

# **Diversity, Equity, and Inclusion in Surgery**

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Professor of Surgery  
University of Louisville**

**No disclosures**

# Definition

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## diversity

noun di·ver·si·ty \ də-'vər-sə-tē , dī- \

(plural diversities)

1 : the condition of having or being composed of differing elements :variety; especially :the inclusion of different types of people (such as people of different races or cultures) in a group or organization programs intended to promote diversity in schools

2 : an instance of being composed of differing elements or qualities :an instance of being diverse a diversity of opinion

The Merriam-Webster logo, consisting of the words "Merriam-Webster" in a blue serif font, enclosed within a red circular border.

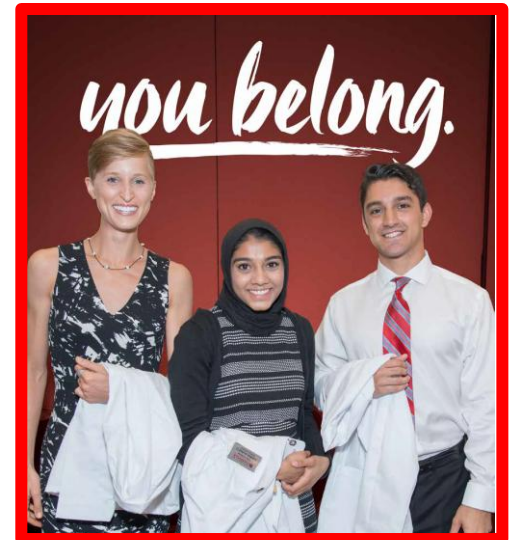
# Definition

## Functional Definition

The SOM utilizes a definition of diversity that supports the **inclusion, welcome, and support** of individuals from all groups, encompassing the various characteristics of persons in our community.

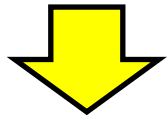
*The characteristics include, but are not limited to:*

age, background, citizenship, disability, education, ethnicity, family status, gender, gender identity/expression, geographical location, language, military experience, political views, race, religion, sexual orientation, socioeconomic status, and work experience

