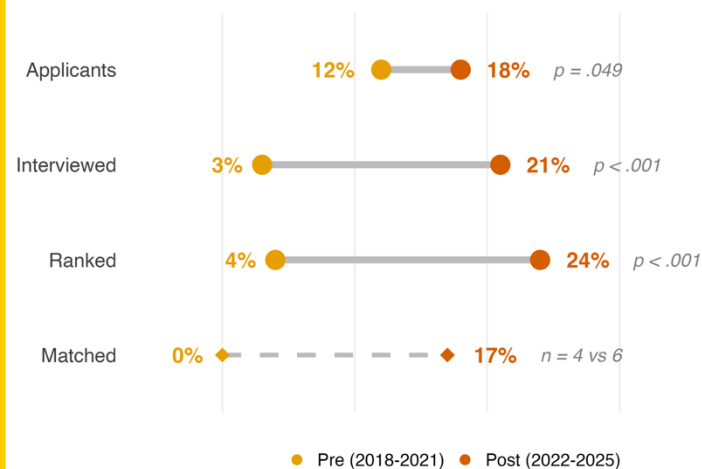
- ◆ Blinded application review
- ◆ Diversified committee
- ◆ Implicit bias training for interviewers
- ◆ ROC presentation during interview days
- ◆ Hosted dedicated diversity segment during second look
- ◆ Partnered with URM institutions and societies
- ◆ Launched an annual 6-week paid summer internship to increase early exposure

Subsequently, NRMP match data were used to compare representation of women and individuals underrepresented in medicine (URM), as defined by the AAMC, among matched residents pre- (2018-2021) and post-intervention (2022-2025) using descriptive statistics and chi-square analysis.

## Results

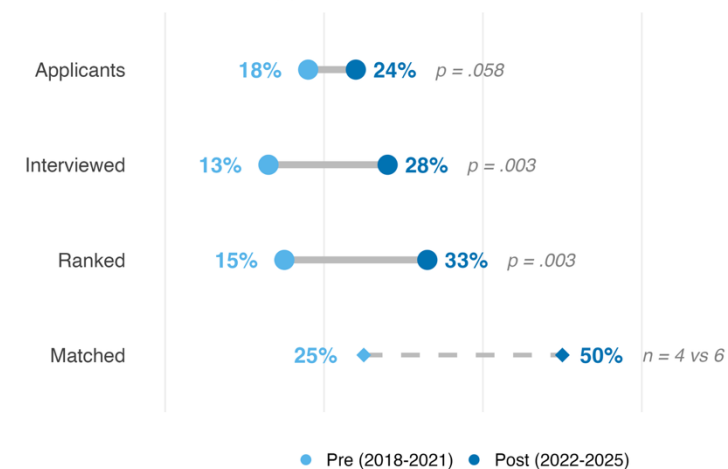
### Underrepresented Minorities (% URM)

Matched: small (n) sample, descriptive only



### Gender (% Female / Non-Binary)

Matched: small(n) sample, descriptive only



## Conclusion

A strategic, multifaceted recruitment program can *expand* the applicant pool and *improve* representation of women and URMs in integrated IR residency programs.

**Next steps:** expand the current analyses to the diagnostic cohort, survey current residents on factors influencing their rank lists, assess resident performance post-intervention.

Scan for additional data, references, contact info, and internship details.

