SWIU Task Force: The Role of Women Urologists in Advancing DEI in Urology Residency Recruitment

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Task Force Charge: This task force will address how programs are already incorporating antiracist and antisexist practices into the recruitment process and develop a toolkit/presentation to disseminate to other women across the country to encourage grassroots efforts of reducing bias in the application review and interview process, as well as share representative strategies that have been successful. This might include collection of various programs and processes at various levels of recruitment and recommendations for best practices.

Summarize any change or refinement to the charge: In our first meeting we focused on crafting two sets of deliverables: 1) something actionable that can be utilized before or during the upcoming application 2021 cycle, and 2) a project to create a more comprehensive resource for Residency Recruitment in 2022.

Overview of preliminary research findings:
Our Task Force first met on 7/6/21 by zoom.

Action Item 1: We created a process for mentoring for 2021-2022 Urology match applicants who identify as female.
   August 12: SWIU distributed call for faculty/trainee mentors to review personal statements
   50 reviewers signed up within just a few days!
   August 20: SWIU distributed offer to applicants
   August 30: emails sent to mentors and student mentees
   70 applicants paired with mentor reviewers
   **Fantastic contributions by Liz Ellis and Paige DeRosa for managing the matchmaking.
   **Tremendous help from Danielle and Weiser to circulate info and manage the sign up sheets.

Action Item 2: We created a document of resources for Holistic Review of Residency Applicants.
   July 26: Idea for tip sheet discussed
   September 8: working meeting with Task Force members to create the document together in real time
   September 13: Guide and resources sent to SWIU BoD for review
   September 20: Approval by SWIU to distribute.
      Dr. Thavaseelan shared with SAU And aCURE as well for distribution to their lists.
   September 27: Email distribution to SWIU members with Guide & Resources.
**Assessment of findings:** Our Task Force, with the collaboration of SWIU leaders and administration, was able to effect two tangible improvements that will hopefully be valuable and sustainable.

**Focus for your task force/ Potentials points of leverage:**
We intend to continue to generate opportunities to intervene, modify, and improve on the residency recruitment process to support anti-racist and anti-sexist practices.

The **Personal Statement review** was created and offered to female students, due to the more simple flow of recruiting reviewers via SWIU, in a very compressed timeline. However, the Task Force members feel this effort could be expanded, by collaborating with other organizations, to offer the same opportunity in 2022 to a more diverse group of applicants (female and UrIM).

The **Holistic Review Guide** was created but given the compressed timeline that was inevitable, it may not reach as wide an audience with enough time to apply it into practice. The Task Force discussed asking programs if they used the resources, and if so, how they could be improved (but of course we are wary of survey fatigue).

The logical next point to apply principles of Holistic Review will be on **interviews**, as the Task Force discussed extensively ways to disseminate best practices for interviews and reducing bias by using validated structured interview formats.

Another focus that is important to the Task Force would be **Pipeline Outreach & Engagement**, creating engagement for SWIU members with younger individuals (high school students, college students) to make an impact on the pipeline into medical school and residency.

**Rationale for the team’s choice:** The group had a diverse set of perspectives given our spectrum of level of training and experiences. There was universal agreement on strategies that could be applied to the application review and interview process, as well as a diverse set of ideas as to what the Task Force and SWIU could create that would not duplicate or overlap efforts by other organizations in Urology with similar missions.

**Tentative ideas for deliverable:**
1. Repeat and expand the Personal Statement Review
2. Examine utilization and improve on the Holistic Review guide
3. Create resources for interview process
4. Create opportunities for pipeline engagement and outreach