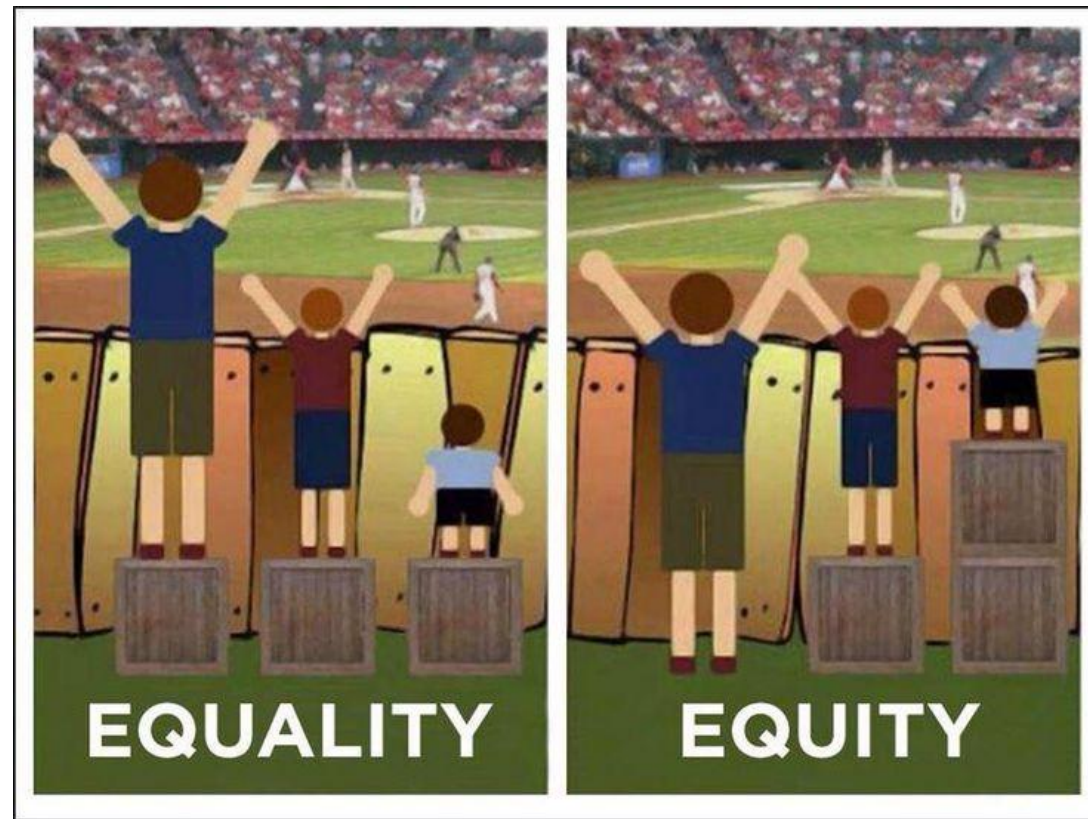


# Diversity Matters

- Equality vs. Equity
- Commitment to seeking a level playing field
- Recognizing difference
- Homogenous group(s)



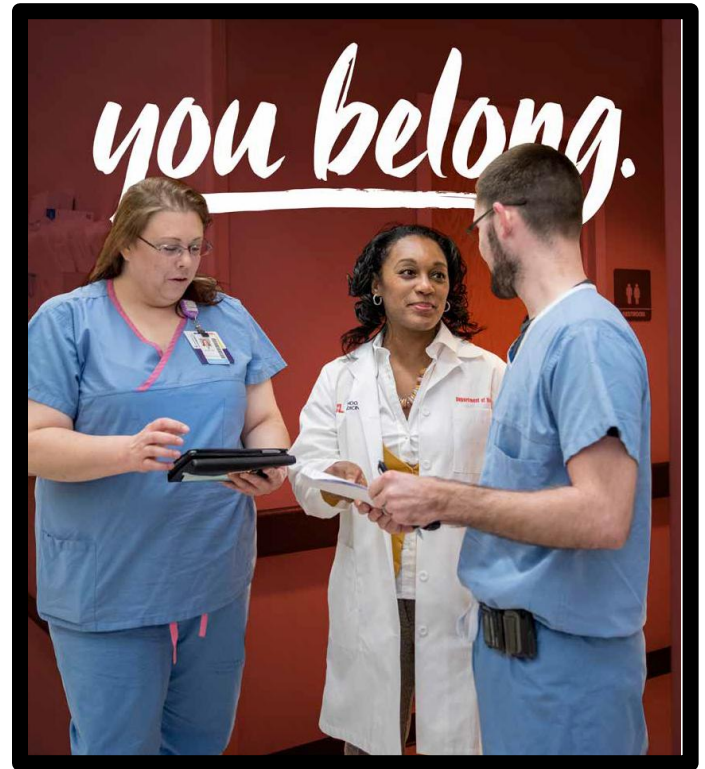
Homogenous  
solution(s)



# Organizational Benefit

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- Increased productivity
- Less absenteeism
- Better retention



# Demographics

(%)	2013 US Population	2013 Medical School Matriculants	2008 US Surgical Residents	2013 US Surgical Faculty	2013 US Surgical Tenured Professors
Non-Hispanic White	62.6	57.7	61.9	61.6	80.1
African-American	13.2	6.9	5.2	2.9	2.3
Asian-American	5.3	22.2	18.5	11.8	9.0
Hispanic/Latino	17.1	9.1	8.5	4.1	3.8
Native American	1.2	0.8		0.2	0.1
Pacific Islander	0.2	0.3		0.2	0

Ford, Upperman, Lim (2015)  
US Census Bureau (2014)  
AAMC (2014)  
Wong, et al (2013)

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Wong, et al (2013)



# Bias

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## Explicit bias

- Expressed directly
- Deliberate, conscious, & aware
- Easy/easier to recognize (?)

