



**DIVERSITY, EQUITY, AND INCLUSION DATA REPORT**  
**January 2021**

**BACKGROUND**

In October 2021, GOODSTOCK Consulting, LLC was engaged by the American Board of Anesthesiology to conduct an organization-wide survey to assess the organization’s perceptions about diversity, equity, and inclusion (DEI) efforts to assist in its journey to becoming an inclusive and equitable organization. Results from volunteer and diplomate participants are presented in this report for your review and feedback.

**DEMOGRAPHICS**

Time Associated with the ABA	Volunteers	Diplomates
<b>n</b>	<b>161</b>	<b>3,346</b>
0-5 years	15.5	14.7
6-10 years	27.3	16.7
<b>10 years or less</b>	<b>42.8</b>	<b>31.4</b>
11-15 years	21.1	15.7
More than 15 years	34.8	51.1
<b>11 years or more</b>	<b>55.9</b>	<b>66.8</b>
<b>Prefer Not to Disclose</b>	<b>1.2</b>	<b>1.8</b>

Residence	Volunteers	Diplomates
<b>n</b>	<b>156</b>	<b>3,334</b>
<b>In the US</b>	100.0	97.9
<b>Outside of the US</b>	--	1.1
<b>Prefer Not to Disclose</b>	--	1.0

US Region** of Residence	Volunteers	Diplomates
<b>n</b>	<b>157</b>	<b>35</b>
<b>Midwest</b> <small>East North Central: Indiana, Illinois, Michigan, Ohio, Wisconsin;  West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota</small>	31.9	20.2
<b>Northeast</b> <small>New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont;  Middle Atlantic: New Jersey, New York, Pennsylvania</small>	22.3	20.8
<b>South</b> <small>South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia  East South Central: Alabama, Kentucky, Mississippi, Tennessee  West South Central: Arkansas, Louisiana, Oklahoma, Texas</small>	35.0	36.7
<b>West</b> <small>Mountain: Arizona, Colorado, Idaho, New Mexico, Montana, Utah, Nevada, Wyoming  Pacific: Alaska, California, Hawaii, Oregon, Washington</small>	10.8	22.3
<b>US Territory</b> <small>American Samoa, Guam, Northern Marianas Island</small>	--	0.1
<b>Prefer Not to Disclose</b>	--	--

\*\*As identified by the US Census Bureau



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Accessibility	Volunteers	Diplomates
<b>n</b>	<b>156</b>	<b>3,308</b>
<b>Behavioral</b>	--	1.2
<b>Emotional</b>	--	2.2
<b>Hearing</b>	0.6	1.6
<b>Learning</b>	--	2.0
<b>Mental</b>	--	1.7
<b>Physical</b>	--	2.2
<b>Visual</b>	--	1.6
<b>No identified accessibility needs.</b>	98.7	85.1
<b>Prefer Not to Disclose</b>	0.6	7.6
<b>Not Listed</b>	--	1.5

**Diplomates:**

- Word or phrase against DEI discussions or DEI-centric social movements (12)
- Vision issues (3)
- Breastfeeding (2)
- Regular access to water/food for medical reasons
- Memory Loss
- Language barrier
- PTSD
- OCD
- ADHD
- Dyslexia
- Anxiety
- Gender neutral bathrooms
- Financial

Age	Volunteers	Diplomates
<b>n</b>	<b>157</b>	<b>3,337</b>
<b>20-29 years old</b>	--	1.1
<b>30-39 years old</b>	9.6	19.6
<b>40-49 years old</b>	41.4	26.6
<b>50-59 years old</b>	29.9	23.9
<b>60 years old and older</b>	18.6	24.7
<b>Prefer Not to Disclose</b>	0.6	4.1

**Some conversation about gender, gender identity and sexual orientation was disparaging among diplomates.** There were 73 disparaging comments about gender and gender identity among diplomates despite over 10% of diplomates not identifying as male or female. Though over 5% of volunteers and diplomates identify as a member of the LGBTQ community, there were over 70 disparaging statements about sexual orientation like “normal guy”, “typical Marxist garbage”, and multiple variations of “not related to anesthesiology at all”.

