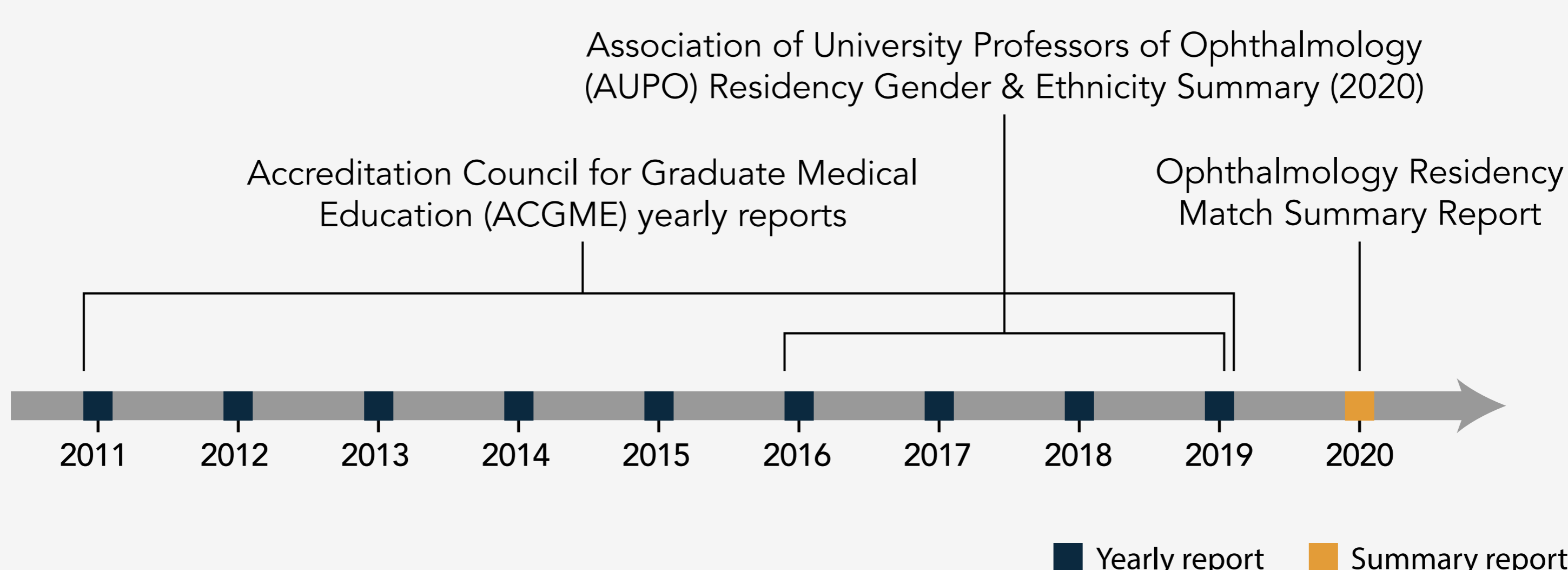


Racial and Ethnic Diversity Trends in Ophthalmology

Aguwa UT, Divya Srikumaran, Canner J, et al. Trends in Racial and Ethnic Diversity of Ophthalmology Residents and Residency Applicants. *Am J Ophthalmol.*2022;240:260-264. doi:10.1016/j.ajo.2022.03.006

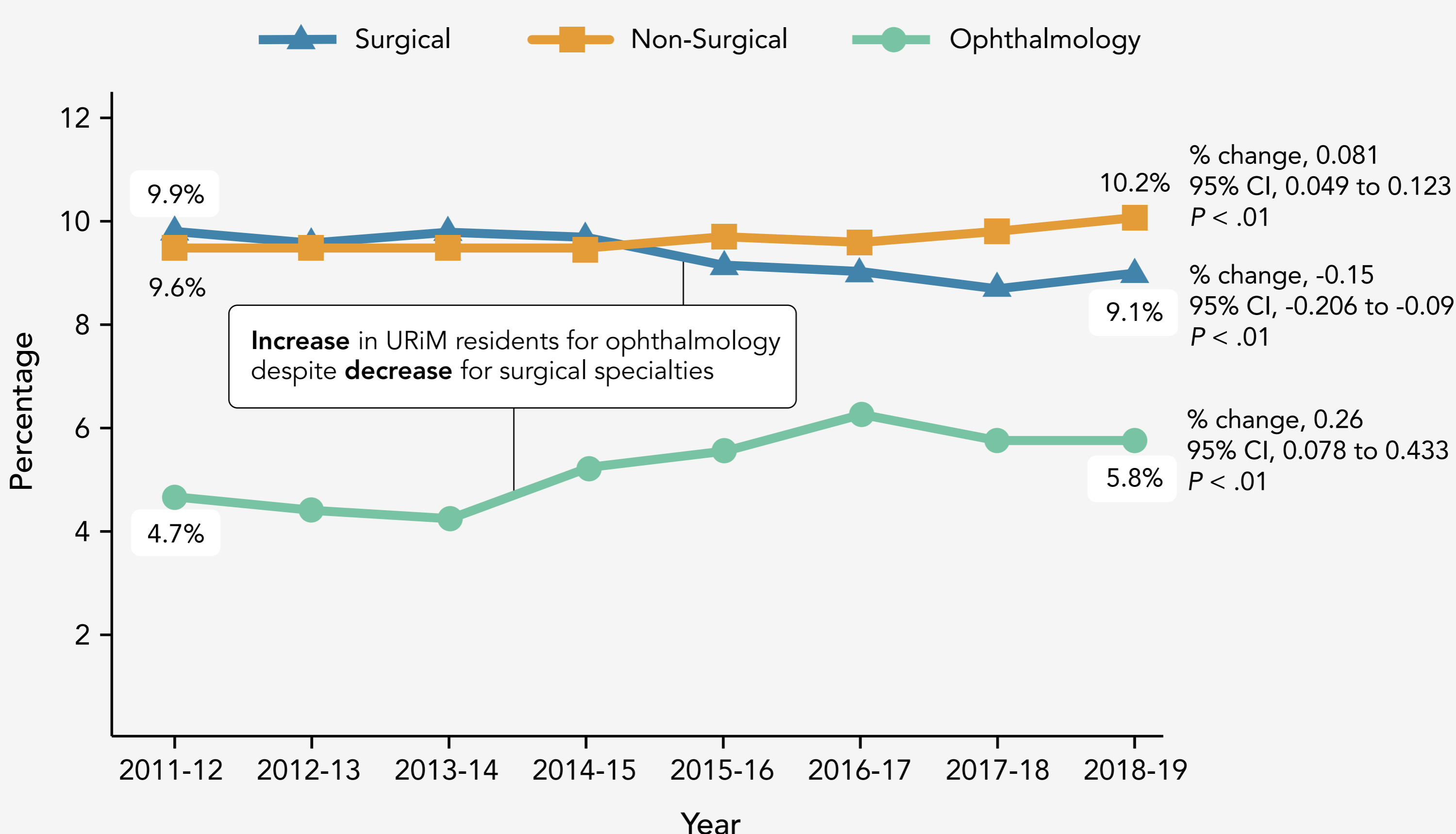
To meet the health needs of our increasingly diverse nation and ensure quality healthcare, a diverse medical workforce is critical. A diverse workforce would improve the cultural competency of the medical workforce. Individuals from diverse backgrounds provide meaningful perspectives based on their experiences and observations and are often better equipped to understand the practices, hardships, and culture of their respective communities than someone who does not identify with that group. Moreover, they are also in a position to help educate their colleagues on how best to care for patients with values and experiences that differ from their own and adapt services to support the unique needs of each patient.