## Implicit bias

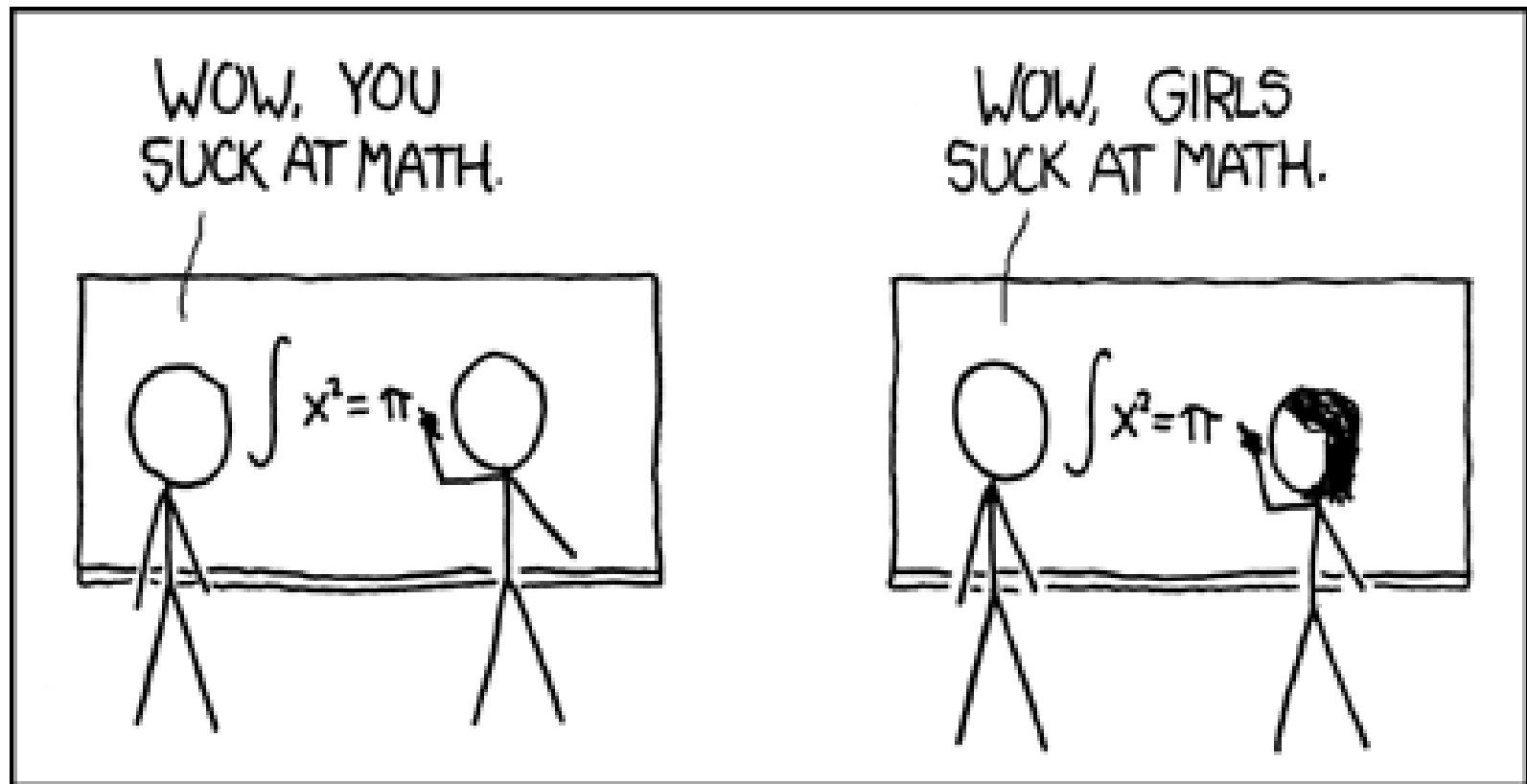
- Expressed indirectly
- Typically unconscious & unaware
- Untested or unchallenged assumptions
- More subtle

# Explicit bias

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# Implicit bias



# What's going on in these pictures?



A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

**AP** Associated Press



Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana.

