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Supplement 1 Barriers to Diversity in Orthopaedic Surgery Residency Programs

Please complete the survey below.

Thank you!

Orthopaedic Residency Program

According to the US Census Bureau, In which region of the United States is your residency program located?

- Midwest (IL, IN, IA, KS, MI, MN, MO, NE, OH, WI)
- Northeast (CT, MA, NH, NJ, NY, PA, RI, VT)
- South (AL, AR, DC, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)
- West (AZ, CA, CO, HI, ID, NV, NM, OR, UT, WA)

Orthopaedic Surgery Residents

How many orthopaedic residents are currently enrolled in your program? _____

How many orthopaedic residents at your program identify as a member of the following racial/ethnic groups?

African-American/Black _____

Hispanic/Latino _____

American Indian/Alaska Native _____

Native Hawaiian/Pacific Islander _____

Asian _____

Other _____

Orthopaedic Surgery Faculty

How many orthopaedic faculty does your program currently have? _____

How many orthopaedic faculty at your program identify as a member of the following racial/ethnic groups?

African-American/Black

Hispanic/Latino

American Indian/Alaska Native

Native Hawaiian/Pacific Islander

Asian

Other

Which of the following are perceived barriers to recruiting minorities into the orthopaedic residency at your institution?

Not enough minorities applying to our program

- True
 False

We consistently rank minority applicants high but can never seem to match them

- True
 False

We do not have enough minority faculty, which may deter applicants

- True
 False

We are not specifically trying to recruit minority residents

- True
 False

The last minority resident that matriculated through our program did not perform well

- True
 False

Key faculty within the department would be against a change in the cultural and/or racial make-up of the orthopaedic residents

- True
 False

The objective data (USMLE Step scores, clinical honors, AOA status, LORs) for minority applicants often do not meet the threshold required to offer an interview or to be ranked to match

- True
 False

Minority medical students are deterred from applying to our program because we have never matched a minority resident before

- True
 False

Other perceived barrier(s) not listed above:

Outreach Programs

Does your institution have any outreach program for mentorship/exposure of minority students to orthopaedic surgery? Yes
 No

If yes, please explain:

Residents Leaving the Program

In the past 10 years, how many residents have resigned or been fired from the program? _____

In the past 10 years, were any of the residents who resigned or were fired from your program considered part of a minority group (Ex-African-American/Black, Hispanic/Latino, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, Asian)? Yes
 No

Supplement 2

Free Response Barriers to Increasing Diversity within Orthopaedic Surgery Residency Programs

1. “admittedly we have been trying to work harder on our gender imbalance than the racial imbalance. Both take work, but sometimes working on one problem takes resources away from other problems” (Region: West)
2. “Financial- expensive to rotate and live in NYC” (Region: Northeast)
3. “Geography of our residency” (Region: Northeast)
4. “I see very few minority other than applicants with heritage from India & China. I have tried to bring in a more diversified applicant, but have matched few. We get about the same percentage (if not less) of minorities to apply for our away rotation and we take all applicants on a first come first serve basis.” (Region: Midwest)
5. “I think another perceived barrier is a minority that interviews sees that the residency has a history or presently does not have any minorities. So the applicant doesn't want to be the first or only. Includes gender” (Region: South)
6. “I think females should also be considered a minority in our field. We do actively recruit female faculty and residents.” (Region: Midwest)
7. “Location” (Region: South)
8. “None, of the 580 applicants that applied to our program, very few were minorities (I reviewed every application!).” (Region: Northeast)
9. “Our city is not ‘black enough’.” (Region: West)
10. “Our particular city secondary to both distant and recent history has made it less desirable to minority students.” (Region: Midwest)
11. “our program has been known to be good old boy only program!” (Region: South)
12. “Our survey data from applicants that chose not to do residency here (all residencies, not stratified by race) show 60% of the applicants do so because they do not want to move to the south, or move outside of a large city.” (Region: South)

13. “Rural Program.” (Region: Northeast)

14. “Since highly qualified minority applicants are sought-after, they can often ensure that they match in what they perceive to be a better program in terms of lifestyle.” (Region: Northeast)

15. “Small city Limited outlets for minorities in the city” (Region: South)

16. “society in general” (Region: West)

17. “There are very limited number of qualified minority applicants.” (Region: South)

18. “Unconscious bias and blind spots of more vocal faculty” (Region: Midwest)

19. “We are in a very white, conservative state--it is probably a turn-off for some people. This applies not just to racial diversity, but all aspects of diversity.” (Region: West)