



Assessing Diversity Equity and Inclusion in a Department of Oncological Critical Care

Cody W. Williams, John A. Cuenca MD, Satvik Gundre, Malcolm Gittens, Isaac Koshy, Angelina Gamez, Josh Laurent, Nancy Diaz BS, Crystal Wright MD, Olakunle Idowu MD

INTRODUCTION

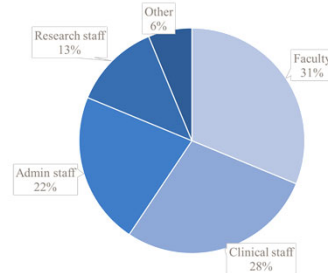
- Many strides have been made to highlight the importance of diversity, equity, and inclusion (DEI) in the workplace.
- Critical care encompasses a complex environment that requires a multidisciplinary coordination to provide patient care.
- We conducted a survey to assess DEI satisfaction in the Department of Critical Care Medicine.

METHODS

- We used the Diversity Engagement Survey, which was created by University of Massachusetts Medical School and the AAMC.
- The survey is based on a Likert scale. Strongly agree and agree responses were considered favorable responses.
- REDCap was used to administer the survey and store the anonymous answers.

RESULTS

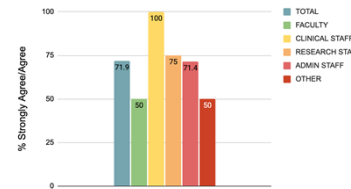
• There were 32 responses out of 45 employees (71% response rate).



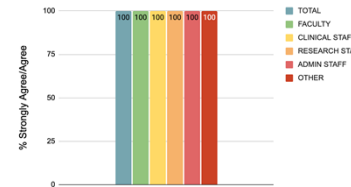
	Faculty	Clinical Staff	Research Staff	Admin Staff	Other
Gender					
Females	4	4	0	7	2
Males	6	5	4	0	0
Ethnicity					
Asian	2	2	0	0	1
Black/ African American	0	0	1	3	0
Hispanic/ Latinx	2	1	1	2	0
American Indian/Alaska Native	0	1	0	0	0
White	6	6	2	2	1
Other	1	0	0	0	0
Generation					
Traditional	0	0	0	0	0
Baby Boomers	3	0	0	3	0
Generation X	7	5	0	3	1
Millennials	0	4	4	1	1

Most participants (>60%) responded favorably to all the questions.

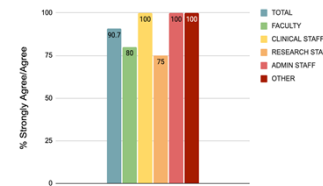
In this institution, there are opportunities for me to engage in service and community outreach.



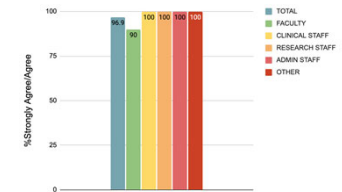
I trust my institution to be fair to all employees and students



Someone at work/school seems to care about me as an individual.



In this institution, I have opportunities to work successfully in settings with diverse colleagues.



CONCLUSION

- The respondents expressed overall positive satisfaction with DEI in the Department of Critical Care.
- However, every effort should be made to improve the satisfaction rate to 100%.
- Further research on implementation and team science are warranted to evaluate the most appropriate interventions to promote DEI in the ICU.

REFERENCES