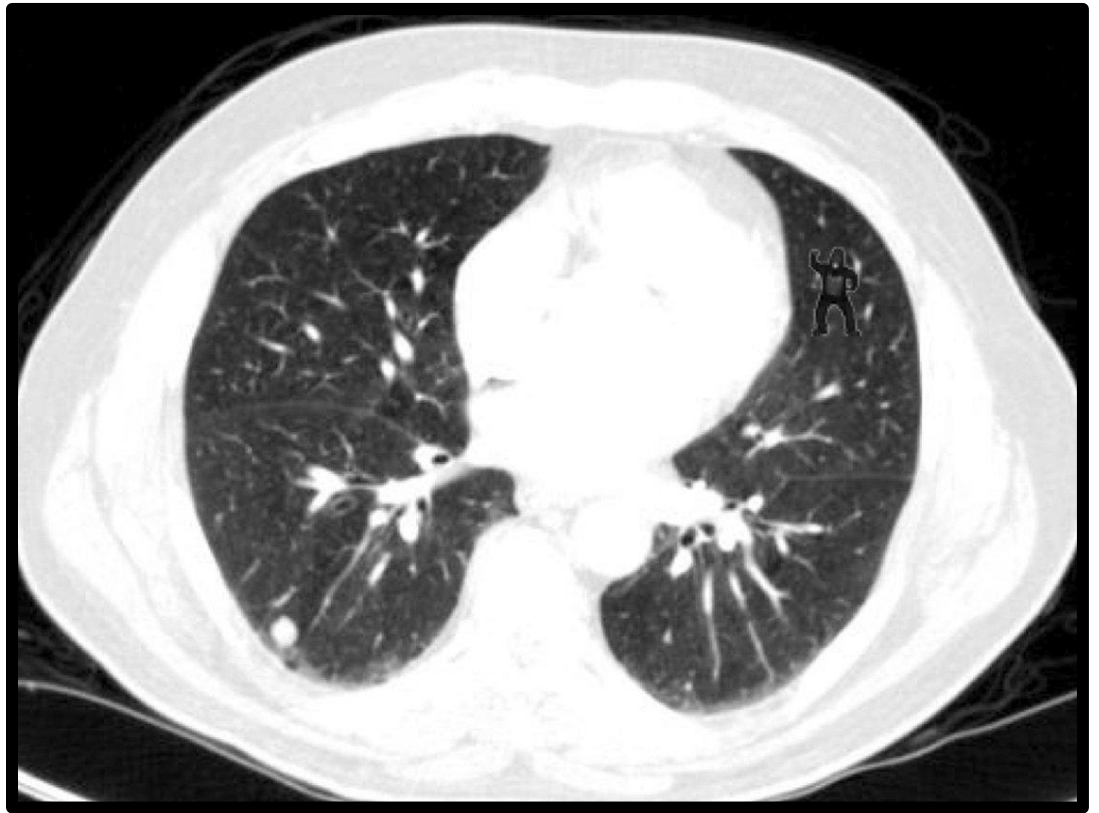
(AFP/Getty Images/Chris Graythen)

# Implicit bias

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## Radiology study

(Drew, Vo & Wolfe, 2013)

