

Selection Committees: EDI & Conflict of Interest

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Background

- In early 2022, PGME distributed several documents to Program Directors related to Best Practices in Admissions and Selection (BPAS)
- The documents included:
 - Statement on Admissions Advisory Work and Residency Program Selection (stating on a position on those who participate in this type of work for remuneration)
 - Registration form to collect EDI demographics of Selection Committee members
 - Attestation of Expectations of Selection Committee members
 - Procedures on Conflict of Interest and Ethical Practices
 - Resources on Unconscious Bias
- PGME noted that these documents were to be completed by Selection Committee members, but kept with local program files, and not sent back to PGME
- There was much discussion around these documents and particularly the sensitive nature of the EDI information requested.

Purpose

- As a result of the feedback, PGME consulted with a number of stakeholders to explore options for EDI data collection, and the process of data collection and reporting.
- The purpose of this exercise is:
 1. To learn about selection committees (file reviewers and interviewers) in order to understand the diversity of the committees and whether they reflect the diversity of our community.
 2. To ensure procedure on Conflict of Interest and Ethical Practices is followed.

2023 Collection of Data

- For the 2023 Resident Selection cycle, a survey will be distributed by PGME to Program Directors
- PDs will be expected to forward survey on to Selection Committee members
 - Completion will be voluntary but strongly encouraged
- Content of single survey will include:
 - Collection of contact information
 - Opportunity to share EDI characteristics based on modified list of questions (Ethnicity and Childhood Socioeconomic Status)
 - Acknowledgement of Expectations as it relates to selection processes
 - Acknowledgement of Conflict of Interest and Ethical Practices

2023 Collection of Data

- All data will be stored centrally at PGME on password protected applications and servers.
- Data will be reported back in aggregate to protect confidentiality of selection committee members
- PGME will seek feedback on the new system in order to make improvements for the following cycle

Questions & Comments?

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