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## Background

- Residency interview season can be a time of high stress for residency applicants and programs.
- An applicant's decision to apply to a particular program is strongly influenced by information provided on the website, and the in-person interview day is one of the most influential when determining the rank list.<sup>1-3</sup>
- However, due to Covid-19 pandemic, the 2020-2021 interview season will be virtual.
- Residency program websites provide a preliminary opportunity for programs to engage with potential residency applicants and capture their interest.
- Studies have shown that applicants', particularly women and those underrepresented in medicine (URiM), consideration of perceived program diversity has increased in importance overtime when applying and ranking programs.<sup>4-6</sup>
- Significant disparities in physician diversity in PM&R remain, especially in academic medicine at higher career levels, despite efforts to recruit and retain a more inclusive workforce.<sup>15</sup>
- The most significant decrease in representation of physicians URiM in academic PM&R is from residency applicants to trainees.<sup>15</sup>

## Objective

- Primary aim: Evaluate the presence of diversity and inclusion promotion amongst United States PM&R residency program websites.

## Methods

- Two reviewers evaluated the presence or absence of 11 predetermined diversity and inclusion metrics on the websites.
- The presence of individual resident and faculty photos and biographies were also evaluated.
- Cross sectional and descriptive analysis of residency program diversity and inclusion content was performed.

## Results

- 90 PM&R residency program websites were reviewed

### Website Diversity and Inclusion Criteria

Diversity Metric	N (%)
<b>Diversity in Program Mission Statement</b>	<b>9 (10%)</b>
Separate Diversity Statement	7 (8%)
<b>Minority Rotation</b>	<b>3 (3%)</b>
<b>Other diversity Initiative</b>	<b>6 (7%)</b>
<b>Diversity Groups</b>	
Women	2 (2%)
Disability	0 (0%)
Ethnic/racial minority	4 (4%)
LBGTQ	3 (3%)
<b>Diversity Page/Section</b>	<b>8 (9%)</b>
<b>Appointed Diversity Leadership Position</b>	<b>3 (3%)</b>
<b>Disability Coordinator Contact Information</b>	<b>5 (6%)</b>
n = 90	

Table 1  
Presence of diversity metrics met on PM&R residency program website

### Resident/Faculty Photo and Biography Completion Rate

Category	Percentage Completed N (%)					
	0%	1-25%	26-50%	51-75%	76-99%	100%
<b>Resident Diversity</b>						
Photos [17]	2 (3%)	0 (0%)	0 (0%)	2 (3%)	7 (10%)	62 (85%)
Bios [17]	32 (44%)	0 (0%)	0 (0%)	2 (3%)	9 (12%)	30 (41%)
<b>Faculty Diversity</b>						
Photos [3]	7 (10%)	9 (10%)	0 (0%)	11 (13%)	19 (22%)	41 (47%)
Bios [3]	22 (25%)	9 (10%)	11 (13%)	11 (13%)	19 (22%)	15 (17%)
[ ] excluded from analysis due to complete lack of names, photos, and bios						

Table 2  
Completion rate of diversity metrics on PM&R residency program websites

## References

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## Discussion

- Few (15, 17%) websites included any diversity/ inclusion info.
- 4 (4%) program websites featured majority (≥6 of 11) of the criteria: University of Missouri-Columbia, Carolinas Medical Center, UT at Austin Dell Medical School, and University of Washington.
- For applicants who aren't familiar with a program, the residency/faculty photos and bios may be their only initial insight to a program's diversity and culture prior to deciding where to apply or interview at.
- We attempted to assess how websites addressed the needs/recruitment of individuals with disabilities and found nothing.
- Programs that lack diversity information may be less appealing to female/URiM applicants.

## Conclusion

- Majority of US PM&R residency program websites lack key information regarding diversity and inclusion.
- Residency programs websites need to highlight their commitment to the promotion and reflection of a more diverse and inclusive culture to attract a diverse candidate pool.