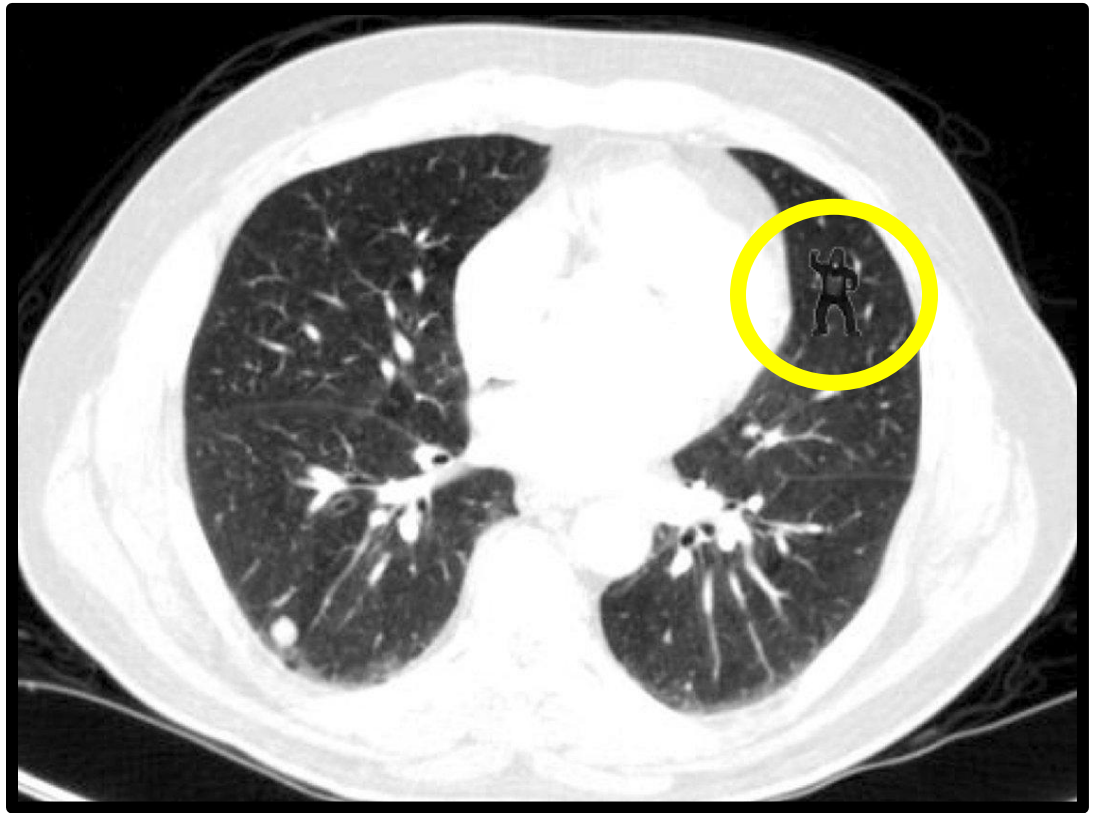


# Implicit bias

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## Radiology study

(Drew, Vo & Wolfe, 2013)



84% of radiologists did not see the gorilla



# Implicit bias

## Orchestra (C. Goldin & C. Rouse, 2000)



# Implicit bias

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## Hurricane names

(Jung, Shavitt, Viswanathan & Hilbe, 2014)



Courtesy NOAA National Weather Service  
National Hurricane Center/Handout



# Implicit bias

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- **Compensation in sciences**  
(DesRoches, Zinner, Rao, Iezzoni & Campbell, 2010)
- **Medical school interviews**  
(Redelmeier & Baxter, 2009)
- **Letters of recommendation** (Trix & Psenka, 2003)
- **Hiring (Race)**  
(Bertrand & Mullainathan, 2004; Kang, DeCelles, Talcsik & Jun, 2016)
- **Hiring (Gender)**  
(Moss-Racusin, Dovidio, Brescoll, Graham & Handelsman, 2012)