Gender Identity	Volunteers	Diplomates
<b>n</b>	<b>157</b>	<b>3,334</b>
<b>Female</b>	36.3	28.6
<b>Gender Queer</b>	0.6	0.6
<b>Intersex</b>	--	0.4
<b>Male</b>	61.8	60.8
<b>Trans Man</b>	--	0.5
<b>Trans Woman</b>	0.6	0.5



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<b>Non-Binary</b>	1.3	0.7
<b>Prefer Not to Disclose</b>	0.6	8.7
<b>Not Listed</b>	--	2.3

**Diplomates:**

- Word or phrase against DEI-centric discussions about gender (73)
- Gender Fluid (4)

Sexual Orientation	Volunteers	Diplomates
<b>n</b>	<b>156</b>	<b>3,326</b>
<b>Bisexual</b>	0.6	1.6
<b>Gay</b>	5.8	3.2
<b>Heterosexual</b>	87.2	79.3
<b>Lesbian</b>	1.9	1.0
<b>Prefer Not to Disclose</b>	3.2	13.8
<b>Not Listed</b>	1.9	2.8

**Volunteers:**

- Pansexual (2)
- Work or phrase against DEI-centric discussions about sexual orientation

**Diplomates:**

- Word or phrase against DEI-centric discussions about sexual orientation (71)
- Straight (8)
- Heterosexual (4)
- Queer (4)
- Fluid (2)
- Transgender Lesbian
- Pansexual
- Omnisexual

**About 40% of respondents were people of color.**

Research tells us that minority populations are more likely to be heard when they reach a critical mass of 30% of a population. Survey participants presented a great racial mix and representation.

Race/Ethnicity	Volunteers	Diplomates
<b>n</b>	<b>156</b>	<b>3,336</b>
<b>African</b>	0.6	2.5
<b>African American/Black</b>	5.8	8.1
<b>American Indian or Alaska Native</b>	0.6	1.2
<b>Asian</b>	12.8	14.2
<b>Caucasian/White</b>	63.5	51.7
<b>Latina/o or Hispanic</b>	9.6	7.9
<b>Native Hawaiian or Pacific Islander</b>	0.6	0.9
<b>Prefer Not to Disclose</b>	7.1	14.1
<b>Not Listed</b>	3.2	5.7

**Volunteers:**

- Asian Indian (2)
- Indian/South Asian
- Indian Subcontinent
- West Asia



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**Diplomates:**

- Words or phrases against DEI-centric discussions about race/ethnicity (51)
- MENA (Middle Eastern/North African) (20)
- Biracial or Multiracial (19)
- Indian (15)
- Arab (9)
- Aramaic American (8)
- East Indian (8)
- South Asian (6)
- Pakistani (5)
- Jewish (4)
- Persian (3)
- Southeastern Asian (3)
- West Indian (3)
- White (3)
- Afro-Caribbean (2)
- Iranian (2)
- Irish (2)
- Italian (2)
- Mediterranean (2)
- African
- Anglo
- Assyrian
- Black
- Brazilian
- Caribbean
- East Indian American
- Eastern European
- European
- Filipino
- Fluid
- Guyanese
- Malungeon
- Mohajir
- Native American
- Portuguese
- Scandinavian
- Sri Lank

Primary Language	n	Volunteers	Diplomates
		<b>156</b>	<b>3,334</b>
Arabic		0.6	1.1
Chinese		0.6	0.9
English		87.8	82.1
French		--	0.4
Hindi		1.9	1.0
Spanish		4.5	2.9
Prefer Not to Disclose		2.6	6.2
Not Listed		1.9	5.4

**Volunteers:**

- German
- Russian
- Slovenian

**Diplomates:**

- Urdu (18)
- Russian (14)
- Gujarati (9)
- Portuguese (9)
- Telugu (9)
- Words or phrases against DEI-centric discussions about language (9)
- Farsi (8)
- Romanian (8)
- German (7)
- Kannada (7)
- Italian (6)
- Polish (5)
- Tamil (5)
- Turkish (5)
- Malayalam (4)
- Marathi (4)
- Persian (3)
- Japanese (3)
- Albanian (2)
- Bangla (2)
- Esperanto (2)
- French (2)
- Konkani (2)
- Punjabi (2)
- Serbian (2)
- Ukrainian (2)
- Afrikaans
- Amharic
- Armenian
- Ashanti (Twi)
- Assyrian
- Azerbaijani
- Basque
- Brazilian Portuguese
- Cebuano
- Fante
- Hochdeutsch
- Hungarian
- Ibo
- Icelandic
- Korean
- Lithuanian
- Mandarin
- Nepalese
- Norwegian
- Odia
- Other
- Slovak
- Suagili
- Suajiri
- Swedish
- Tagalog
- Taiwanese
- Thai
- Tigrinya
- Telugu
- English



