

The State of Diversity and Inclusion in Regional Anesthesiology and Acute Pain Medicine (RA/APM) Fellowship Programs

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Abstract & References

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INTRODUCTION

- This cross-sectional survey-based study assessed the demographic characteristics of the 2023-2024 Regional Anesthesiology and Acute Pain Medicine (RA/APM) fellowship class.
- The number of underrepresented in medicine (URiM) racial/ethnic groups and women in medical subspecialties such as anesthesiology is disproportionate to the diversity of the US population.^{1,2,3}
- Diversity in medicine is important to promote excellence in clinical practice and produce a workforce that can address widening inequities in US healthcare.⁴

METHODS

1

Approved by Hospital for Special Surgery (HSS) Institutional Review Board (IRB #2023-1862).

2

REDCap survey emailed to 84 RA/APM fellowship directors in the US and Canada.

3

De-identified responses received from 39 US RA/APM fellowship directors.

4

Analyses were performed using SAS version 9.4 (SAS Institute, Cary, NC).

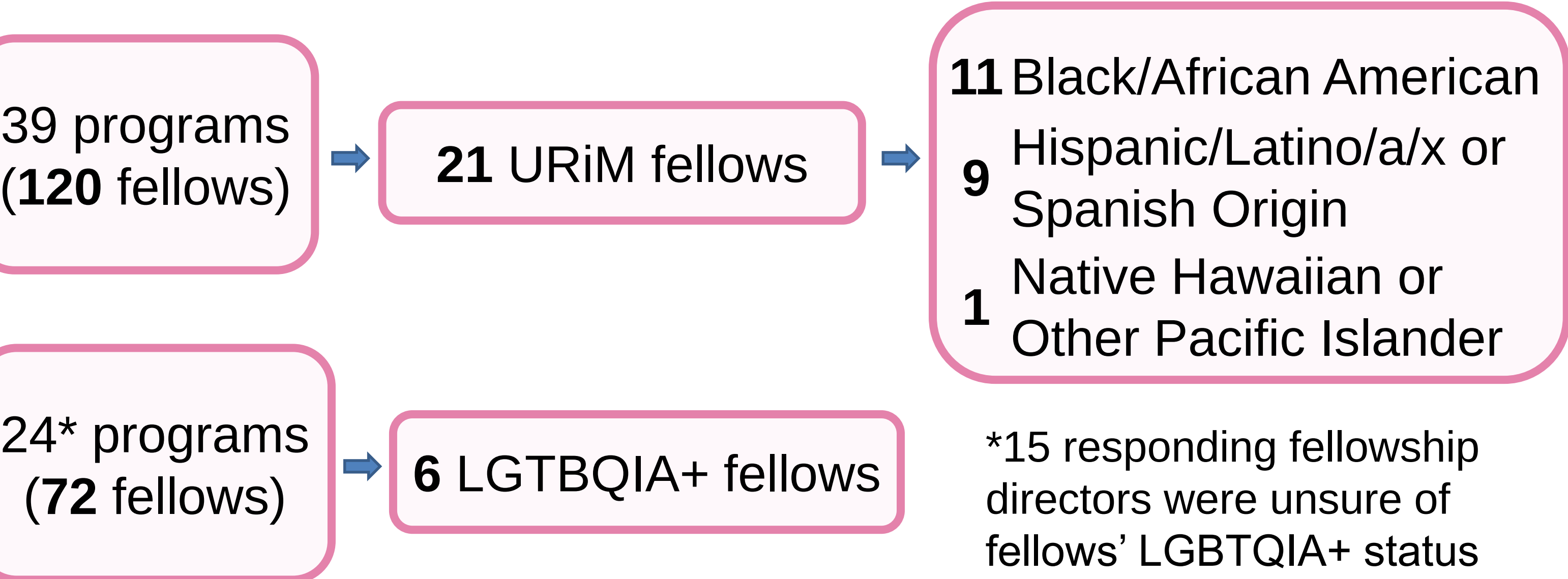
To **increase** underrepresented in medicine and LGBTQIA+ representation in RA/APM fellowship programs, we should **increase** early exposure to medical subspecialties, mentorship, and financial assistance.

Table 1. Characteristics of the 2023-2024 RA/APM Fellowship Class.

Characteristic	Median [IQR]
Size of Fellowship Class	2 [2,4]
Number of Females	1 [1,2]
Characteristic	N*, %
Number of URiM* Fellows	
0	22, 56.4%
1	9, 23.1%
2	7, 17.9%
3	0, 0.0%
4	1, 2.6%
Number of LGBTQIA+ Fellows	
0	20, 51.3%
1	3, 7.7%
2	0, 0.0%
3	1, 2.6%
4	0, 0.0%
≥5	0, 0.0%
Unsure of LGBTQIA+ status of my fellows	15, 38.5%

*URiM: Underrepresented in Medicine is defined as Black, Latino/a/x or Spanish origin, Native Hawaiian or other Pacific Islander, American Indian/ Alaska Native.
**N=39 programs with 120 total fellows.

RESULTS



DISCUSSION

- In the pipeline to medicine, we must address barriers to entry and retention for URiM students (limited resources, finances).^{5,6}
- We should provide early exposure to subspecialties, mentorship, and shadowing opportunities.
- Applicants who are sexual and gender minorities are less likely to apply to prestigious specialties due to lack of inclusivity.⁷
- Accreditation Council for Graduate Medical Education (ACGME) requires diversity training programs, but not all US RA/APM fellowship programs are ACGME accredited.
- This survey data represents the 2023-2024 RA/APM fellowship class. The majority of programs participated in the San Francisco Residency and Fellowship Matching Services (SF Match) to recruit the 2024-2025 RA/APM fellowship class.
- Repetition of this study in future years would identify how RA/APM fellowship class demographic characteristics vary year by year.