# Presence

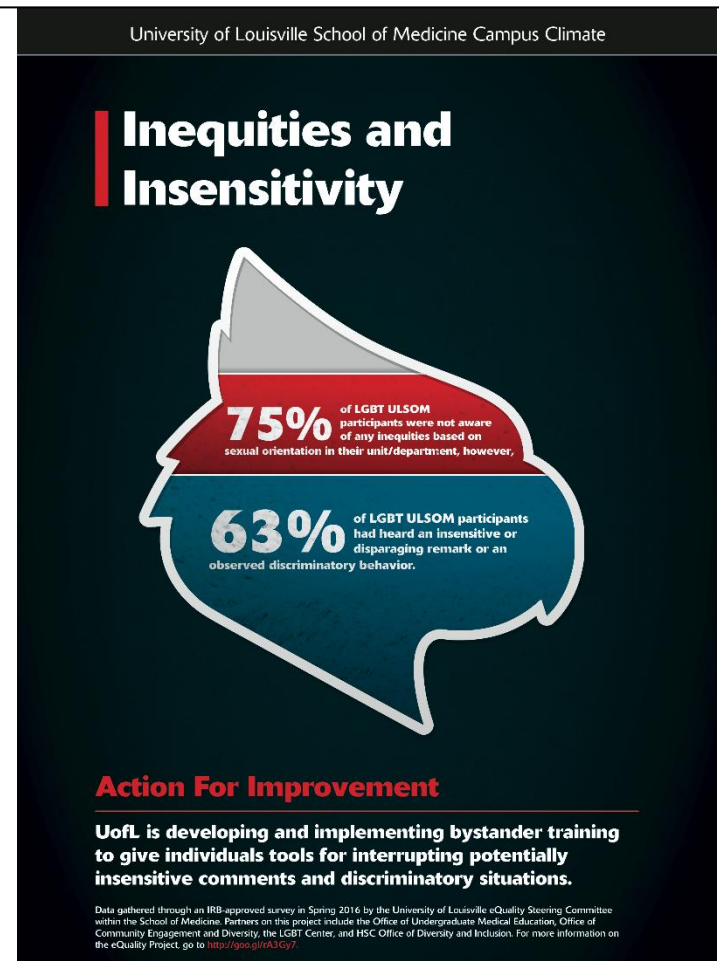
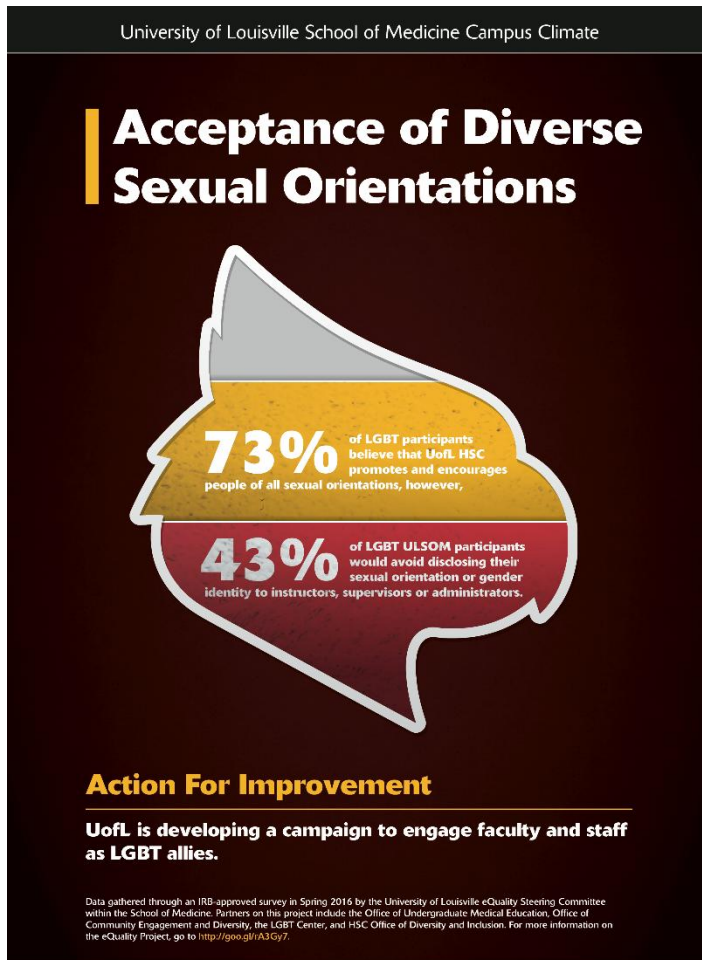
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- Who we are