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### DEI PERCEPTIONS

Participants were asked to rate each statement provided using a five-point Likert scale (Strongly Disagree to Strongly Agree) and a “N/A” option.

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neutral
- 4 – Agree
- 5 – Strongly Agree
- N/A (no weight)

Statements with a weighted average of 3.4 or lower were disaggregated by three diversity dimensions:

- race/ethnicity
- gender identity
- time associated with the ABA

Strongly Agree and Agree, and Strongly Disagree and Disagree were grouped for analysis purposes. The weighted average and percentage of agree, disagree and neutral responses are presented for volunteers (1 statement) and diplomates (11 statements).



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**Volunteers**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>All people have an opportunity to become a committee chair or Board Director for the ABA.</b>		146	3.3	43.8	28.1	24.7
<b>Race/Ethnicity</b>	African American/Black	7	3.0	28.6	28.6	42.9
	Asian	18	3.0	27.8	38.9	27.8
	Caucasian/White	90	3.4	46.7	25.6	24.5
	Latino/a or Hispanic	15	3.7	53.3	26.7	13.3
	Prefer Not to Answer	11	3.2	36.4	36.4	27.3
<b>Gender</b>	Female	54	2.9	27.8	35.2	33.3
	Male	87	3.5	52.9	23.0	20.7
	Other	*	1.8	50.0	--	50.0
	Prefer Not to Answer	*	3.0	--	100.0	--
<b>Time Associated with the ABA</b>	10 years or less	62	3.4	41.9	35.5	17.7
	10 years or more	82	3.2	45.1	23.2	29.3
	Prefer Not to Answer	*	3.0	50.0	--	50.0

\*Four or less survey participants



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>The ABA recruits a diverse pool of volunteers.</b>		2,710	3.3	32.0	32.1	15.2
<b>Race/Ethnicity</b>	African American/Black	224	2.7	14.3	37.1	36.2
	Asian	389	3.1	27.0	35.5	22.4
	Caucasian/White	1,401	3.5	36.9	33.3	8.4
	Latino/a or Hispanic	196	3.1	27.6	38.8	21.4
	Prefer Not to Answer	380	3.6	37.6	19.2	11.6
<b>Gender</b>	Female	747	3.0	21.8	40.0	20.9
	Male	1,674	3.4	36.3	31.0	13.1
	Other	71	3.7	47.9	35.2	15.5
	Prefer Not to Answer	228	3.6	36.0	18.0	11.4
<b>Time Associated with the ABA</b>	10 years or less	814	3.3	31.3	34.6	17.3
	10 years or more	1,850	3.3	32.6	31.1	14.0
	Prefer Not to Answer	45	3.0	20.0	22.2	24.5



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>The ABA recruits a diverse pool of Board Directors.</b>		2,717	3.1	28.6	31.6	22.1
<b>Race/Ethnicity</b>	African American/Black	226	2.4	10.6	27.0	55.8
	Asian	393	2.9	22.1	34.9	29.5
	Caucasian/White	1,404	3.4	33.5	34.3	14.0
	Latino/a or Hispanic	195	2.9	21.5	39.0	29.7
	Prefer Not to Answer	379	3.4	36.1	19.8	15.3
<b>Gender</b>	Female	749	2.7	17.2	33.2	35.9
	Male	1,678	3.3	33.4	32.9	16.9
	Other	72	3.3	40.3	29.2	27.8
	Prefer Not to Answer	227	3.4	35.7	18.9	15.9
<b>Time Associated with the ABA</b>	10 years or less	815	3.1	26.3	32.6	25.9
	10 years or more	1,857	3.1	30.0	31.2	20.4
	Prefer Not to Answer	44	2.9	50.0	25.0	25.0