Race/ethnicity demographics data was collected from various reports to analyze trends.



From 2011 to 2019, the proportion of URiM residents in ophthalmology increased, despite an overall decrease in URiM residents in surgical specialties within the same period.

Percentage of URiM residents by type of residency from 2011 to 2019



For each category of residency, the Cochran-Armitage test was used to analyze the distribution of URiM residents from 2011 to 2019 and determine if the proportion increased or decreased with time. P values are listed to the right of their respective lines. URiM = underrepresented in medicine.

From 2016 to 2019, the proportion of URiMs participating and matching into ophthalmology increased.

Trend Analysis for Participants in Ophthalmology San Francisco Match: Race and Ethnicity

Race/Ethnicity	2016	2017	2018	2019	% change (95% CI)	P-value
All Participants						
Native Hawaiian/Pacific Islander*	0%	0%	0%	0%		
American Indian/Alaskan Native*	0%	0%	0%	0%		
Black/African American*	2%	3.1%	2.9%	3.6%	-0.09 (0.46, 1.01)	.1
Hispanic/Latinx*	3.9%	6.1%	7.6%	8.2%	0.66 (1.46, 2.26)	<.01
2 or More	3%	7%	5%	2.2%	-1.12 (-0.47, 0.18)	.16
Decline to State	23.7%	14.1%	13.6%	3.4%	-7.31 (-6.19, -5.07)	<.01
Asian	42.6%	22.8%	25.1%	30.8%	0.61 (2.03, 3.45)	<.01
White	42.6%	46.5%	45.7%	51.9%	1.10 (2.72, 4.34)	<.01
All URiMs*	5.9%	9.2%	10.5%	11.8%	0.92 (1.87, 2.82)	<.01
Matched Participants						
Native Hawaiian/Pacific Islander*	0%	0%	0%	0%		
American Indian/Alaskan Native*	0%	0%	0%	0%		
Black/African American*	1.9%	2.9%	1.4%	3%	-0.37 (0.23, 0.83)	.45
Hispanic/Latinx*	3%	6%	7.5%	7.8%	0.66 (1.62, 2.58)	<.01
2 or More	3%	7.9%	5.3%	2.7%	-1.2 (-0.33, 0.51)	.44
Decline to State	18%	14.8%	13.1%	3.4%	-5.80 (-4.49, -3.18)	<.01
Asian	27%	12.6%	26.7%	28.4%	0.23 (1.93, 3.60)	.03
White	47.1%	55.6%	46.1%	54.7%	-0.40 (1.60, 3.60)	.12
All URiMs*	4.9%	8.9%	8.9%	10.8%	0.66 (1.77, 2.88)	<.01

*Note: "All URiMs" includes Native Hawaiian/Pacific Islander, American Indian/Alaskan Native, Black/African American, and Hispanic/Latinx categories.

Observable **upward trend** in proportion of URiMs matching into ophthalmology from 2016 to 2019. Trend may be due to successful pipeline programs:

- Rabb-Venable Excellence in Ophthalmology Program
- Minority Ophthalmology Mentorship (MOM) Programs

Conclusions

Ophthalmology has shown an upward trend in its URiM makeup of residents relative to all other surgical specialties combined in recent years. Also, the percentage of URiMs in ophthalmology remains lower than that of the general population. Informed by the findings of this study, leaders in ophthalmology can devise sustainable initiatives to improve racial and ethnic diversity in the field and address potential entry barriers for diverse applicants.