

Template for Task Force BOD Executive Summary due November 1st, 2022

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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: We sought to implement the two programs created in 2021 and build upon that success and momentum with at least one new initiative or project. A parallel mission was to determine and pursue opportunities for scholarly activity around our efforts.

Overview of preliminary research findings: Thus far the task force achieved the goals of 1) offering and executing a Personal Statement review program for 2022-2023 Urology Match Applicants, and 2) disseminating a new Holistic review guide that was distributed electronically, via email and social media, and via the SWIU website. A core group of task force members also created a survey to distribute to participants in 2022 and 2021 in the personal statement review programs.

Assessment of findings: We have proven the sustainability of our initial programs and we are hopeful to generate some outcome measurements of the impact of the personal statement review program.

Focus for your task force/ Potentials points of leverage: This Task Force has had a good track record with an outreach intervention and now we plan to focus the group's talents on an additional goal, either a scholarly output or another facet or strategy to model positive recruitment efforts

Tentative ideas for deliverable: As described above, the 2 deliverables were updated versions of what we accomplished in the previous year. The next step is outlining a scholarly product and delegating parts of the project to various task force members.