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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>I feel like the pool of volunteers are representative of me.</b>		2,718	3.1	30.1	29.4	24.0
<b>Race/Ethnicity</b>	African American/Black	226	2.3	10.2	19.5	62.8
	Asian	393	2.9	21.1	33.8	32.1
	Caucasian/White	1,405	3.4	37.2	32.3	13.0
	Latino/a or Hispanic	197	2.8	21.3	33.0	37.6
	Prefer Not to Answer	379	3.3	35.1	20.1	19.0
<b>Gender</b>	Female	754	2.8	19.6	31.2	35.5
	Male	1,674	3.3	35.0	30.1	19.5
	Other	72	3.3	43.1	26.4	27.8
	Prefer Not to Answer	228	3.2	31.1	21.1	21.1
<b>Time Associated with the ABA</b>	10 years or less	3.1	814	28.6	29.2	28.5
	10 years or more	3.1	1,858	30.8	29.8	22.0
	Prefer Not to Answer	3.1	45	31.1	17.8	26.7



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>I feel like the Board of Directors are representative of me.</b>		2,722	3.0	29.1	28.4	29.6
<b>Race/Ethnicity</b>	African American/Black	227	2.2	10.1	19.4	67.4
	Asian	394	2.8	22.8	30.5	37.8
	Caucasian/White	1,404	3.3	35.6	31.6	18.9
	Latino/a or Hispanic	198	2.8	21.7	33.3	38.9
	Prefer Not to Answer	378	3.1	32.5	20.1	26.2
<b>Gender</b>	Female	754	2.7	18.4	30.2	41.5
	Male	1,678	3.2	34.4	29.0	24.5
	Other	72	3.2	44.4	20.8	33.3
	Prefer Not to Answer	227	2.9	27.8	20.3	30.8
<b>Time Associated with the ABA</b>	10 years or less	816	2.9	26.2	28.7	34.1
	10 years or more	1,860	3.0	30.5	28.5	27.6
	Prefer Not to Answer	45	2.6	35.6	20.0	35.6



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>The ABA Board of Directors is prepared to effectively advise a culturally diverse organization.</b>		2,723	3.4	37.8	30.6	17.6
<b>Race/Ethnicity</b>	African American/Black	226	2.5	13.3	33.2	50.9
	Asian	393	3.3	38.7	33.8	19.6
	Caucasian/White	1,405	3.5	41.6	31.7	11.5
	Latino/a or Hispanic	198	3.2	35.4	33.3	25.3
	Prefer Not to Answer	380	3.7	42.4	20.0	11.8
<b>Gender</b>	Female	751	3.0	26.1	37.7	26.4
	Male	1,681	3.5	43.4	29.5	14.0
	Other	72	3.7	47.2	18.1	19.4
	Prefer Not to Answer	228	3.6	40.4	17.5	14.0
<b>Time Associated with the ABA</b>	10 years or less	811	3.3	36.3	32.3	20.2
	10 years or more	1,867	3.4	38.7	30.3	16.0
	Prefer Not to Answer	44	3.0	29.6	11.4	34.1



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>Diplomates are included in decisions that affect their certification.</b>		2,735	2.8	26.3	27.6	36.8
<b>Race/Ethnicity</b>	African American/Black	228	2.5	16.2	25.4	51.3
	Asian	392	2.9	28.3	31.6	33.4
	Caucasian/White	1,411	2.8	25.4	30.1	35.0
	Latino/a or Hispanic	200	2.9	31.5	27.5	33.5
	Prefer Not to Answer	382	2.8	30.1	18.6	38.2
<b>Gender</b>	Female	759	2.7	19.4	29.4	42.2
	Male	1,685	2.9	29.4	28.4	33.9
	Other	72	2.5	25.0	19.4	54.2
	Prefer Not to Answer	229	2.7	27.1	17.9	42.8
<b>Time Associated with the ABA</b>	10 years or less	817	2.9	28.0	27.1	35.3
	10 years or more	1,872	2.8	25.7	28.1	37.1
	Prefer Not to Answer	45	2.5	20.0	20.0	48.9



