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ABSTRACT

When subclassified into distinct specialties, dermatology is considered the second least diverse field of all medical specialties offered. Some multifactorial barriers cited include lack of exposure to the field and lack of mentorship for underrepresented minority medical students. The focus of the intervention described works to mainly address diversity in medicine, specifically by introducing underrepresented, minority pre-medical students from the Minority Association of Pre-Medical Students (MAPS) organization to the field of dermatology. The Minority Association of Pre-Medical Students (MAPS) is an undergraduate body representing the Student National Medical Association (SNMA). The goals of these organizations are to support current and future underrepresented minority medical students.

BACKGROUND

- Diversity plays an essential role in medicine as it reflects the different populations that are served
- While efforts have been made over the years to increase diversity, there still remains a gap in representation
- Dermatology serves as a specialty of opportunity to enact positive change towards minority populations
 - Specialty treats the very organ that gives these populations their racial identities
- When subclassified into distinct specialties, dermatology is considered the second least diverse field of all medical specialties offered
 - 4x underrepresentation of Black/Hispanic/Latino dermatologists compared to general population
- Additionally, there is a lack of representation of skin of color within medical literature and medical educational resources
 - Out of 1123 medical images compiled from various medical student sources, only 14.9% of them were of darker skin types
- Some multifactorial barriers cited include:
 - Lack of exposure to the field
 - Lack of mentorship

OBJECTIVES

- To identify, analyze, and address barriers of minorities to dermatology by assessing exposure to the field, baseline interest, and knowledge of the field as a career choice
- To increase general knowledge about the field of dermatology as a career choice and the resources it offers to minority students
- To increase overall interest in the field of dermatology as a career choice through an educational session

METHODS

- An educational PowerPoint presentation was given during organization meetings at the following MAPS chapters over the course of Spring 2022:
 - University of Texas at El Paso
 - University of Illinois Chicago
 - Ohio State University
 - Oakwood University
- PowerPoint presentation consisted of:
 - General information about the field of dermatology and resources that aid minority students pursuing dermatology
 - Information about the need for more representation of skin of color within dermatology and medical resources
- Pre- and post-surveys were given before and after the presentation
- Surveys consisted of:
 - Demographic questions
 - Students' prior knowledge of diversity issues in dermatology
 - Rate importance of diversity when considering a future specialty, rate familiarity and interest in dermatology on a scale of 1 to 10
 - 1 = not important/familiar/interested
 - 10 = very important/familiar/interested
 - 5-item general knowledge questions about dermatology assessing ability to define dermatology, subspecialties within dermatology, length of training for dermatologists, recognizing mentorship opportunities
- Paired t-test was used to analyze differences in surveys

RESULTS

- Of the 68 participants who attempted the surveys, a total of 48 participants across 4 different universities filled both out the pre- and post-surveys (completion rate = 70.59%)
 - 38 females, 10 males
 - 7 individuals identified as Black or African American (14.6%)
 - 7 individuals identified as Asian (14.6%)
 - 31 individuals identified as Hispanic or Latino (64.6%)
 - 3 individuals identified as White (6.3%)
- 27 individuals reported that they were not aware of diversity being an issue within dermatology (56.3%)

RESULTS

- Rating importance of diversity as a factor when considering career choice
 - Average rating = **7.40**
 - SD = **2.72**
- Statistically significant difference in familiarity of dermatology as a career choice after the presentation (p value < 0.01)
 - Average rating **before** the presentation was **4.0** (SD = **2.23**)
 - Average rating **after** the presentation was **6.23** (SD = **1.40**)
- Statistically significant difference in interest in dermatology as a career choice after the presentation (p value < 0.01)
 - Average rating **before** the presentation was **5.04** (SD = **3.02**)
 - Average rating **after** the presentation was **6.67** (SD = **2.60**)
- Statistically significant difference in objective knowledge of dermatology after the presentation (p value < 0.01)
 - Average number of correct answers out of 5 questions **before** the presentation was **1.75** (SD = **1.26**)
 - Average number of correct answers out of 5 questions **after** the presentation was **3.88** (SD = **0.84**)
- Participants were given the option to provide narrative feedback about the presentation
 - 25 responses reflected positive thoughts about the presentation, including how helpful and informative it was (52%)

CONCLUSIONS

- Improving diversity in the field of dermatology continues to be an ongoing endeavor
- This intervention serves as a small piece of the larger picture of increasing diversity in dermatology
- Further recommendations:
 - Include first-year medical students to the targeted population
 - Long-term study to track changes in demographics of the dermatology workforce to assess whether interventions made to address diversity are effective