# Climate

## • How we feel



# Policy/Practice

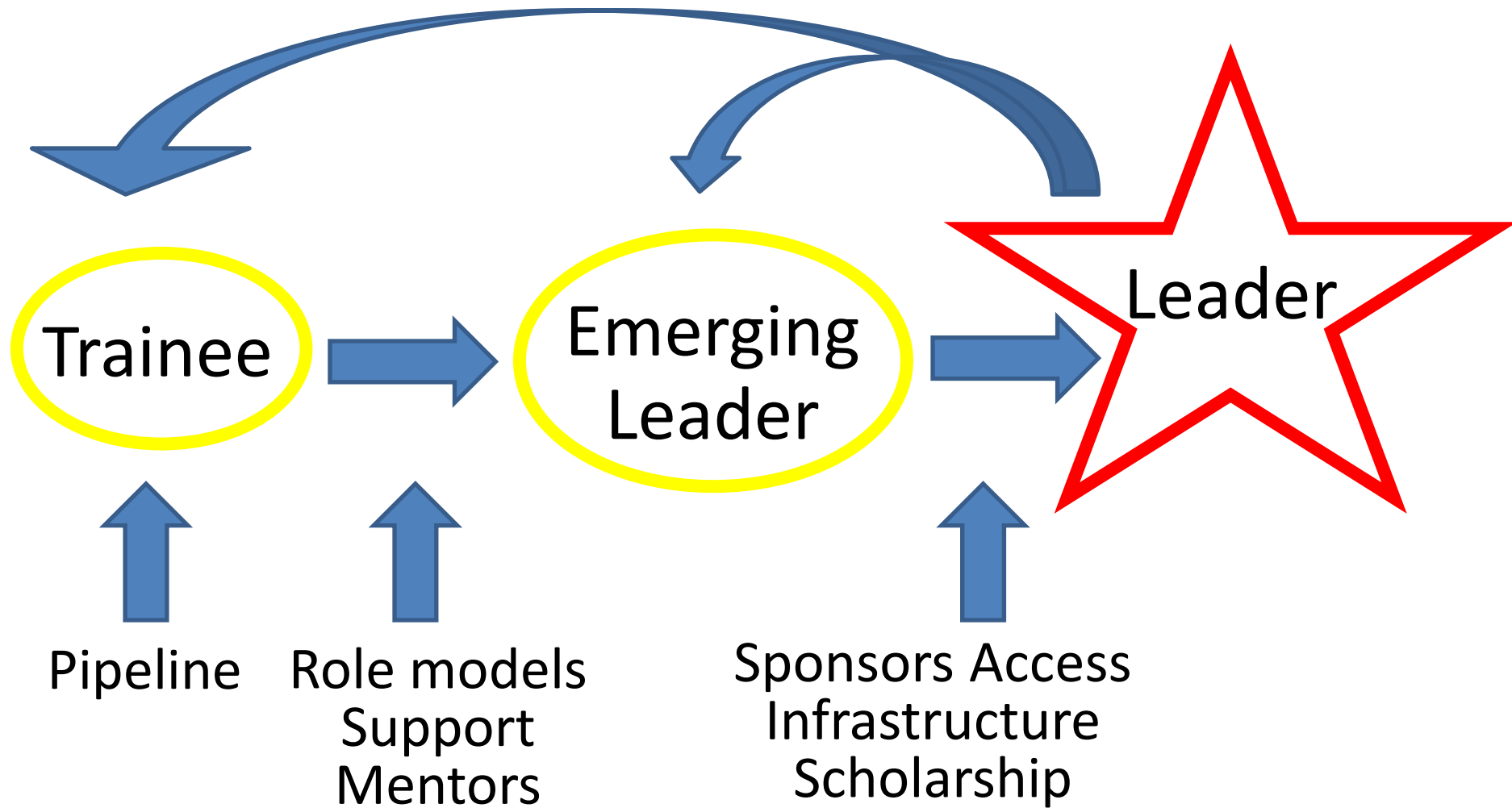
- What we do

*Emily and Greg  
and  
Lakisha and Jamal*

1234 OF THE ROAD, NEW YORK, NY   123-123-4567   EMAIL@FREECVTEMPLATE.ORG	
FIRSTNAME LASTNAME ELECTROMECHANICAL TECHNICIAN	
EMPLOYMENT EXPERIENCE	
2010 - 2013	<b>Electromechanical Technician for Lavergne Groupe Inc.</b> <ul style="list-style-type: none"><li>• Inspection, repair.</li><li>• Preventive maintenance of various components of the production chain.</li><li>• Strong background in mechanical and electrical.</li></ul>
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EDUCATION	
2013	<b>Degree - School name</b> City, State. Date of graduation.
2012	<b>Degree - School name</b> City, State. Date of graduation.
2011	<b>Degree - School name</b> City, State. Date of graduation.
REFERENCES	
References are available on request.	
LANGUAGES	
French : Written and spoken	
Spanish : Spoken	
SOFTWARE	
Word, excel, power point.	
Windows Server.	
Server Linux	
SKILLS	
Ponctuel, travail d'équipe, autonome, travaillant.	
HOBBIES	
Musician: Drums and guitar.	
Cinema and photography.	