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>All people have an opportunity to become a volunteer for the ABA.</b>		2,741	3.4	42.0	28.2	15.9
<b>Race/Ethnicity</b>	African American/Black	228	3.1	33.3	33.8	24.1
	Asian	394	3.3	41.4	30.2	18.0
	Caucasian/White	1,414	3.5	44.6	28.4	13.2
	Latino/a or Hispanic	200	3.3	40.0	28.5	9.5
	Prefer Not to Answer	382	3.6	45.0	20.4	12.8
<b>Gender</b>	Female	761	3.2	31.7	35.2	20.2
	Male	1,688	3.5	47.2	27.0	13.8
	Other	72	3.6	36.1	44.4	11.1
	Prefer Not to Answer	229	3.5	44.1	17.9	16.2
<b>Time Associated with the ABA</b>	10 years or less	817	3.5	43.2	28.4	14.8
	10 years or more	1,878	3.4	41.8	28.3	16.0
	Prefer Not to Answer	45	3.0	28.9	6.7	31.1



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>All people have an opportunity to become a committee chair or Board Director for the ABA.</b>		2,739	3.0	28.5	29.9	28.3
<b>Race/Ethnicity</b>	African American/Black	228	2.6	12.7	39.5	41.7
	Asian	392	2.9	25.8	32.4	32.9
	Caucasian/White	1,414	3.1	31.0	30.6	24.7
	Latino/a or Hispanic	200	2.9	23.0	31.0	33.5
	Prefer Not to Answer	382	3.3	36.9	22.5	21.2
<b>Gender</b>	Female	760	2.7	17.6	32.4	38.2
	Male	1,687	3.1	32.6	30.5	24.7
	Other	72	3.1	34.7	23.6	37.5
	Prefer Not to Answer	229	3.2	37.1	21.0	22.7
<b>Time Associated with the ABA</b>	10 years or less	817	3.1	27.9	33.2	25.6
	10 years or more	1,876	3.0	28.8	28.5	29.4
	Prefer Not to Answer	45	2.9	24.4	24.4	35.6



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>I can voice a contrary opinion without fear of negative consequences.</b>		2,741	3.0	34.8	28.4	29.1
<b>Race/Ethnicity</b>	African American/Black	228	2.7	22.8	38.6	36.4
	Asian	393	3.1	33.6	33.8	24.4
	Caucasian/White	1,415	3.2	39.5	27.0	25.7
	Latino/a or Hispanic	200	3.1	33.0	35.0	25.0
	Prefer Not to Answer	382	2.8	30.6	18.6	40.6
<b>Gender</b>	Female	762	3.0	28.9	36.0	28.2
	Male	1,687	3.2	39.4	26.9	26.4
	Other	72	2.7	30.6	18.1	48.6
	Prefer Not to Answer	229	2.6	25.3	17.5	47.2
<b>Time Associated with the ABA</b>	10 years or less	818	3.0	33.3	30.6	29.6
	10 years or more	1,877	3.0	35.9	27.8	28.3
	Prefer Not to Answer	45	2.3	51.1	15.6	20.0



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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>Increasing staff DEI knowledge and comfort levels is important to the overall impartiality of the ABA.</b>		2,734	3.3	48.0	20.0	25.4
<b>Race/Ethnicity</b>	African American/Black	227	4.0	72.7	12.3	11.0
	Asian	392	3.8	67.9	16.6	11.0
	Caucasian/White	1,410	3.2	45.1	22.3	26.3
	Latino/a or Hispanic	200	3.6	55.0	23.5	15.5
	Prefer Not to Answer	380	2.4	20.8	17.1	49.5
<b>Gender</b>	Female	762	3.4	67.1	18.2	10.5
	Male	1,680	3.2	44.5	22.0	27.0
	Other	72	2.4	33.3	6.9	58.3
	Prefer Not to Answer	228	2.1	17.5	13.2	57.9
<b>Time Associated with the ABA</b>	10 years or less	818	3.5	54.4	19.6	20.7
	10 years or more	1,870	3.2	45.8	20.4	26.8
	Prefer Not to Answer	45	2.3	20.0	8.9	53.3