### Recommendations for Program Websites

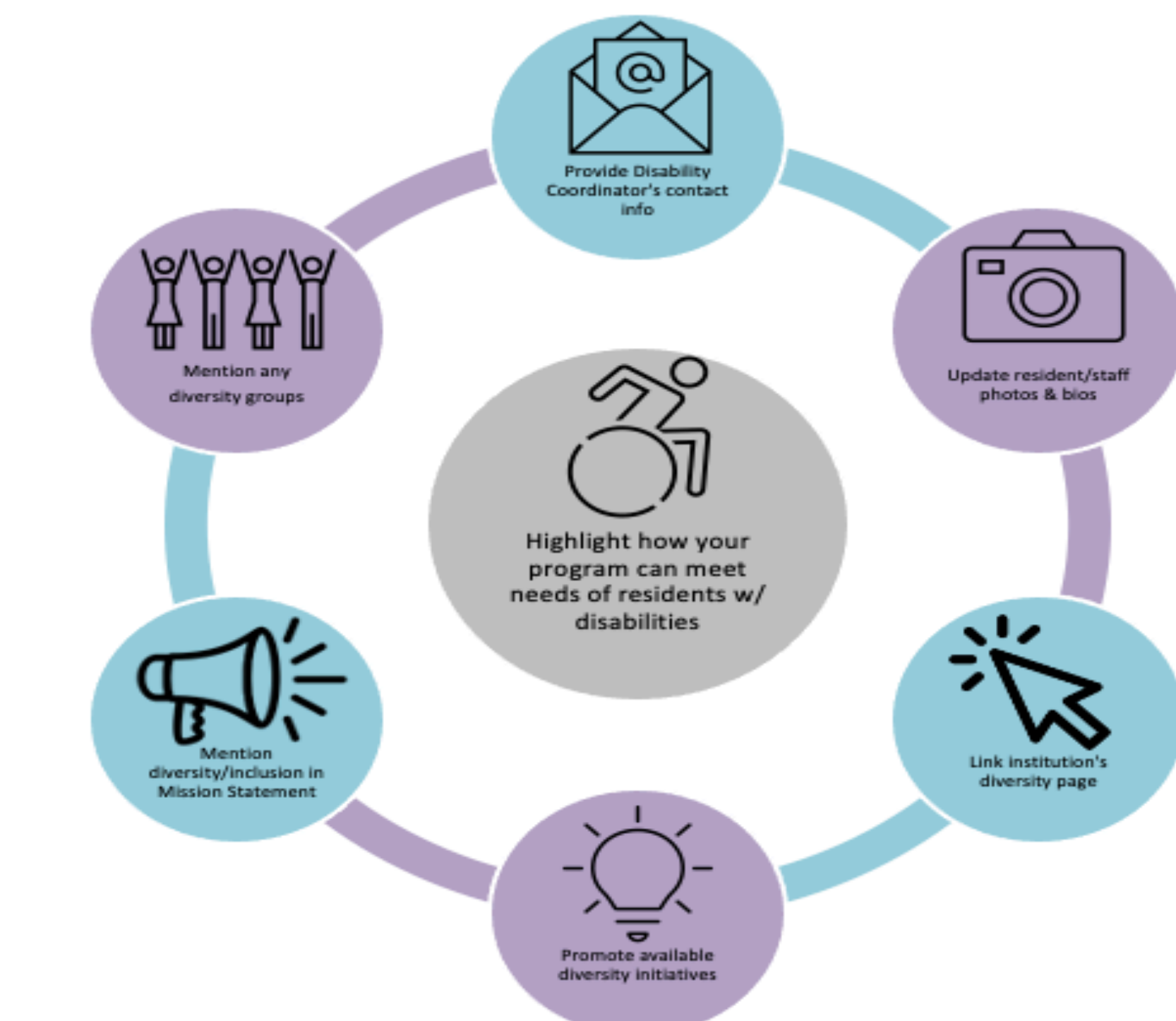


Figure 2  
Recommendations to enhance the promotion of diversity/inclusion on residency program websites