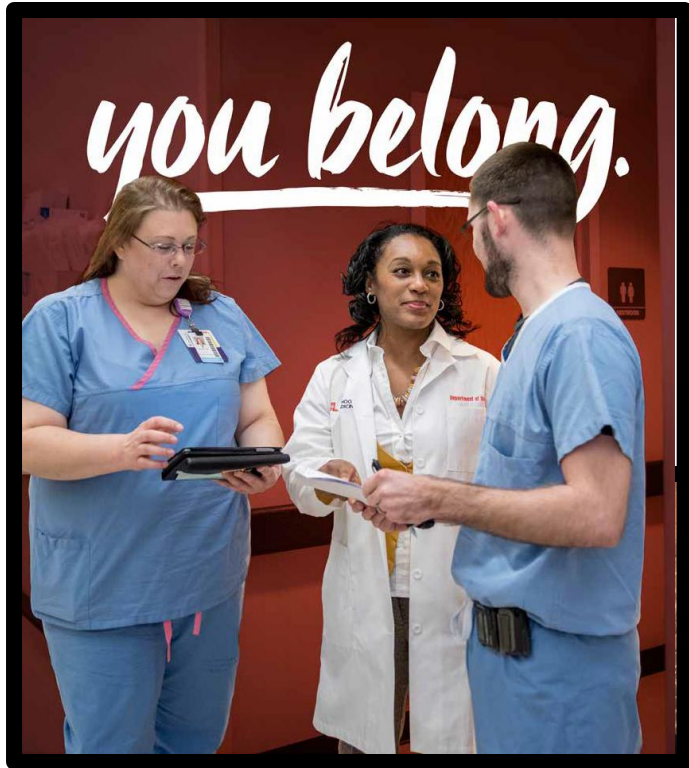
# Mentorship

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# Mentorship

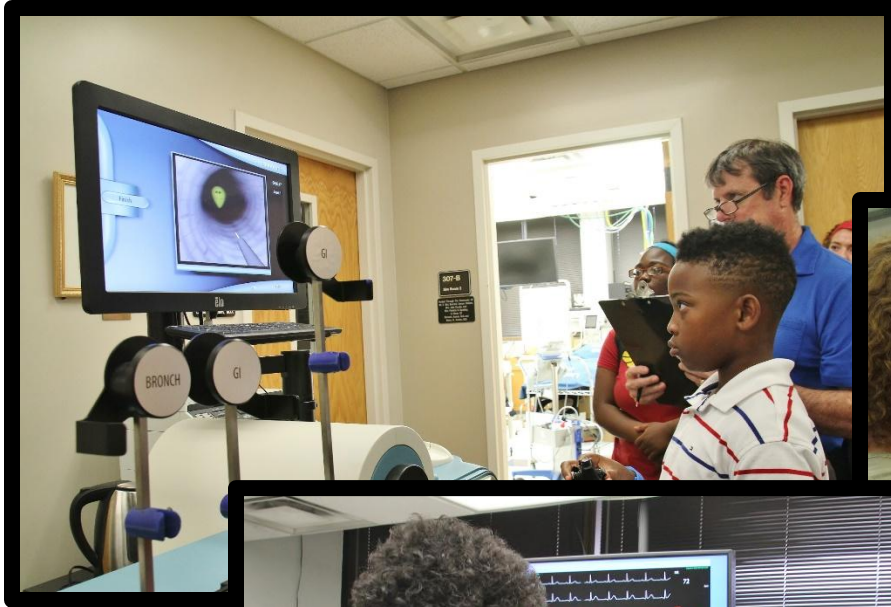


# Mentorship





# Mentorship





# Summary

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- Benefit of diversity
- Intentional inclusion
- Presence, Climate, Policy/Practice
- Mentorship – early and often
- Involvement



# ***Thank you!***

***you belong.***

你属于这儿

du gehörst hin.

Ты наш человек.

tú perteneces.

If you feel you don't belong, please contact us at (502) 852-6193 or [somdiv@louisville.edu](mailto:somdiv@louisville.edu)

**UL** SCHOOL OF  
MEDICINE

Office of Community  
Engagement & Diversity

***you belong.***

أنت تنتمي

tú perteneces.

यहाँ आपका स्वागत है।

tu es des nôtres.

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