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**Diplomates**

DEI Perception Statement		n	Weighted Avg	% Agree	% Neutral	% Disagree
<b>Diplomates are able to have discussions within the context of their certification experience on difficult/uncomfortable topics.</b>		2,736	3.4	38.1	32.1	15.2
<b>Race/Ethnicity</b>	African American/Black	228	2.9	21.9	42.5	25.4
	Asian	391	3.4	43.2	31.5	15.9
	Caucasian/White	1,413	3.5	40.6	32.1	11.8
	Latino/a or Hispanic	200	3.4	39.0	37.0	12.5
	Prefer Not to Answer	381	3.4	37.5	24.4	17.9
<b>Gender</b>	Female	761	3.2	30.8	38.9	17.6
	Male	1,684	3.5	42.8	31.1	12.5
	Other	72	2.9	31.9	23.6	37.5
	Prefer Not to Answer	228	3.2	34.2	21.9	23.3
<b>Time Associated with the ABA</b>	10 years or less	818	3.4	40.6	31.3	14.2
	10 years or more	1,871	3.3	37.5	32.8	15.0
	Prefer Not to Answer	46	2.6	41.3	17.4	19.6



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**PERCEIVED ORGANIZATIONAL CULTURE**

Interviewees and focus groups participants were asked to describe the culture at the ABA and perceived cultural changes over the past three years. There was a sense that the ABA fosters a culture of respect and professionalism. Top organizational strengths cited were effort to improve DEI, strong values and norms, teamwork and the people.

However, there were 29 reported experiences of bias or discrimination and 94 statements about concerns of bias or discrimination. Experiences could have been within and between categorized groups. Participants cited 22 reasons why reporting the issue would be ineffective (i.e., no anonymity for “whistleblowers”, no reference guide, not ABA’s responsibility, internal feeling that they could not report).

**ABA Culture by Interviewees and Focus Group Participants**

- Teamwork / Togetherness (n=17)
- References to the assessment process or questions (n=14)
- General expressions of positivity (n=12)
- Respect/cordiality/professionalism (n=10)
- Concerns about bias or discrimination based on race/ethnicity (n=9)
- Desire for openness/transparency (n=9)

**ABA Culture Changes within the Three Years by Interviewees and Focus Group Participants**

- Increased concerns about bias or discrimination based on race/ethnicity (n=11)
- Related to organizational values, behaviors & norms (n=11)
- Increased DEI concerns regarding assessment process or questions (n=8)
- Heightened DEI Awareness (n=8)
- Need for Openness/Transparency (n=7)
- Increased diverse membership recruitment (n=7)
- Sense of generational nature of DEI opposition (n=7)
- Experiences with self-accommodation/self-sacrifice to cope with ABA bias or discrimination (n=7)

Experience with Bias or Discrimination	Volunteers	Diplomates
Race/Ethnicity	--	3
Gender	--	1
Parental Status	--	3
National Origin, Geography, or Language	--	3
Pregnancy	--	1
Education	--	1

Concern with Bias or Discrimination	Volunteers	Diplomates
Race/Ethnicity	--	23
Gender	--	7
Parental Status	--	--
National Origin, Geography, or Language	--	4
Pedigree, Family Lineage	--	9
Ability	--	1
Age	--	1
Sexual Orientation	--	--
Religion	--	--



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### ROLE IN DIVERSITY AND HEALTH EQUITY

There was a general sentiment that the ABA has a role in advancing DEI in anesthesiology and mitigating health disparities; but how that is done was controversial. Top themes during focus groups and interviews included concerns about discrimination regarding the assessment process (n=19) or based on race/ethnicity (n=5). There is a heightened sense of DEI awareness and participants believe that the following could be helpful: greater openness, transparency and/or awareness of ABA efforts (n=8); more training and education (n=3); and opportunities for relationship building (n=3).

#### Suggested Improvements for DEI by Survey Participants

- 29% (n=407) are supportive of DEI efforts of the ABA
  - Positive feelings about current DEI efforts (36%)
  - Unsatisfied with current DEI efforts (14%)
  - DEI efforts support membership recruitment (13%)
  - Prefer increased communication about DEI efforts (7%)
  - Would like to see actionable results (6%)
- 39% (n=540) are not supportive of DEI efforts of the ABA
  - Feelings of politicization (38%)
  - Prefer sole focus on merit or equality (19%)
  - Perceived waste of resources (17%)
  - Feels efforts are not needed (19%)
  - Satisfied with current efforts and operations (7%)

### ASSESSMENTS AND CERTIFICATIONS

Majority of survey participants (55%) responded negatively to incorporating DEI considerations in MOCA. However, interviewees and focus group participants were most vocal (n=73) about DEI concerns regarding the assessment process or questions (i.e. bias by the examiners, bias in the testing materials); cost of the exam and lack of opportunities for financial assistance; support for examination preparation; DEI training for examiners; and a need for greater transparency with assessment data.

#### Top 5 DEI Activities to be Incorporated into MOCA (n=1,525)

- 55% (n=833) responded negatively to incorporating DEI considerations in MOCA
- 30% (n=463) responded positively to incorporating DEI considerations in MOCA
  - DEI education and training (n=198)
  - DEI as MOCA question(s) (n=103)
  - Offer CME or credits for external CME (n=26)
  - Membership recruitment (n=17)
  - Address specific types of bias or discrimination (n=15)

### DEI TRAINING AND ACTIVITIES OF INTEREST

#### Top 5 DEI Trainings of Interest for Diplomate Survey Participants

1. Unconscious Bias (n=59)
2. Health Outcomes/Quality Disparities (n=34)
3. Cultural Sensitivity (n=24)
4. LGBTQ Health (n=22)
5. Microaggressions (n=8)



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**APPENDIX I. DEI PERCEPTIONS AT THE ABA**

This section contains all questions presented on the survey for each participant group. Participants were asked to rate each statement provided using a five-point Likert scale (Strongly Disagree to Strongly Agree) and a “N/A” option.

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neutral
- 4 – Agree
- 5 – Strongly Agree
- N/A (no weight)

Strongly Agree and Agree, and Strongly Disagree and Disagree were grouped for analysis purposes. The weighted average and percentage of agree, disagree and neutral responses are presented for volunteers and diplomates.

<b>DEI Perception Statements – VOLUNTEERS, n (avg) = 146</b>				
	<b>Weighted Avg</b>	<b>% Agree</b>	<b>% Neutral</b>	<b>% Disagree</b>
<b>The ABA executive leadership is prepared to effectively manage a culturally diverse organization.</b>	4.0	67.8	25.3	4.8
<b>Volunteers treat their diplomate colleagues with respect.</b>	4.6	93.8	4.8	1.4
<b>We have opportunities for healthy disagreements and debate at the ABA.</b>	4.1	75.2	17.2	5.5
<b>I am comfortable discussing my background and cultural experiences with ABA leaders.</b>	4.2	78.1	8.9	10.3
<b>The ABA recruits a diverse pool of volunteers.</b>	4.1	71.7	23.5	4.1
<b>The ABA recruits a diverse pool of Board Directors.</b>	3.7	54.1	31.5	13.0
<b>I feel like the pool of volunteers are representative of me.</b>	4.0	70.1	23.8	4.8
<b>I feel like the Board of Directors are representative of me.</b>	3.7	55.8	29.3	13.6
<b>Examiners treat candidates with respect.</b>	4.7	96.6	2.0	0.0
<b>If I raised concern about discrimination during the certification process, I am confident the ABA would investigate my complaint.</b>	4.6	88.4	7.5	2.0
<b>The ABA Board of Directors is prepared to effectively advise a culturally diverse organization.</b>	4.0	67.8	24.0	6.8
<b>Diversity is valued at the ABA.</b>	4.2	80.3	16.3	2.7
<b>Diplomates are included in decisions that affect their certification.</b>	3.8	58.5	22.5	13.6



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<b>All people have an opportunity to become a volunteer for the ABA.</b>	4.1	76.9	14.3	7.5
<b>All people have an opportunity to become a committee chair or Board Director for the ABA.</b>	3.3	43.8	28.1	24.7
<b>Anesthesiologists are treated the same despite their differences throughout the credentialing process.</b>	4.3	82.2	13.0	1.4
<b>I trust the ABA to evaluate each candidate/diplomate fairly.</b>	4.6	92.5	5.4	1.4
<b>The ABA demonstrates a strong commitment to meeting the needs of diplomates with disabilities.</b>	4.4	80.3	11.6	1.4
<b>The ABA publicly expresses and communicates its goals and strategies for diversity and inclusion.</b>	4.2	81.0	15.0	3.4
<b>I can voice a contrary opinion without fear of negative consequences.</b>	4.1	74.7	17.8	5.5
<b>Increasing staff DEI knowledge and comfort levels is important to the overall impartiality of the ABA.</b>	4.2	80.0	13.8	4.8
<b>I am committed to improving my individual DEI knowledge and comfort level.</b>	4.4	83.5	12.4	2.1
<b>I am confident my background and culture would not negatively influence my scores during the certification process.</b>	4.5	87.7	8.9	2.1
<b>If I saw something wrong, I would feel comfortable reporting it.</b>	4.5	90.4	6.9	2.8
<b>Inappropriate jokes about race, ethnicity, gender, sexual orientation, and disabilities are not tolerated at the ABA.</b>	4.5	89.7	8.2	1.4
<b>The ABA values diverse opinions and ideas.</b>	4.3	84.2	11.6	4.1
<b>Diplomates are able to have discussions within the context of their certification experience on difficult/uncomfortable topics.</b>	4.1	72.4	17.9	3.5



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<b>DEI Perception Statements – DIPLOMATES, n (avg) = 2,732</b>				
	<b>Weighted Avg</b>	<b>% Agree</b>	<b>% Neutral</b>	<b>% Disagree</b>
<b>The ABA recruits a diverse pool of volunteers.</b>	3.3	32.0	32.1	15.2
<b>The ABA recruits a diverse pool of Board Directors.</b>	3.1	28.6	31.6	22.1
<b>I feel like the pool of volunteers are representative of me.</b>	3.1	30.1	29.4	24.0
<b>I feel like the Board of Directors are representative of me.</b>	3.0	29.1	28.4	29.6
<b>Examiners treat candidates with respect.</b>	3.9	65.3	18.7	7.3
<b>If I raised concern about discrimination during the certification process, I am confident the ABA would investigate my complaint.</b>	3.7	54.8	22.4	12.8
<b>The ABA Board of Directors is prepared to effectively advise a culturally diverse organization.</b>	3.4	37.8	30.6	17.6
<b>Diversity is valued at the ABA.</b>	3.5	41.6	32.3	12.3
<b>Diplomates are included in decisions that affect their certification.</b>	2.8	26.3	27.6	36.8
<b>All people have an opportunity to become a volunteer for the ABA.</b>	3.4	42.0	28.2	15.9
<b>All people have an opportunity to become a committee chair or Board Director for the ABA.</b>	3.0	28.5	29.9	28.3
<b>Anesthesiologists are treated the same despite their differences throughout the credentialing process.</b>	3.6	50.8	24.9	16.0
<b>I trust the ABA to evaluate each candidate/diplomate fairly.</b>	3.7	61.9	21.8	12.2
<b>The ABA demonstrates a strong commitment to meeting the needs of diplomates with disabilities.</b>	3.7	45.9	27.2	6.7
<b>The ABA publicly expresses and communicates its goals and strategies for diversity and inclusion.</b>	3.5	46.6	27.9	13.4
<b>I can voice a contrary opinion without fear of negative consequences.</b>	3.0	34.8	28.4	29.1
<b>Increasing staff DEI knowledge and comfort levels is important to the overall impartiality of the ABA.</b>	3.3	48.0	20.0	25.4
<b>I am committed to improving my individual DEI knowledge and comfort level.</b>	3.5	55.3	17.5	20.2



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<b>I am confident my background and culture would not negatively influence my scores during the certification process.</b>	3.8	62.0	18.6	13.5
<b>If I saw something wrong, I would feel comfortable reporting it.</b>	3.7	63.3	17.6	15.0
<b>Inappropriate jokes about race, ethnicity, gender, sexual orientation, and disabilities are not tolerated at the ABA.</b>	3.9	55.4	23.6	5.0
<b>The ABA values diverse opinions and ideas.</b>	3.5	47.0	29.5	13.8
<b>Diplomates are able to have discussions within the context of their certification experience on difficult/uncomfortable topics.</b>	3.4	38.1	32.1	15.2